

ANNUAL ACTIVITY REPORT UNIVERSITY OF  
HRADEC KRÁLOVÉ  
2018

GAUDEAMUS HRADEC KRÁLOVÉ MAY 2019

Presented by:  
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# Rector's Foreword

Dear colleagues and friends of the University of Hradec Králové,

You have just opened our Annual Activity Report for the year 2018 which maps out all the activities pursued by the UHK in the last year. As all people in the Czech Republic, we at the University of Hradec Králové also commemorated proudly the anniversaries which are so important for our statehood and independence. During the whole year ending in the memorable number eight, we were presenting the fundamental milestones of the Czechoslovak and Czech history to people in Hradec Králové through a project titled "*The University's Years Ending in Eight*", which amounted to more than two dozen of various activities visited by thousands of people. Of them, the *August '68* happening which took place at Masaryk Square to commemorate the tragic events of 21 August 1968 in Hradec Králové saw the greatest success. Over 1,300 visitors came to attend the composed programme and the atmosphere, despite the bitter substance of the memory, was really magnificent and emotional thanks to the perfect organization of the event. The gathering called *The Embankment of the 20<sup>th</sup> Century* had a similar success as hundreds of other people took the opportunity to take an interactive walk around Hradec Králové within the *Historical Transformations of the Town*. *The University's Years Ending in Eight* programme was full of workshops, lectures, film projections and other activities organized by a number of UHK employees, members of the academic staff, and students. I want to thank them cordially for their efforts as I am sure that together we were able to celebrate the centenary of our country with high dignity.

In 2018, the science which enjoys the main priority within the scope of the university's activities prospered at University of Hradec Králové. A record number of 22 new scientific projects were commenced, of which eight were supported by the Czech Science Foundation (GACR), eleven by the Technology Agency of the CR (TACR), one by the Ministry of Education, Youth and Sports, one by the Ministry of Culture, and one by the Ministry of Health. Ten new postdoctoral positions were established by the faculties, through which the university has boosted the development of its teams by young scientists. We also saw an encouraging development in the UHK papers published in the magazines ranked in the first and second quartiles according to the order issued by the Web of Science. Their number increased by 50 % as against 2016. This way, the university manages to intensify a first-class research and publication outputs.

The second significant aspect of our university is the constantly growing area of study internationalization. We are still highly successful in the international credit mobility, stimulated further by the *Mobility* project with arrivals of researchers from abroad. Although the university has to face an unfavourable demographic trend, it does well in keeping the high numbers of students who take study trips abroad during their studies. Their number was 341 in the last year, which puts UHK to the 9<sup>th</sup> place among the Czech universities. Our university is becoming a still more tempting destination for international students, the number of which reached 501 in the last year. Thus, the University of Hradec Králové ranks among the 10 most attractive Czech universities for international students.

The external quality appraisals of the educational activities of the individual faculties conducted by the National Accreditation Bureau for Higher Education in the form of assessments of accreditation applications continued in 2018. Assessment of most accreditation applications for the individual degree programmes at all study levels was finished in the last year. We are pleased to inform you that all the applications filed by the Philosophical Faculty and by the Faculty of Informatics and Management were assessed with positive results. As for the Faculty of Science and the Faculty of Education, a decisive majority of the applications filed was assessed, of which in some cases we still do not know the results. We regard as highly positive the fact that we were granted accreditation for our degree programmes in the Teaching Profession area which represent the crucial part of the educational activities at the Faculty of Education and in which the Philosophical Faculty and the Faculty of Science take part as well. Thus, the university can continue educating teachers at all levels from nurseries to secondary schools.







We can call the University of Hradec Králové “green” according to the most recent international sustainability ranking conducted by Universitas Indonesia, the most prestigious university of Indonesia. The UHK took part in the *UI GreenMetric World University Ranking* to compete with 719 universities all over the world. As against 2017, we have moved our ranking up as we achieved the 350<sup>th</sup> place in 2018 and we were even placed second among the Czech universities involved.

We also succeeded in our hometown of Hradec Králové, where the building of the UHK Faculty of Science opened in 2017 was awarded a certificate of merit in the 15<sup>th</sup> year of the competition *Building of the Year 2018 of Hradec Králové Region*. It makes the expansion of the university campus Na Soutoku (At the Confluence) and its unmistakable form an integral part of the architectonic footprint of Hradec Králové, which is perceived positively by the local people.

The 9<sup>th</sup> Doctor Honoris Causa and the UHK Golden Medal awarded in 2018 made one of the greatest moments in the life of the university. In this case, at a suggestion submitted by the Faculty of Informatics and Management, the University of Hradec Králové awarded the title *doctor honoris causa* to Ing. Jan Petrof for his life’s contribution in the field of Management.

The university is also active in sports. In December, we were once again pleased by the result of the ice-hockey derby match between UHK and UPCE, which was won, for the fifth time in a row, 6:2 by our players. The match held in the ČSOB Pojišťovna ARENA in Pardubice was attended by an audience of 2,500.

In 2018 again, the University of Hradec Králové served as a forum for meeting with prominent personalities. The guests invited by the university included, for instance, the “Winton Child” Hana Kleinerová, Robert Plaga, Minister for Education, Youth and Sports, Daniel Meron, Ambassador of Israel, and Grégoire Vardakis, Ambassador of the Kingdom of Belgium.

The lines above are not in the least enough for me to embrace to a sufficient detail all the activities undertaken by the University of Hradec Králové in 2018. But I am much pleased to be able to state that their number grows year by year and that we at the University of Hradec Králové intend to continue this trend. We will keep striving intensively to strengthen the scientific prestige of our university and to expand our international networks.

I am hereby presenting this Annual Activity Report for the Year 2018 to you in humbleness with which I also thank to all of you who contribute to the growth of the University of Hradec Králové with your everyday work.

Respectfully yours

Kamil Kuča, Rector



# PART I – MAIN PART

## 1. 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 Teaching Higher Education Institution in Hradec Králové. But the history of the university in Hradec Králové reaches as far back as to 1959 when the Teaching 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.

In 1964, the separate Faculty of Education in Hradec Králové was established by merging the Teaching Institutes in Hradec Králové and in Pardubice. The qualitative breakthrough in the development of our university initiated by the social transformations after November 1989 resulted in the change of its name when the Czech National Council through Act No. 375/1992 Sb. of 29 April 1992 founded the Teaching Higher Education Institution (“VŠP”) in Hradec Králové as of 1 July 1992. It originated from the former Faculty of Education as a single-faculty university. As of 15 February 1993, a second faculty, namely the Faculty of Management and Information Technologies, was established to join the Faculty of Education (“PdF”). In the period from 1995 to 2000, the Faculty included the Institute of Economy and Management Studies in Moravská Třebová. Since 2000, the faculty has borne the name Faculty of Informatics and Management (“FIM”). The third, newly accredited Faculty of Humanity Studies, renamed to Philosophical Faculty (“FF”) at the end of 2007, started its activities on 1 September 2005. The most recently accredited is the Faculty of Science (“PřF”) established on 1 September 2010 by separating the natural sciences from the parent Faculty of Education. In the period from 2011 to 2017, the UHK had a fifth part, namely the Institute of Social Work. As decided by the Academic Senate of the UHK, this university institute was dissolved as of 31 August 2017 to become part of the FF.

After VŠP establishment, intensive preparatory works started for the construction of a new university campus in the locality called Na Soutoku near the confluence of the Labe and Orlice Rivers. The first building (the House of Joint Education) was erected in the years 1995–1997. In September 2004, the UHK Rectorate was given a dignified seat in the newly reconstructed historical building in Rokitanského Street. In April 2006, construction of another building was started Na Soutoku. At the end of 2007, the construction works were finished and equipment of the building with movables and didactic technologies started in spring of 2008. Thus, from the winter term 2008–2009, the FIM commenced its classes in the new premises. In 2015, revitalization of the open space in front of the House of Joint Education was finished to form a representative and peaceful area with resting zones corresponding with the mission of our university. In the years 2015 and 2016, windows were replaced and the facades of both buildings located at Svobody (Freedom) Square were reconstructed. Construction of the so far last building of the campus – the Faculty of Science – started in 2015. The building with state-of-the-art laboratory equipment was finished in October 2016 and the classes started from the summer term 2017. In 2016, a new urban architectural study was also drawn up for further development of the “Na Soutoku” locality. In 2018, the project documentation for the building interior reconstruction works was completed, a legally binding building permit was issued for the PdF building and a zoning decision was issued for the FF. At the same time, further supporting process steps needed to start the reconstruction works were declared and implemented as contracted.

The structure of the UHK degree programmes started to change considerably after 1992, and the original teaching subjects have lost their dominance. The university cultivates a wide range of degree programmes and branches which are broadly significant for the general goals in providing higher education and for the development of the level of education in the region, with the graduates being able to win recognition in the application sphere not only in Hradec Králové Region and in the Czech Republic but also abroad.

The university enjoys a constant interest in studies and a relatively stable demand for graduates from most degree programmes. In 2018, a total number of 6,542 students registered to study at the UHK, of which 4,045 were in the Bachelor's degree programmes (2,710 in the full-time and 1,335 in the combined form of study), 732 in the Master's degree programmes (614 in the full-time and 118 in the combined form of study), 1,249 in the post-Bachelor's degree programmes (792 in the full-time and 457 in the combined form of study), and 219 in the doctoral degree programmes (120 in the full-time and 99 in the combined form of study). In 2018 (the count as of 31 December), the UHK employed 471 members of academic and scientific staff in total, of which 36 were professors (7.6 %), 72 were associate professors (15.3 %), and 61 were researchers (13 %).

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 Objectives of Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities at the University of Hradec Králové in 2016–2020” and in the 2018 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

This Annual Report also serves as a feedback and review of the fulfilment of the objectives of the UHK strategic documents. Therefore, it can be considered an important means of evaluation of the quality of activities and basis for the Internal Report on Quality Evaluation of the UHK Educational, Creative and Related Activities (the “Internal Evaluation Report”).

#### **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 Mission is to be:**

- a renowned and sought-for teaching institution with a stable and well-established structure of study branches in both the national and international context, providing top education levels and producing graduates who are competitive and employable;
- a scientific-research subject achieving high-quality results in selected areas of basic research and interconnecting the applied research of international parameters with the needs of the regional and nationwide firms and other institutions;
- an institution with a high degree of internationalization in teaching, in the mobility of students and employees and in the sphere of science, as well as other related activities;
- an open institution involved actively in the public life of the town and region, and an educational, cultural and sports centre of the region with a significant integrating and cultivating influence and impact on the public as a whole;

– an institution offering its students and employees a top-quality and inspirational environment for their creative, learning and free-time activities.

## 2. 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 education, 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 degree programmes is increased especially through the comprehensive evaluation of the degree programmes based on the Internal Evaluation Report as discussed by the UHK Internal Evaluation Board; through feedbacks 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 rigorosum 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 degree 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, degree 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 taking care of talented youths.

### **2.1 Innovation of Degree Programmes to Meet the Application Sphere Requirements to Increase Quality, Cooperation with the Consumer Sphere, the Permeability of Study Branches, etc.**

The UHK faculties have detailed statistical data available on the course and results of the admission procedures structured by the individual degree programmes. This allows them to make analyses needed to assess the prospects of the respective degree programmes in terms of applicants' interests in the study and their quality. The faculties monitor the usability of the graduates from the individual degree programmes not only with respect to their employability but also to the utilization of the qualification they have acquired. In doing so, they also use the empirical questionnaire research instruments among the graduates. On the basis of thus obtained data, the faculties amend the structure of the offer of degree programmes continuously, usually in connection with the process of obtaining new accreditations.

Although we experienced an increase of 4.07 % in the number of registered students in 2018 as against 2017, the said increase only occurred in carefully selected degree programmes.

The basic system of criteria allowing to perform an objectivised evaluation of the educational activity was elaborated and used in 2018 to draw up the "Internal Evaluation Report" and partially also the "Self-Assessment Report – Institutional Part". As a rule, the indicators applied make it possible to monitor the development trends. The system of criteria and indicators is concretized further within the process of preparation for a selection procedure for a management information system contractor. The said MIS will include tools to be used to control and evaluate the quality of activities at the UHK. The teaching process is evaluated regularly within the feedbacks obtained

from students at three faculties via the information system STAG. It concerns quality evaluation of individual subjects and teachers based on criteria specified in a uniform manner.

Study contents are modernized on the basis of results achieved in the respective scientific subjects and also on the basis of requirements from the application sphere. Such modernization of the internal content of the degree programmes and introduction of new degree programmes took place predominantly in connection with the applications filed for new degree programme accreditations as well as, especially in the newly introduced degree programmes, in connection with the fulfilment of the indicators of the OP RDE (Operation Programme Research, Development and Education) titled “Strategic Development of the University of Hradec Králové”.

In 2018, permeability among the faculties and study branches was increased further, especially in the selected subjects that are entered in more than one degree programme or are made available to be also studied by students registered at other faculty than that which runs the subject in question.

Within the efforts to interconnect studies with the consumer sphere, information is collected and analyses are made which follow from the empirical enquiries made, data obtained from the UHK Information, Counselling and Career Centre (“ICCC”) and, last but not least, from the members of the Student Internship Boards and other cooperating practitioners. Subsequently, the knowledge obtained is discussed with the degree programme boards or with the relevant faculties and reflected in the plans of study. The ICCC resumed searching for employers’ requirements for graduate’s profiles. The results of the research focused predominantly on the requirements of employers for graduates’ training in relation to their entry to the labour market and practice, the possibilities of employers’ involvement in the training itself and other recommendations will be processed further in 2019. The research will be repeated at regular intervals, with the results being available as recommendations for amending the plans of study of the individual faculties.

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 degree 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 solution of common projects and of the subject matters of their term and final papers based on their internships. 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 degree programme in question. The ICCC keeps increasing the list of cooperating employers and focusing on addressing other subjects with request for cooperation. 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 2018, the Career Web provided 183 work, temporary job or internship offers. However, we note a decrease in the advertisements in connection with the use of other way of publishing vacancies through social networks. To respond to this trend, we intend to make amendments to the Career Web which would simplify it and open the vacancies also for not registered users. In the last period, cooperation was established with a couple of subjects which offer involvement in projects supporting practical training or development of final internships, etc.

## **2.2 Lifelong Education**

In 2018, lifelong education was conducted under the auspices of the faculties responding to the demands from practice and modifying the structures of their offers of lifelong education courses. In these activities, the crucial role is played by the Faculty of Education which focuses especially on the lifelong education of teachers. The other faculties take part through their staff in providing the said courses and preparing their own offers in lifelong education.

## **2.3 Interconnection of Study and Scientific & Research Activities**



The UHK faculties monitor and analyse regularly the involvement of the students of doctoral and Master's degree programmes in scientific and research activities. Master's degree students continue being involved especially by taking part in specific research grants or in advanced research seminars, technical lectures, workshops and conferences. Students of post-graduate degree programmes have an obligation to publish the results of their research activities incorporated in their respective plans of study. In addition to specific research programmes where they often have the obligation incorporated in their respective plans of study to apply for internal research grants, students are also involved actively in external grant projects (such as those provided by GACR, TACR, or NAKI). The faculties also support actively the trips of post-graduate 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. The motivational programmes of the faculties also apply to post-graduate 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 bursary 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. 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 post-graduate students are concerned. Requirements keep increasing for the minimum number and quality of publications as preconditions for successful completion of studies.

#### **2.4 Development of Services for Students and Support Provided to Students, Applicants and Graduates**

In 2018, the ICCC underwent a transformation consisting especially in extending the offer of services and in introducing maximum interconnection and comprehensiveness of the services provided. An information service section assured by the Contact Point of the Centre was established to cover the still increasing demand for fundamental operational and study information.

The transformation resulted in greater interconnection of the services provided, being based on the comprehensive cooperation of the individual ICCC sections, on the administrative solution of passing clients between the individual sections, and on the joint work of the experts from the individual sections of the Centre. Clients (the UHK students) can make use of all the ICCC services simultaneously so as to benefit from an optimum and complete support provided across the sections as required.

In 2018, the ICCC counselling (career, social, psychological and therapeutic) units provided 293 counselling sessions and 100 service events (with the follow-up services of the individual providers) and 132 individual sessions took place to support students with specific needs. The ICCC personnel work continuously on increasing their professional competences. Last year, they attended training courses in coaching, in oriented approach to therapy, in the diagnostics of specific learning deficiencies, and in emergency interventions. To cope with the still increasing number of clients making use of the services of the psychological and therapeutic support and of the support of the Augustin Centre due to their psychic disorders, we also focus on increasing the staff qualifications and on widening the awareness of the topics.

We continue deepening our cooperation with the counselling centres of other universities not only at the meetings of the organizations of the Association of University Advisors and of the Association of Service Providers for Students with Specific Needs.

### 3. Science and Research

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 2018, excellence in the science and research areas was evaluated, *inter alia*, using the new internal methodology of the 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 2018, the university-wide competition for excellence support was reopened, and it was won by the project titled “Design and Development of New Modulators of Acetylcholinesterase Potentially Used in Therapy of Neurodegenerative Disorders and as Antidotes in Case of Poisoning by Organophosphorus Inhibitors” and led by the researcher Dr. Nepovimová. The project solution phase has been scheduled until 2020.

Another support was provided in 2018 to the scientific-research teams and to the involvement of young researchers in them in the form of opening a competition for occupying postdoctoral positions from the research organization development funds. As a result of this competition, 10 postdoctoral fellows in total started working at the UHK and postdoctoral positions were occupied by all our faculties.

In 2018, we saw a high increase in the number of research projects awarded by the leading grant agencies to be implemented or co-implemented at the UHK. The UHK was a recipient or co-recipient in eighteen GACR projects (1 at the PdF, 2 at the FIM, 9 at the FF and 6 at the PřF), ten TACR projects (1 at the UHK as a whole, 1 at the PdF, 1 at the FIM, 1 at the FF, and 6 at the PřF), and two Ministry of Culture projects within the NAKI II Programme (FF). The research projects also include those of the Ministry of Education, Youth and Sports (“MŠMT”) within the LTC Inter COST programmes (1 project at the FIM), Macroregional Cooperation in Research, Development and Innovations – Visegrad Group (V4)-Korea Joint Research Program (1 at the PřF), selected OP RDE projects (2 at the PřF), and one Ministry of Health project (PřF).

GACR projects:

- Political Financing in Central Europe on the National and the Sub-National Level, recipient: UHK/ FF, researcher: PhDr. Mgr. Vít Šimral, LL.B. (Hons), Ph.D., project solution period: 2016–2018;
- Modern Tendencies in European Historiography and Their Parallels and Reflections in the Work by Czech Historian František Kutnar, recipient: UHK/FF, researcher: doc. PhDr. Veronika Středová, Ph.D., project solution period: 2017–2019;
- Investment Evaluation of Medical Device Development, recipient: UHK/FIM, researcher: doc. Ing. Petra Marešová, Ph.D., project solution period: 2017–2019;
- On the Limits of Reason in the Age of Reason: Disputes in the 18th Century Philosophy, recipient: The Institute of Philosophy of the Czech Academy of Sciences, v. v. i., co-recipient: UHK/FF, researcher for the UHK: Mgr. Hynek Janoušek, Ph.D., project solution period: 2017–2019;
- The Image of Indigenous Cultures in the Context of Contemporary Western Alternative Spirituality, Society, and Science, recipient: UHK/FF, researcher: Mgr. Jan Kapusta, Ph.D., project solution period: 2017–2019;
- Singular Spaces from Special Holonomy and Foliations, recipient: UHK/PřF, researcher: doc. Anton Galaev, Dr.Sc., project solution period: 2017–2019;
- Russian Transmedia Poetry as a Model of Literature in Post-Digital Era, recipient: UHK/PdF, researcher for the UHK: Mgr. Jana Kostincová, Ph.D., project solution period: 2017–2019;
- Localized Electronic Effects of Antibody Binding on Nanocomposite Materials (LEEFAB), recipient: Czech Technical University in Prague/Faculty of Electrical Engineering, co-recipient:

UHK/PřF, researcher for the UHK: prof. Ing. Kamil Kuča, Ph.D., project solution period: 2017–2019;

- The Outcomes of Social Movements and Those Movements' Dynamics, recipient: UHK/FF, researcher: Mgr. et Mgr. Pavlína Springerová, Ph.D., project solution period: 2017–2019;
- Inferentialism and Collective Internationality, recipient: UHK/FF, researcher: Mgr. Ladislav Koreň, Ph.D., project solution period: 2017–2019;
- Štěpán of Palecz's (+ 1423) Opera Logicalia and the Reception of English Logic in Late Medieval Bohemia, recipient: UHK/FF, researcher: ThDr. Martin Dekarli, Th.D., project solution period: 2017–2019.
- Non-Standard Optimization and Decision-Making Methods in Management Processes, recipient: UHK/FIM, researcher: prof. RNDr. Martin Gavalec, CSc., project solution period: 2018–2020;
- Butyryl Cholinesterase Reactivators for Preparation of Pseudo-Catalytic Scavengers Applicable for Organophosphorus Intoxications, recipient: UHK/PřF, researcher: doc. PharmDr. Kamil Musílek, Ph.D., project solution period: 2018–2020;
- Research of Oxime-CB(7) Complexes for Central Nervous System Penetration of Quaternary Acetylcholinesterase Reactivator, recipient: Faculty of Military Health Sciences, University of Defence, co-recipient: UHK/PřF, researcher for the UHK: Ing. Miroslav Lísa, Ph.D., project solution period: 2018–2020;
- Inhibition of JAK/STAT3 Signalling Pathway in Cancer Therapy, recipient: Institute of Molecular Genetics of the Czech Academy of Sciences, v.v.i., co-recipient: UHK/PřF, researcher for the UHK: doc. PharmDr. Kamil Musílek, Ph.D., project solution period: 2018–2020;
- Trade-off Between Radial Trunk Growth and Fruit Yield and Its Relationship to Xylem Traits in Composite Apple and Pear Trees, recipient: UHK/PřF, researcher: RNDr. Lenka Plavcová, Ph.D., project solution period: 2018–2020;
- Relationship between Electoral Competitiveness and Governmental Repressive Strategies in the Hybrid Regimes of Latin America, recipient: UHK/FF, researcher: prof. PhDr. Maxmilián Strmiska, Ph.D., project solution period: 2018–2020;
- Midstream and Alternative Economic Discourses in the Czech Republic and in Slovakia, recipient: UHK/FF, researcher: Mgr. Milan Hrubeš, Ph.D., project solution period: 2018–2020.

#### TACR projects:

- Centre for Transfer of Biomedical Technologies - PoC, principal recipient: The University Hospital in Hradec Králové, researcher: Mgr. Bc. Pavlína Vaisová, project solution period: 2015–2019, co-participant: UHK, researcher: Ing. Martin Sedláček;
- Making a Modern Modular System for Teaching Mechatronics in Line with the Industry 4.0 Challenge, principal recipient: MERKUR TOYS s.r.o., co-recipient: UHK/PřF, researcher for the UHK: Ing. Radko Kříž, Ph.D., project solution period: 2017–2019;
- Development and Manufacturing of Quadcopter Prototype with Four-Stroke Combustion Engine, principal recipient: ROTomotor s.r.o., co-recipient: UHK/PřF, researcher for the UHK: doc. RNDr. Štěpán Hubálovský, Ph.D., project solution period: 2018–2020;
- In Vitro Sensitization Testing - a Comprehensive Approach, principal recipient: Výzkumný ústav organických syntéz a.s., co-recipient: UHK/PřF, researcher for the UHK: doc. RNDr. Petr Bogusch, Ph.D., project solution period: 2018–2021;
- Use of Hemocompatibility Tests for Medical Devices Based on Advanced Materials, principal recipient: Výzkumný ústav organických syntéz a.s., co-recipient: UHK/ PřF, researcher for the UHK: doc. RNDr. Petr Bogusch, Ph.D., project solution period: 2018–2022;
- Development of Intelligent Electronic Control System for Specialized Hospital Beds for Critically Ill Patients, principal recipient: L I N E T spol. s r.o., co-recipient: UHK/PřF, researcher for the UHK: RNDr. Filip Studnička, Ph.D., project solution period: 2018 – 2020;
- Compensated Broadband Current Shunt with Inductive Coupling, principal recipient: University of West Bohemia in Pilsen, co-recipient: UHK/PdF, researcher for the UHK: doc. PaedDr. René Drtina Ph.D., project solution period: 2018–2020;

- Treatment and Care of People with Alzheimer's Disease - Economic Burden in the Context of the Development of New Drugs, recipient: UHK/PřF, researcher for the UHK: doc. PharmDr. Kamil Musílek, Ph.D., project solution period: 2018–2021;
- Medical Devices Development as an Effective Investment for Public and Private Entities, recipient: UHK/FIM, researcher for the UHK: prof. Ing. Kamil Kuča, Ph.D., project solution period: 2018–2021;
- Analysis of Social Situation in Relation to Automotive Production in Solnice-Kvasiny Industrial Zone - Rychnov n/Kněžnou, recipient: UHK/FF, researcher: PhDr. Michal Tošner, Ph.D., project solution period: 2018–2022.
- Innovation of Tourism Management Systems Using the Process Management Tools, principal recipient: University of West Bohemia in Pilsen, co-recipient: UHK/FIM, researcher for the UHK: doc. RNDr. Petra Poullová, Ph.D., project solution period: 2018–2021;
- Effective Management of Knowledge Transfer, recipient: UHK/FIM, researcher for the UHK: doc. Mgr. Ing. Petra Marešová, Ph.D., project solution period: 2018–2021.

Projects of the Ministry of Culture, NAKI II Programme:

- A Gate to Wisdom Has Been Opened. Baroque Cultural Heritage of Monasteries in Broumov and Rajhrad: Protection, Restoration, Presentation, principal recipient: UHK/FF, researcher: Mgr. Martina Bolom Kotari, Ph.D., project solution period: 2016–2020;
- Dowry Towns of the Queens of Bohemia (A Living Part of Historical Consciousness and its Support of the Instruments of Historical Geography, Virtual Reality and Cyberspace), principal recipient: UHK/FF, researcher: doc. Mgr. Petr Grulich, Ph.D., project solution period: 2018–2022.

Project of the Ministry of Education, Youth and Sports, Macroregional Cooperation in Research, Development and Innovations – Visegrad Group (V4)-Korea Joint Research Program:

- Novel Butyryl Cholinesterase Reactivators for Pseudo-Catalytic Scavenging of Organophosphates, recipient: UHK/PřF, researcher: doc. PharmDr. Kamil Musílek, Ph.D., project solution period: 2017–2020.

Projects of the Ministry of Education, Youth and Sports, LTC Inter COST Programme:

- Evaluation of the Potential for Reducing Health and Social Expenses for Elderly People Using the Smart Environment, recipient: UHK/FIM, researcher: doc. Ing. Mgr. Petra Marešová, Ph.D., project solution period: 2018–2021.

Projects of the Ministry of Education, Youth and Sports, OP RDE:

- PERSONMED - Centre for the Development of Personalized Medicine in Age-Related Diseases, recipient: The University Hospital in Hradec Králové, co-recipient: UHK/PřF, researcher for the UHK: RNDr. Filip Studnička, Ph.D., project solution period: 2018–2022;
- PharmaBrain, recipient: Institute of Physiology of the Czech Academy of Sciences, v. v. i., co-recipient: UHK/PřF, researcher for the UHK: doc. PharmDr. Kamil Musílek, Ph.D., project solution period: 2018–2022.

Project of the Ministry of Health:

- STAT3 Inhibitors as a Tool for Eliminating Negative Effects of Chemotherapy, recipient: Institute of Molecular Genetics of the Czech Academy of Sciences, v. v. i., co-recipient: UHK/PřF, researcher for the UHK doc. PharmDr. Kamil Musílek, Ph.D., project solution period: 2018–2022.

### 3.1 Analysis and Selection of Research Areas of Excellence by UHK Faculties

The UHK develops gradually the prospective scientific-research subjects in the supported branches in each of the university parts.

The UHK scientific-research teams are supported, *inter alia*, by the science and research supporting programme called “Research Faculties” which allocates the institutional support funds to the faculties

for these purposes, such as the long-term conceptual development of research organization. Another support was provided in 2018 to the scientific-research teams and to the involvement of young researchers in them in the form of opening a competition for occupying postdoctoral positions from the research organization development funds (see above). The funds available within the OP RDE, the “International Mobility of Researchers” call, were also used. Five other foreign researchers were selected within the opened competition for occupying junior and senior researcher positions, and two UHK researchers started their six-month internships abroad within the same project. Starting in September 2018, the persons selected within the competition engaged gradually in the solution of the scientific-research subjects at the UHK faculties.

Both the university and the faculties have systems for staffing, administrative and financial support for science and research in place, aiming to obtain support by external providers for top-quality research projects and to direct publication output to specialized periodicals listed in the renowned international databases and to monographs published in foreign languages and in the leading foreign scientific literature publishers.

The UHK supports excellent research at both the university-wide and faculty levels. The university result data available in the WoS database show the markedly growing trend of the publication results in the magazines ranked among the best fourth and half (Q1 and Q2). As against 2016, the numbers of such outputs increased by 50 %.

In 2018, the university-wide level of excellent research was catered for by four UHK excellence support projects. Other funds are spent for the said purposes by the faculties that have their own schemes for the projects of excellence where they strengthen the development of the prospective fields and the excellence of the scientific results within their branch specializations. The Rector’s advisory body, which is the UHK Research Ethics Committee, also supports the achievement of excellent results with its opinions on the research ethical contexts.

The Student Internship Boards 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 2018. The process protection of results takes place in cooperation with the Centre for Transfer of Biomedical Technologies. Cooperation with institutions and subjects in the application sphere is developed individually according to the branch specializations of the individual parts of the UHK.

### **3.2 International Scientific Teams and Engagement of Students in Science and Research**

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. Foreign specialists work in the team of researchers within the excellence support projects at the UHK. Further, the faculties have used other possibilities to build up international scientific teams.

In 2018, the UHK organized a number of high-level conferences at which it had the opportunity to promote effectively the science and research of the UHK specialist teams. One of the major events of 2018 was the international conference titled “13th International Meeting on Cholinesterases and 7th International Conference on Paraoxonases” which took place in the UHK premises and was attended by experts of world renown. Top foreign specialists also gave their lectures at other extraordinary events, such as within Hradec Economic Days, Pedagogical Days, Hradec Days of Social Work, etc. The UHK cooperates with a great number of foreign partners on a long-term basis. The further expansion of their network also promises the UHK involvement in the international academic network BSEMAN (The Black Sea and the Eastern Mediterranean Academic Network), of which the university has become a founding member by signing the memorandum in 2018.

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 foreign experts as co-researchers. Since 2018, postdoctoral fellows have been engaged in research internationalization at the UHK within the POSTDOK university programme aimed at science support. Other foreign specialists were engaged in the UHK scientific-research activities within the OP RDE project titled

“International Mobility of Researchers”. The PŘF and the FIM are also involved in the COST framework projects. In addition to experts in the above-mentioned programmes, visiting professors also work at some faculties.

The joint publication outputs of our scientists and of their foreign colleagues are the important results of the work of the international teams.

At the UHK, students join mainly the specific higher education research or the projects of their supervisors and other members of the academic staff of the university. The number of students engaged in scientific and research projects keeps increasing. They are also invited to attend local research seminars, specialist lectures, workshops, and conferences. Within their doctoral studies, the doctoral students have the obligation to apply for internal grants and also to seek other opportunities to publish the results of their scientific and research activities. In addition to this, the faculties have different motivational schemes in place to support the scientific and research activities of the doctoral students. The study and research activity results are evaluated regularly by the supervisors and by the subject-area boards, with the bursary amount for the full-time students being dependent on the evaluation results.

# 4 Internationalization – International Dimension

The long-term strategic priority of the UHK is the development of international cooperation allowing a wide-range exchange of students and staff in education and research.

## 4.1 International Cooperation in Teaching

At a central level, the UHK organizes events such as UHK International Day, issues the UHK Guide, makes use of social networks, cooperates with student associations, and draws up promotional materials. The UHK's International Office works together with the relevant faculty departments or offices. Within international networking, the number of contracts with universities abroad increased in 2018 (taking the opportunities of trips to institutions abroad and of meetings at international fairs EAIE, NAFSA, APAIE, etc.). At the university level, a rough balance between the outgoing and incoming mobilities was achieved, with the restart of growth in outgoing mobilities being a challenge for us. We also register an increased interest in internships. Within the Erasmus+ International Credit Mobility, the 2016–2018 project was completed successfully (4 partner countries, 24 mobilities carried out), the 2017–2019 project continued (10 partner countries, 68 mobilities planned), and the 2018–2020 project was entered into with 13 partner countries (95 mobilities planned).

In 2018, the UHK still did not open any double degree type programme, but the FF in particular made active steps to elaborate first programmes of this type. Among other things, they had to familiarize themselves with the complicated Czech legislation, start communicating with the partner institutions, and draw up programme implementation contracts. Opening joint degree programmes also depends on passing new accreditations. The OP RDE project focused on winning joint degree programmes should become an important stimulus in this effort.

The Rectorate is preparing a specimen contract to provide for cotutelle type programmes. The UHK has concluded new contracts with foreign universities, and it offers mobility opportunities for doctoral students from different external sources (Aktion, AIA, Fulbright, etc.).

In 2018, the International Office staff was reinforced with focus on OP RDE Mobility project administration. The number of UHK's foreign employees continues to increase. The UHK faculties organize summer schools/courses of Czech language and culture.

The promotion of degree programmes accredited for teaching in English language was assured at a central level for the university by an appointed officer. The UHK was taking the opportunity of presentations at international fairs, through paid advertisements at web presentations, through contracted agencies, and on the social networks. The successful solution of the Centralized Development Project (CRP) titled "Support to Internationalization and Higher Education Attractiveness in North-Eastern Bohemia" in a consortium headed by the TUL (with another member being the UPce) was a valuable support. New UHK promotional materials were created and the catalogue of courses taught in English was updated. The following activities were pursued within the CRP: updates of the catalogue of courses taught in English at the UHK, advertisements for 24 branches in English at Masterstudies.com (Bachelorstudies.com, Phdstudies.com) were issued, a microsite was created, intended for potential applicants for study at the UHK in the programmes accredited in English language, a series of promotional videos UHK Guide was made and published, new UHK promotional materials were created, an UHK facebook presentation focused

on international students and study applicants was drawn up and updated continuously, and advertisements of study branches targeted at international students were issued. The UHK strives actively to position itself and rise within the international ratings.

#### **4.2 International Scientific Cooperation in Research**

In 2018, within the events organized throughout the university, universities were visited in the following countries: South Korea (KRICT – Korean Research Institute of Chemical Technology, KAIST – Korea Advanced Institute of Science and Technology and UST – University of Science & Technology), China (Yangtze University and Nanjing Agricultural University), Malaysia (National Defence University of Malaysia), Colombia (Pontificia Javeriana and Universidad del Rosario in Bogotá), Bolivia (Universidad Mayor de San Simón in Cochabamba and Universidad Autónoma Gabriel René Moreno in Santa Cruz de la Sierra), Greece (University of Thessaloniki), and Poland (University of Warsaw).

Within the OP RDE project titled “International Mobility of Research Workers”, five researchers from abroad worked at the UHK in 2018 and two members of the UHK staff were sent for a six-month internship abroad within the same project.



## 5 Infrastructure and Human Resources

In the area of the teaching and research infrastructure, the UHK is undergoing a significant institutional development concerning especially the construction and preparation of further development of the “Na Soutoku” campus and reconstruction of the historical buildings at Svobody Square. The current UHK infrastructure comprises 9 buildings owned and other two rented by the university.

### 5.1 Continuation of Construction “Na soutoku”

On the basis of the analyses of the current UHK needs and after taking into account the costs of a new zoning decision according to the territorial study, no works were started on the preparation and call for a public tender for a zoning decision project documentation contractor. The UHK will allocate the spared funds in an expedient manner to draw up a more detailed stage of the territorial study, and it will implement the zoning decision using the *per partes* method in the form of conducting partial change procedures according to the investment funds available for the multisource financing of the next UHK Campus construction phases. Within Priority 4, part of the activities was transferred to where they would be more useful in elaborating reconstruction projects for the buildings owned by the university.

### 5.2 Reconstruction of Buildings Owned by the UHK and Modernization of Facilities

The project documentation for the historical buildings at Svobody Square was finished during 2018. A legally binding building permit was issued for the PdF building and a zoning decision was issued for the FF building. Also, other supporting steps needed to start the reconstruction works were announced and executed as contracted, namely the provision of services of a building inspector, occupational safety coordinator and contractor to draw up the interior and equipment documentation. Other works commenced and scheduled to be finished in 2019 included the completion of detail design documentation and bills of quantities for public tenders for building contractor selection. The FF building reconstruction will be funded by the Ministry of Education, Youth and Sports in the form of programme funding, namely the programme titled “Development and Reconstruction of the UHK Material-Technical Base 133D 22T”, and the remaining part will be covered from the UHK funds. The PdF building will be reconstructed under the programme titled “Development and Reconstruction of the Material-Technical Base of the Faculties of Medicine and Education of Public Higher Education Institutions”.

In 2018, new technologies were used to equip part of the classrooms in the House of Joint Education (Building A, 15 classrooms in total), complete reconstruction of the PC classroom in the House of Joint Education was finished, the PC classroom in Building P (KVKTT) was equipped newly, and reconstruction of the PC classroom in Building E (KAJL, KFKL, KKNP) was started. Reconstruction works continued in the wood- and metalworking workshops of the Department of Technical Education for which rooms in Building A were reconstructed and partially newly equipped and classrooms were moved to this building from the inconvenient premises in the historical PdF building. The rooms of the Department of Music (the music laboratory), of the Department of Art, Visual Culture and Textile Studies (equipment for special prints, graphic SW, etc.) and of the Department of English Language and Literature (teaching software) were modernized with specialized HW and SW equipment. A number of PdF departments were equipped with new teaching aids, the IT equipment of the individual facilities was modernized continuously,

and reconstruction of the Pedagogical Research Centre was started (the study room was equipped and equipment needed to support the research activities of the PdF staff was purchased).

The main AV equipment elements were replaced in all the FIM classrooms. The lecture theatres and the computer classrooms were equipped with new screens and data projectors with higher luminous intensity and with the laserLED technology, and the old PC LED monitors in the other classrooms of the faculty departments were replaced by new ones of higher resolution. In the computer laboratories, the electrical installations were reinforced and the “nests” were modernized. All the FIM building study zones were modernized, including floor covering and furniture replacement and creation of a more pleasant study environment in general. The study zones offer a place for work on group projects thanks to large tables and areas for convenient self-study on comfortable sitting bags. Electrical installations were reinforced in the study zones. Within the process of employment of state-of-the-art technologies, the Blackboard portal was modernized together with a mobile application for access to all materials. All students of advanced programming have a new Docker environment available for using containerized applications and performance testing, as well as an automated laboratory environment operated as an internal cloud for the application of virtualised and network technologies.

In 2018, purchases were made to modernize the FF facilities and teaching rooms within the OP RDE ERDF projects “Infrastructure for the UHK Strategic Development” and “Support to the UHK Study Environment Development”, namely laboratory teaching instruments and classroom audiovisual technologies (data projectors and PC workstations).

The PřF is located in a two years old faculty building, so no reconstructions had to be made in 2018. The faculty invested funds to complete the equipment of the teaching and research rooms with computers and laboratory instruments. In 2018, the total investments in the said faculty equipment amounted almost exactly to CZK 32 million (one laboratory instrument was purchased using the funds provided under a GACR project and the other were purchased from the OP RDE project funds). The highest investment items included a system for supercritical fluid chromatography with mass spectrometry detection worth almost CZK 5 million.

In 2018, project preparatory works were carried out to improve the rooms for the basic university activities, mainly using the resources from the OP RDE project titled “Support to the UHK Study Environment Development”. Further preparatory works were focused on the construction of a lifting platform for Building E. The UHK also filed an application for programme financing by the Ministry of Education, Youth and Sports for reconstruction of the Na Flošně gym building, which includes thermal insulation of the building envelope, replacement of windows, and reconstruction of the air-conditioning system and suspended ceiling in the gym, as well as minor repairs in order to improve the utility properties of the building. A considerable investment project was also implemented in the Palach Halls of Residence where the furniture was reconstructed completely, floors were repaired and the walls of one of the entrances were painted.

### **53 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.).

In 2018, the non-academic workers of the Rectorate units and faculties attended frequently the training courses organized by the Association of University Administrators, specialized workshops organized by other universities and external agencies, professional lecture cycles, etc. The Project Support and Creative Activities Department workers attend regularly the workshops organized for applicants and recipients by various subsidy providers (OP RDE, GACR, TACR, etc.). Some workers attended conferences focused on their professions both in the country (e.g.,

Bibliotheca academica) and abroad (e.g., EUPRIO in Spain). In 2018, two Rectorate employees were sent to a language course abroad, ten administration workers went out to work within the Erasmus + programme (three from the Rectorate, five from the FIM and two from the PŘF), and other three workers attended an Erasmus International Week abroad.

The UHK itself organized specialist and language courses for its employees within the OP RDE project titled “Strategic Development of UHK”.

#### **54 Support of Development and Innovations in Supporting Processes**

The UHK drew up a guideline and a university methodology for personal data protection, a data protection officer was appointed, an analysis of personal data processing activities was made, a register of activities was created as an internal web application, and the personal data information systems and controlling processes are being amended continuously. Additions to contracts with information system providers and personal data processors, data controller approvals, and information on personal data protection are published on the university web page, and employee training and information provision to employees and students continues within the information systems. After the analysis is made and on the basis of information from the personal data processing register, measures are implemented gradually in the individual information systems.

# 6 The UHK Third Role, Interconnection with Application Sphere

## 6.1 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 branches (programmes), by providing counselling services and by improving the opportunities of getting practical experience during studies. Two unemployment analyses are made every year.

As of 30 September 2018, the Employment Offices registered 15 UHK graduates, which means that the unemployment rate of our graduates has decreased considerably. According to the Ministry of Labour and Social Affairs (MPSV), a graduate is defined as employment applicant registered by the Employment Office competent according to his/her place of permanent residence if the period from the due completion of his/her study has not exceeded 2 years.

**Statistical data of unemployment of the UHK graduates as of 30. 9. 2018 (Source: MPSV and SIMS)**

| PDF        | Graduates                 |  | Applicants registered by the EO |                           |                           |
|------------|---------------------------|--|---------------------------------|---------------------------|---------------------------|
|            | 01.10.2017<br>–30.09.2018 | at 30.09.2018<br>01.05.2018<br>–30.09.2018 | by study completion period      |                           |                           |
|            |                           |  |                                 | 01.10.2017<br>–30.04.2018 | 01.05.2018<br>–30.09.2018 |
|            | 597                       | 524  | 5                               | 4                         | 3                         |
| FIM        | 345                       | 311  | 2                               | 2                         | 2                         |
| FF         | 154                       | 126  | 6                               | 3                         | 3                         |
| PŘF        | 118                       | 109  | 0                               | 0                         | 0                         |
| ÚSP        | 106                       | 100  | 2                               | 2                         | 2                         |
| <b>UHK</b> | <b>1,320</b>              | <b>1,170</b>                               | <b>15</b>                       | <b>11</b>                 | <b>10</b>                 |

**UHK graduates registered by the Employment Office of the CR by branches as of 30. 9. 2018 (Source: MPSV)**

|                      | K<br>K<br>O<br>V | Branch                          | Study type     |           |           | Study form |          |
|----------------------|------------------|---------------------------------|----------------|-----------|-----------|------------|----------|
|                      |                  |                                 | Total Bachelor | Master    | Full-time | Combined   |          |
| <b>U<br/>H<br/>K</b> |                  |                                 | <b>15</b>      | <b>11</b> | <b>4</b>  | <b>12</b>  | <b>3</b> |
| P<br>D<br>F          | 1<br>8<br>0<br>2 | Media and Communication Studies | 1              | 1         | 0         | 1          | 0        |
| P<br>D<br>F          | 7<br>3<br>1<br>0 | Philology                       | 1              | 1         | 0         | 1          | 0        |
| P<br>D<br>F          | 7<br>5<br>0<br>6 | Pedagogy                        | 1              | 0         | 1         | 1          | 0        |

|             |                  |                                    |   |   |   |   |   |
|-------------|------------------|------------------------------------|---|---|---|---|---|
| P<br>D<br>F | 7<br>5<br>0<br>7 | Specialization in Pedagogy         | 2 | 2 | 0 | 1 | 1 |
| F<br>I<br>M | 6<br>2<br>0<br>8 | Economics and Management           | 1 | 1 | 0 | 1 | 0 |
| F<br>I<br>M | 6<br>2<br>0<br>9 | System Engineering and Informatics | 1 | 0 | 1 | 0 | 1 |
| F<br>F      | 6<br>7<br>0<br>3 | Sociology                          | 3 | 3 | 0 | 3 | 0 |
| F<br>F      | 7<br>1<br>0<br>5 | Historical Sciences                | 3 | 2 | 1 | 2 | 1 |
| Ú<br>S<br>P | 6<br>7<br>3<br>1 | Social Politics and Social Work    | 2 | 1 | 1 | 2 | 0 |

As follows from the charts above, the employability of the graduates from all study branches in the labour market is very high and, in the current situation of the labour market, the number of the UHK graduates registered by the Employment Offices is very low and the employability of the graduates is above the nationwide average. During the whole year, career counselling and coaching services were available not only to students but also to graduates within two years of study finishing. The career web provides students and graduates with offers of temporary jobs, internships and work activities. The faculties organize their own events to support student and graduate employability, and the issue is also addressed at the level of the Student Internship Boards of the individual faculties.

## **62 Public Relations, Publicity and Communication**

In 2018, the brand of the university was being built up and reinforced in several directions. In the public area, the university is represented by a system of partnership with a number of institutions of the town and region, cooperation with enterprises and active participation in a number of public events such as The Night of Scientists, Let's Use Our Heads to Play, Science café, UHK Social Evening, the university and faculty Open Days, the Rag Days, the Rector's Sports Day, the Academic Run, the Academic Movie Club, the ice-hockey derby, cooperation with the Festival of Science and Technology AMAVET, and a wide range of faculty activities not only of a specialist nature such as workshops and conferences but also suburban camps and workshops for primary school pupils and secondary school students, as well as events aimed at inspiring the young generation to a positive relationship to natural sciences, such as Devil's Experiments at the PřF, etc.

In 2018, in its effort to reinforce its brand in the region, the UHK entered into cooperation with the Academy of Sciences of the CR on the occasion of organizing the Week of Science and Technology and took over the patronage thereof in Hradec Králové.

Within the University's Years Ending in Eight project and in cooperation with the town and region, the university prepared a cycle of events for the professional and wide public with the aim to commemorate the significant historical milestones of our history with emphasis put just on the town of Hradec Králové. The university organized more than 30 events, such as a series of lectures, film projections, workshops, and seminars. The greatest University's Years Ending in Eight events included the videomapping at Svobody Square in June 2018 to celebrate the centenary of our republic. In August 2018, within the University's Years Ending in Eight project, one of the most tragic moments of the Czechoslovak history – the invasion of the occupation armies of Hradec Králové – was commemorated. The event was visited by more than 1,000 people. The fellow citizens of Hradec also familiarized themselves with the town's history through the historical transformation of the town into the times of the significant anniversaries of the years ending with the number eight, with the aim being to remind the town's people of the names of the streets in the years 1918 to 1993.

In the media sphere, the network of press release subscribers is extended gradually, which ensures the UHK's constant representation in the media (press releases in printed periodicals, interviews and reports). The UHK specialists still more frequently enter the media space, mainly through expert comments or statements to the current topics.

Still greater emphasis is put on the social networks with the aim to address the target groups of study applicants. In 2018, the UHK started being highly active on the social platform Instagram which, at present, has hundreds of followers and whose contents are created by a working group of active students headed by the Department of Publicity and Communication.

To establish and develop its brand abroad, the UHK supports participation of its representatives in international fairs both in the Czech Republic and abroad, and a profile in English language was created on the social network Facebook to promote the university's activities abroad. Being the only one in the Czech Republic, the University of Hradec Králové has its own specific YouTube

series called the “UHK Guide” which aims at developing the UHK brand abroad as well. Given the numbers of views achieved and the rate of propagation on the social networks and other platforms, the way of this series has proved to be highly successful.

Communication of the research potential towards the public and popularization of science are developing positively and great emphasis is being put on them. Science communication and popularization is the fundamental activity of the PR staff of both the Rectorate and faculties. The members of the PR staff offer assistance to active scientific employees in using research subjects and in transferring them into a form attractive for the media. The UHK scientists appear in the media regularly to provide their opinions on the current topics. Every year, many popularization events are organized towards the wide public, such as the Scientists’ Night regularly attended by about 2000 visitors, Let’s Use Our Heads to Play, the Devil’s Experiments, Science Café, the Day of Fascination by Plants, regular lectures given together with Masaryk Society, Roadshow together with Czech Television, Pedagogical Days, Reactive Meetings, Investment Forum, Student Business Forum, Barcamp, the Week of Science and Technology, which is very popular and attractive today and is organized by the Czech Academy of Sciences at the UHK, and other activities. The UHK also contributes to the Universitas magazine. The main channel of communication of scientific subjects is the printed periodical UHK Newsletter which informs the readers about the development and news in science and research at the University of Hradec Králové. In 2019, a scientific newsletter will be issued again to communicate regularly the UHK research potential and scientific results towards the wide public. The University of Hradec Králové follows the trend and uses also the social networks and online marketing tools to communicate the scientific results and the research potential.

The UHK also pays great attention to communicating its study and educational potential in the context of maintaining interest in the study. The aim is to change over from the simple support through advertisements to targeted education and to popularization of the branches among students and pupils and of the individual scientific subjects in close contact with the specialized units and their representatives from the research staff. We cooperate closely with our partner schools, for instance, by offering a wide range of lectures and workshops for primary and secondary school students and by assisting intensively in preparation of secondary school students for the International Physics Olympics. The UHK organizes a number of nationwide scientific competitions and cooperates with the Festival of Science and Technology Amavet. To raise the awareness of the FF UHK brand, a suburban camp was organized for children from 6 to 13 years of age, an archaeological research is under way at the route of the future D11 Motorway, regular meetings with teachers and school managers are organized, and the university also works together with other regional and national institutions. Within the Week of Science and Technology programme of the Academy of Sciences of the CR at the UHK, the festival activities were adapted to the needs of the partner schools to make students to attend in the highest possible numbers and to be able to examine the research and study opportunities at the UHK. A similar example is the Open Days during which tens of the UHK research workers, employees and students communicate the educational potential towards the applicants.

The university also takes part in the Gaudeamus fairs in Brno and Prague, study trips are organized for secondary schools, and the laboratories of the Faculty of Science are open to be used, for instance, by secondary school students to help them decide to choose to study just the natural sciences.

The latest news in the area of communication of the study and educational potential of the UHK is the professional recruitment campaign for applicants called “Inflate Your Brain”. Within this campaign, an interactive web has been established for study applicants which corresponds with the UHK activities in promoting the study options at the university. In the context of this campaign, the UHK presents itself in the form of fairs, promotional materials and supporting on-line, radio and other activities.

## **63 EU Subsidies**

The personnel of the Project Support and Creative Activities Department monitor the calls of the leading subsidy providers. In 2018, for this purpose, the UHK started using the commercial expert searching and research system of grants and subsidies.

In 2018, the UHK ran 15 OP RDE projects and implementation of a 16<sup>th</sup> one is scheduled to start on 1 February 2019. In six projects, the UHK has requested for a subsidy, and in seven cases it works as a project partner. Five of the projects are conducted at a university level and eleven of them are implemented by the faculties (5 at the PŘF, 4 at the PdF, and 2 at the FF). The total amount of the means obtained from the OP RDE funds exceeded CZK 500 million. Other projects are being prepared.

The project managers from the individual UHK parts meet regularly and the UHK management communicates with the OP RDE control body.

Both university-wide project “Strategic Development of the University of Hradec Králové” (ESF project) and “Infrastructure for Strategic Development of the University of Hradec Králové” (ERDF project) continued and solution of the university-wide projects titled “Centre for Transfer of Biomedical Technologies – Qualification Development”, “International Mobility for the UHK Research Activities” and “Support to Study Environment Development” started in 2018.

Running OP RDE projects:

- Strategic Development of the University of Hradec Králové, project solution period: 01.05.2017–31.12.2022, researcher: doc. Ing. Václav Janěček, CSc., budget amount: CZK 153,686,470.00. The project is an important means for the development of the key areas which include development and improvement of educational activities and their relevancy for the labour market, increase of the professional skills of teachers in particular, provision of suitable conditions for students with specific needs, reduction of study failures and development of a transparent and clearly defined system of quality evaluation and strategic management.
- Infrastructure for Strategic Development of the University of Hradec Králové, project solution period: 01.05.2017–31.12.2022, researcher: doc. RNDr. Jan Kříž, Ph.D., budget amount: CZK 160,437,391.00. It is an infrastructure project to provide for the equipment needed for the “Strategic Development of the University of Hradec Králové” project.
- Informatic Thinking Support Development, project solution period: 01.10.2017–30.09.2020, principal recipient: University of South Bohemia in České Budějovice, researcher for the UHK: doc. PaedDr. Martina Maněnová, Ph.D., the UHK budget amount: CZK 5,491,306.00. The project is aimed at innovating the contents of the Informatics and ICT education sphere by accenting teaching focused on development of students’ informatic thinking. The project presumes drawing up and initial verification of integral sets of teaching materials for all school levels, for informatics teachers both in pre-graduate learning and in practice. The project will also popularize topics relating to informatic thinking, such as programming, information understanding, and robotics.
- Didactics – Man and Nature A, project solution period: 02.01.2017–31.12.2019, principal recipient: University of West Bohemia in Pilsen, researcher for the UHK: prof. PhDr. Martin Bílek, Ph.D., the UHK budget amount: CZK 3,391,309.00. Within the project, a branch network will be established in didactics in natural sciences for the 6<sup>th</sup> and 7<sup>th</sup> grades of primary schools (Man and Nature education area), the current teaching materials will be analysed, and research activities and action research (both in the CR and abroad) will be conducted in order to increase content relevancy and change the education methods. On the basis of the research made, a proposal will be drawn up for updating the Framework Education Programme for Primary Education in the Man and Nature area, and model teaching plans and teaching units will be elaborated for verification in primary school practice. Cooperation with primary school teachers will be established within the community of practice.
- CIVIS: Focused on Civic and Social Competences, project solution period: 1.10.2016 – 30.09.2019, principal recipient: Lipka – school facility for environmental education Brno, allowance organization, researcher for the UHK: prof. PhDr. Martin Bílek, Ph.D., the UHK budget



amount: CZK 5,343,609.00. The CIVIS project focuses on the development of the civic and social competences aimed at socially and environmentally responsible behaviour of students. Through the community of practice and action research, it verifies the efficient methodical approaches, supports experience sharing between school teachers and members of the academic staff, designates the key competence levels, and identifies barriers preventing introducing methodologies in schools.

– Centre for Transfer of Biomedical Technologies – Qualification Development, project solution period: 01.04.2017–31.03.2021, principal recipient: The University Hospital in Hradec Králové, researcher for the UHK: Mgr. Leona Stašová, Ph.D., the UHK budget amount: CZK 6,263,419.00. The Centre for Transfer of Biomedical Technologies will achieve an increase in professionalism and service trustworthiness to a qualitatively higher level by obtaining advanced knowledge and experience through training courses, coaching, consulting and practical cooperation with twinning partners. The said activities will be followed by international branch certifications, optimization of internal processes and systems, and promotional and communication activities towards the members of the academic staff, researchers, and strategically eligible firms.

– Toxicology, project solution period: 01.04.2017–30.09.2021, principal recipient: Palacký University in Olomouc, researcher for the UHK: doc. PharmDr. Kamil Musílek, Ph.D., the UHK budget amount: CZK 4,409,935.00. The aim of the project is to develop a research-focused postgraduate degree programme in Toxicology which would deal with the main directions of the toxicological research. The project presumes establishment of a “Doctoral School” covering both the fundamental research and applications in medical sciences including forensic toxicology, cell toxicology and applied toxicology (industrial toxicology and ecotoxicology). The intention implementation will consist in close collaboration between Palacký University in Olomouc and the University of Hradec Králové.

– Toxicology – Infrastructure, project solution period: 01.04.2017–30.09.2021, principal recipient: Palacký University in Olomouc, researcher for the UHK: doc. PharmDr. Kamil Musílek, Ph.D., the UHK budget amount: CZK 6,052,202.00. The aim of the project is to create an infrastructure and facilities for the newly prepared research-focused postgraduate degree programme in Toxicology. The project also aims at practical familiarization of students with the advanced methods and techniques used in the “sciences of live nature”, namely in the pharmacological, biological and biochemical research. The infrastructure will be used by the units of Palacký University in Olomouc and of the University of Hradec Králové cooperating within the “Doctoral School”.

– Education 2.0 – Development of Key Competences by Supporting Target-Oriented Education, project solution period: 01.04.2017–31.03.2020, principal recipient: Democracy and Culture Studies Centre, researcher for the UHK: Mgr. Michal Strobach, Ph.D., the UHK budget amount: CZK 4,804,818.00. Its activities are focused on improving education and results of students in the key competences in the subject of Support of Community of Practice in the topic of social and civic competences in primary and secondary schools throughout subjects. Out of the optional activities, the project focuses on both topics: 1. Development of the levels (development continuities) of the key competences in relation to the education branches and cross-cutting themes. 2. Pilot activities making it possible to interconnect pre-graduate students of faculties educating teachers with active teachers. In connection with the above-mentioned activities, the project goals are as follows: 1. To develop the competences of teachers from the faculties educating teachers and of those of primary schools by supporting the community of practice; 2. To improve the education and results of students in the key competences; 3. To interconnect the departments (their work and members); 4. To support the community of practice for the development of the key competences, literacy, cross-cutting themes and cross-subject relations in the subject of social and civic competences at primary and secondary schools; 5. To improve education and specialist training and to reinforce their relevancy for the labour market.

– Improvement of Education of Future Teachers at PdF UHK, project solution period: 01.02.2018 – 30.04.2020, researcher: doc. PhDr. MgA. František Vaníček, Ph.D., budget amount: CZK 42,239,978.00. The project aims at improving the pedagogical practice and education of students (future teachers) at several levels. They are then followed by other activities such as mentor

support, education of the academic and faculty teachers, whether separately, jointly, mutually or under the guidance of an external expert so as to deepen the teachers' skills and to improve their pedagogical activities. The project also includes teacher-to-teacher and teacher-to-student pedagogical practice, workshops, specialist training courses and research activities.

– Support to the UHK Study Environment Development, project solution period: 01.03.2018–31.10.2019, researcher: doc. RNDr. Jan Kříž, Ph.D., budget amount: CZK 64,170,517.00. The project aims at improving the study environment through modernizing and completing the equipment of the University of Hradec Králové (UHK) in the cross-cutting areas. The main goal of the project is to modernize the equipment of the library and teaching areas (including language and computer classrooms) which are used across the degree programmes and have direct impact on students and direct relation to teaching within the UHK.

– Digital Literacy Development Support, project solution period: 01.01.2018–31.12.2020, principal recipient: Charles University, researcher for the UHK: PhDr. Pavel Zíkl, Ph.D., the UHK budget amount: CZK 7,924,769.00. The aim of the project is to contribute to the creation of an education system which will respect the open education principles and will equip every individual with digital competences which will allow him or her to find their place in the information society. The intention will be implemented predominantly by building capacities for the development of digital literacy in children and pupils with respect to the new concept of development which is integrated in the updated Framework Education Programmes for Pre-school Education, Elementary Education, Secondary General Education and Secondary Vocational Education prepared by the National Institute for Education and which will be finalized within the project.

– International Mobilities for Research Activities of the University of Hradec Králové, project solution period: 01.09.2018–29.02.2020, researcher: PhDr. Zdeněk Beran, Ph.D., budget amount: CZK 9,988,776.00. The project is focused on the international mobilities of the members of the research staff of the University of Hradec Králové (UHK). The principal goal of the project is to develop an international dimension of research and of science and research development by supporting the career growth of the S&R workers. The UHK will implement mobility by means of working stays of S&R workers (seniors and postdoctoral fellows) from abroad in the Czech Republic and trips of research workers from the CR aimed at the prospective areas with a potential of international growth and support for international competitiveness.

– PharmaBrain, project solution period: 01.01.2018–31.12.2022, principal recipient: National Institute of Mental Health, researcher for the UHK: doc. PharmDr. Kamil Musílek, Ph.D., total budget: CZK 149,817,669.00. The project is aimed at a research of the glutamatergic neurotransmitter system which controls a number of processes in the brain under the physiological conditions and takes part in the control of the normal development of the brain. On the other hand, its dysfunction plays an important role in a number of neuropsychiatric diseases. The project focuses on its role in the clinical practice and experimental models. This research direction enjoys a long-lasting tradition in the units involved and high reputation at an international level.

– PERSONMED – Centre for the Development of Personalized Medicine in Age-Related Diseases, project solution period: 01.01.2018–31.12.2022, principal recipient: The University Hospital in Hradec Králové, researcher for the UHK: RNDr. Filip Studnička, Ph.D., total budget: CZK 38,957,653.00. The aim of the project is to set up and stabilize a system of achieving and verifying promising multi-branch research results with a high potential for the application of such scientific outputs in the treatment and diagnostic procedures in the area of personalized medicine, to verify a set of promising results in terms of applicability and to ensure their protection, as well as to make good use of the quality of the research subjects developed by the involved institutions in an international competition and to build up professional consortia.

Running project of the Interreg V-A Czech Republic – Poland Programme:

– Cooperation between the UO and the UHK to extend the opportunities of employability of their graduates in the cross-border labour market, project solution period: 01.12.2017–30.11.2020, principal recipient: Uniwersytet Opolski, researcher for the UHK: doc. RNDr. Jan Kříž, Ph.D., the UHK budget amount: EUR 110,232.00. The cross-border labour market lacks graduates from technical and natural science study branches who would be able to satisfy the needs of their

prospective employers, namely in terms of practical preparation for activities and services in radiation protection, industrial ecology, operation of environmental protection technologies and mathematical modelling of dispersion of emissions from large pollution sources where they are required to pass challenging special qualification examinations. The project will contribute to satisfying this demand and thereby to reducing the number of unemployed graduates on both sides of the border.

# 7 The UHK Development Projects

## 7.1 The UHK Involvement in the Development Projects of the Ministry of Education, Youth and Sports

In 2018, the UHK took part in the solution of eight centralized MŠMT projects with funding provided in an amount of CZK 4.019 million, of which capital funds amounted to 1.219 million.

The UHK was partner in the following project ran by the consortium of the UHK, the Technical University of Liberec and the University of Pardubice: “C17 – Support to Internationalization and Attractiveness of Higher Education in North-Eastern Bohemia”, the solution of which followed the centralized development projects from the years 2015– 2017. The project implemented several common PR activities of the involved universities focused on increasing the awareness of the universities, especially in relation to self-payers. Within the project, successful joint presentations were shown at fairs in Colombia in September 2018 and in China in October 2018. At both fairs, a joint exposition of all three universities was presented with common promotional materials and visual identity. The cooperation of these institutions proved to be highly beneficial.

The solution of the project titled “C4 – Synergies of Technological Development and Implementation of New Legislation in 2018” and led by the Czech Technical University in Prague was focused predominantly on supporting the compliance with the requirements set by the legislation or by instructions issued by the state administration bodies as they arrange for the internal organization and systems of the higher education institutions and the requirements set by the internal regulations of public higher education institutions in the spheres of economy and administration. All 26 higher education institutions were members of the consortium.

Another project titled “C10 – Cooperation in Preparation of Study Information Systems for the New Study Structure and Technical Solution of Inter-university Permeability of Studies” and coordinated by Masaryk University in Brno was focused on commenting the development of the STAG information system and suggestions for further amendments in view of changes in the study structure and new accreditations, taking over outputs and integration within the system. The internal systems were also modified within the project to reflect the legislation changes and their consequences. A data storage was created to which, in addition to the primary IS/STAG, other relevant UHK systems were connected gradually as data sources. An analytical model is being built above the data storage to allow to create outputs for the UHK management upon request much faster and less laboriously as against the previous methods. All 26 public higher education institutions took part in the project.

The UHK was also member of a consortium in the project titled “C11 – Comprehensive Solution of Personal Data Protection in Universities”, of which Masaryk University in Brno was the principal recipient. The aim of the project was to ensure UHK’s ability by the date of the GDPR regulation coming to effect to prove its fundamental conformity with the said regulation in the key areas and to analyse and implement personal data protection measures for all the crucial university systems and personal data processing areas. All 26 public higher education institutions joined their forces and capacities to proceed together in implementing the first version of the comprehensive personal data protection system.

The aim of the consortium grouped within the project “C19 – Application of LMS Moodle in Setting Up and Optimizing a Quality Assurance and Evaluation System” under the leadership of Palacký University in Olomouc was to analyse and implement an online examination system for study applicants in LMS Moodle with integration into the STAG information system. The UHK and the University of West Bohemia in Pilsen were the other members of the consortium.

The UHK was also engaged in the solution of the project titled “C12 – Development of Common Nationwide Web Portal of Universities in Science, Education, Research and Higher Education”, of which the Masaryk University was the principal recipient and which followed the project implemented last year. The aim was to develop further the partnership network of universities in sharing information on the web portal and electronic magazine *Universitas*. The other members of the consortium were Academy of Performing Arts in Prague, Czech Technical University in Prague, Janáček Academy of Music and Performing Arts, University of South Bohemia in České Budějovice, Mendel University in Brno, University of Ostrava, Technical University of Liberec, Silesian University in Opava, J. E. Purkyně University in Ústí nad Labem, Charles University in Prague, Palacký University in Olomouc, University of Pardubice, Tomas Bata University in Zlín, University of Veterinary and Pharmaceutical Sciences Brno, VSB – Technical University of Ostrava, College of Polytechnics Jihlava, and University of West Bohemia in Pilsen.

The project of a consortium of 24 universities headed by Masaryk University in Brno titled “C13 – The Issue of Internationalization in Public Higher Education Institutions with Focus on Human Resources” mapped out the issue of employment of foreign staff in universities and of sending out staff to work abroad. In addition to Masaryk University and the UHK, the following universities took part in the project: Academy of Performing Arts in Prague, Janáček Academy of Music and Performing Arts, University of South Bohemia in České Budějovice, Mendel University in Brno, University of Ostrava, Technical University of Liberec, Silesian University in Opava, Charles University in Prague, Palacký University in Olomouc, University of Economics Prague, University of Chemistry and Technology Prague, University of Pardubice, Tomas Bata University in Zlín, University of Veterinary and Pharmaceutical Sciences Brno, VSB – Technical University of Ostrava, College of Polytechnics Jihlava, J. E. Purkyně University in Ústí nad Labem, Academy of Arts, Architecture and Design in Prague, and Brno University of Technology.

The last project in which the UHK took part as a member of a consortium was “C15 – DPP!!! VŠ – Subsidies, Projects and Processes of Universities!!!” under the leadership of the Technical University of Liberec. The aim of the running project was innovation of the established active network of designing and other units within the universities throughout the Czech Republic. The network was extended further and partial functional units – specialist working groups were established. The relations to and communication with the public administration institutions were reinforced, the universities involved were subject to further individual development, and the project service was improved. The goal was to deepen the professional competences of the university staff, especially by sharing the good practice. In addition to the TUL and UHK, further 17 universities took part in the solution: Academy of Performing Arts in Prague, Czech University of Life Sciences Prague, University of South Bohemia in České Budějovice, Mendel University in Brno, University of Ostrava, Silesian University in Opava, J. E. Purkyně University in Ústí nad Labem, Palacký University in Olomouc, University of Pardubice, Tomas Bata University in Zlín, University of Veterinary and Pharmaceutical Sciences Brno, VSB – Technical University of Ostrava, University of Economics Prague, University of Chemistry and Technology Prague, College of Polytechnics Jihlava, Brno University of Technology, and University of West Bohemia in Pilsen.

## **72 The UHK Institutional Plan**

Within the UHK institutional plan for the years 2016–2018, the UHK received an amount of CZK 20.557 million in 2018. The amount was used to achieve the objectives of all UHK priorities following from the Long-Term Objectives Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities at the University of Hradec Králové in 2016–2020 and its updates for the year 2018 (see Chapters 3–7 above). A detailed breakdown is shown in Tab. 12.3 in the Charts attached to this Annual Activity Report.

## 8. Conclusion

The Annual Activity Report of the University of Hradec Králové for the year 2018 and its annexes provide an integral overview of the fundamental activities conducted by this public higher education institution. Within its capacity limits, the University of Hradec Králové provides access to higher education to all applicants from the Czech Republic and abroad who meet the defined admission requirements. In 2018, this opportunity was taken by a total number of 6,245 students, of whom 2,842 were registered by the Faculty of Education, 1,484 by the Faculty of Informatics and Management, 865 by the Philosophical Faculty, 650 by the Faculty of Science, and 404 students were not registered by any of the faculties. The number of students decreased by 0.59 % as against 2017. 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 2018, the study departments of all university parts registered a total number of 7,451 applications, and 2,521 students enrolled for their first year of study). The University of Hradec Králové creates first-class study conditions for its students. It has a modern library with reading rooms equipped with a great number of computers and other technologies, and offers accommodation in its own halls of residence. At present, the accommodation capacity of the University Halls of Residence is 869 beds.

In 2018 (as of 31 December), the UHK had a total number of 468 members of academic and scientific staff, of whom 36 were professors (7.7 %), 72 were associate professors (15.4 %), and 58 were researchers (12 %).

The members of the academic staff were engaged successfully in the process of solution of scientific and research projects, namely within the grant activities. They presented the results of their activities at numerous scientific conferences and published them in scientific and specialist periodicals. The activities of the members of the academic staff and students focused on art are important as well, reaching across the border. The UHK and its parts strive to encourage new research and other creative activities, spending their own funds in establishing and supporting research teams.

Joint work with universities in the Czech Republic and abroad contributes significantly to the UHK development. Cooperation with the regional administration bodies, namely the Municipality of the City of Hradec Králové and the Regional Office of the Hradec Králové Region, is fair and efficient. Noteworthy also are the physical education, sporting and artistic activities pursued by the UHK students to complete their studies in an appropriate manner and to represent the university successfully at both national and international levels.

As follows from the individual chapters, overviews and charts of the present Annual Report, the UHK was doing its best also in 2018 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 and pursue educational, scientific, research and artistic activities successfully. 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 the Hradec Králové Region.



## PART II – ANNEX – TEXTS





# 1 The UHK Basic Data

## 1.1 Title and Seat of the University of Hradec Králové and of All Parts

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 **Teaching Higher Education Institution 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. No.: +420 493 331 111, Fax: +420 493 332 544

### **UHK Faculties Philosophical Faculty** Abbreviation:FF

Address: nám. Svobody 331, Hradec Králové

### **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 – House of Joint Education

B – nám. Svobody 331 –FF Dean’s Office

C – nám. Svobody 301 –PdF Dean’s Office

E – Víta Nejedlého 573

F – Velké náměstí 32 – New Adalbertinum

H – U Pivovarské flošny 296

J – Hradecká 1249/6 –FIM Dean’s Office

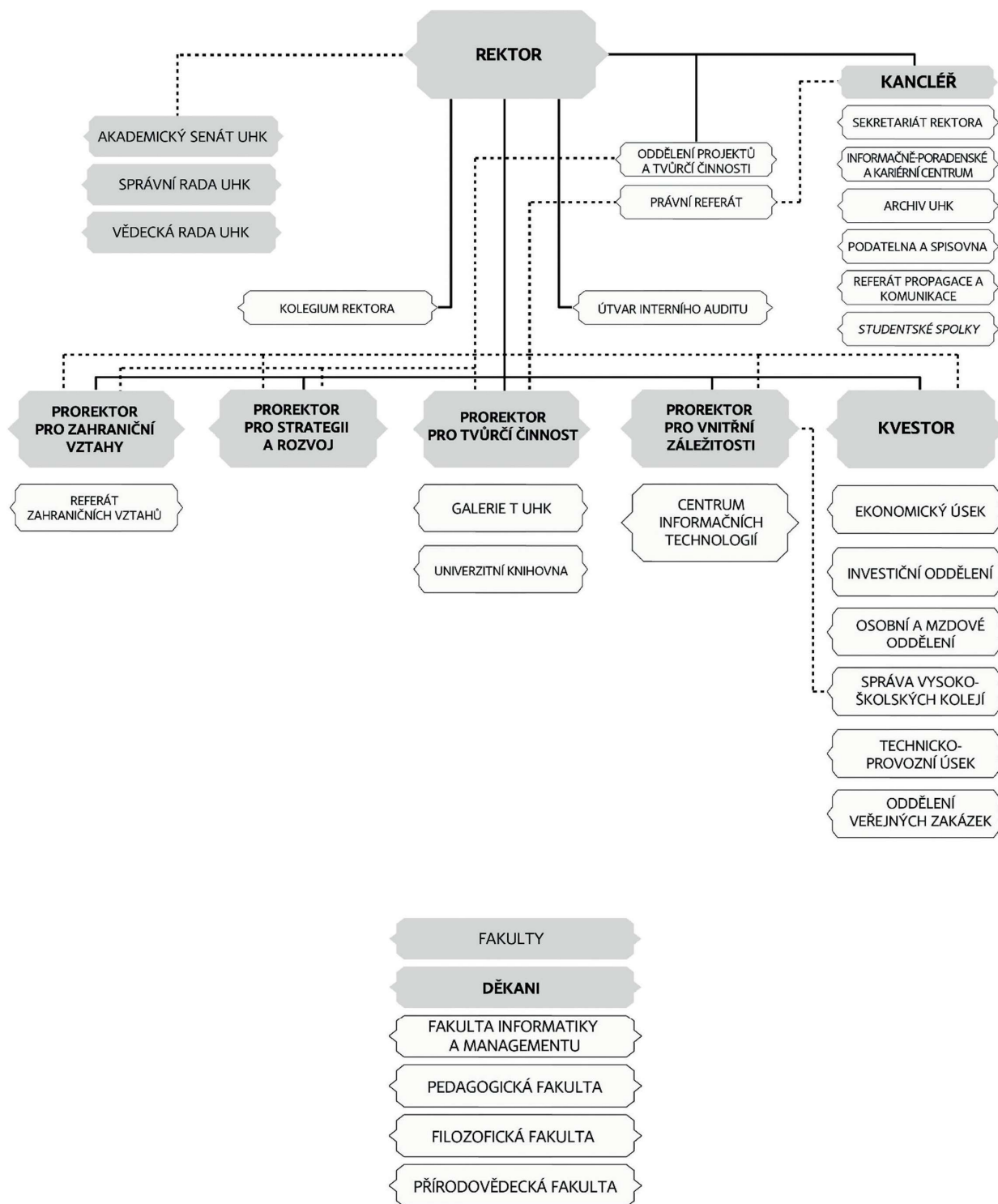
K – Palachova 1129 – Halls of Residence Administration

P – Pivovarské náměstí 1244

R – Rokitanského 62 –UHK Rectorate

S – Hradecká 1285 –PřF Dean’s Office

## SCHÉMA ORGANIZACE ŘÍZENÍ UNIVERZITY HRADEC KRÁLOVÉ



## 13 The UHK Research Board, Board of Trustees and Academic Senate UHK

### Research Board – until 31 October 2018

|   |   |
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| prof. PhDr. Dana Musilová, CSc.                                   | University of Hradec Králové, Philosophical Faculty                           |
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| Members:  |   |
| doc. RNDr. Martin Balej, Ph.D.                                    | J. E. Purkyně University in Ústí nad Labem, Faculty of Science                |
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| 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                      |
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| 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     |
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| 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                                    |

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doc. MUDr. Leoš Heger, CSc. – medical doctor, University Hospital in Hradec Králové

Mgr. Martin Horák – Section Director of the Regional Branch of the Employment Office of the Czech Republic in Hradec Králové

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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

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doc. Ing. Hana Tomášková, Ph.D.

### Vice-Chairman for the Chamber of Academic Staff:

doc. Jaroslava Severová, Artist

**Vice-Chairman for the Student Chamber:**

Bc. Zuzana Kučerová

**Other members of the Chamber of Academic Staff:**

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Mgr. Jan Prouza, Ph.D. until 30 September 2018

JUDr. Filip Rigel, Ph.D. from 5 December 2018

doc. PhDr. Martin Šandera, Ph.D.

doc. Ing. Mgr. Petra Marešová, Ph.D.

doc. PhDr. Blanka Klímová, M.A., Ph.D.

PhDr. Václav Bělík, Ph.D.

PhDr. Ivan Růžička, Ph.D.

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RNDr. Martin Kuneš, Ph.D.

**Other members of the Student Chamber:**

Lucie Grundmannová

Bc. Matyáš Strnad

Tomáš Dvořák until 3 October 2018

Sabina Zdráhalová from 5 December 2018

Bc. Václav Kňourek

Jan Špriňar

Bohumil Franc

Bc. Tomáš Rell

Bc. Jakub Sofka until 30 August 2018

Jan Stonawski from 5 December 2018

Markéta Havlová

Adam Plachý

Anežka Novotná

**1.4 The UHK Representatives in Higher Education Authorities**

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

|   |  |
|---|--|
| The UHK representatives in the Council of Higher Education Institutions (CHEI): | Ing. Libuše Svobodová, Ph.D. – FIM, Member of the Board of the CHE<br><br>Ing. Eva Hamplová, Ph.D. – FIM, Member of the Economic and Legal Committee |
| The UHK representatives in the CHEI for the faculties:                          | PhDr. Michal Tošner, Ph.D. – FF<br>Mgr. et Mgr. Marcel Pikhart, Ph.D. – FIM<br>Mgr. Martin Skutil, Ph.D. – PdF<br>RNDR. Jíří Lipovský, Ph.D. – PřF   |
| The UHK representatives for the Student Chamber:                                | Tomáš Dvořák – until 4 December 2018<br>Dominik Šípoš – from 5 December 2018   |
| The UHK representative substitutes for the Student Chamber:                     | Mgr. Barbora Fišerová – until 4 December 2018<br>Aneta Kulbová – from 5 December 2018  |

**1.5 The 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 strategic objectives follow from the Long-Term Objectives of Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities at the UHK in 2016–2020 and its Plan of Implementation in 2018 as drawn up by the Ministry of Education, Youth and Sports of the Czech Republic, and are focused on relevancy, efficiency, and availability.

The UHK 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.

## 1.6 The UHK Main Priorities and Objectives

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

- To search for actively and encourage the prospective applicants for higher education as well as various lifelong 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 systematically aimed at popularization, to work together with schools at all education levels and to pay special attention to caring of talented children and youth.

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

- 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 university parts.

**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, in particular, the following:

- 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.

### **1.6 Changes in the UHK Internal Regulations**

During 2018, the following new UHK internal regulations were introduced:

**Wages Regulation of the UHK**, approved by the AS UHK on 6 December 2017 and registered by the Ministry of Education, Youth and Sports on 11 January 2018 under Ref. No. MSMT-965/2018.

**Constitution of the UHK**, approved by the AS UHK on 7 March 2018 and registered by the Ministry of Education, Youth and Sports on 16 April 2018 under Ref. No. MSMT-10169/2018,

**Scholarship and Bursary Rules of the UHK**, approved by the AS UHK on 2 May 2018 and registered by the Ministry of Education, Youth and Sports on 31 June 2018 under Ref. No. MSMT-18837/2018,

**Amendment to the Rules of Quality Assurance and Internal Quality Evaluation at the UHK**, approved by the AS UHK on 2 May 2018 and registered by the Ministry of Education, Youth and Sports on 13 June 2018 under Ref. No. MSMT-18837/2018.

The following new faculty internal regulations were introduced:

**PdF UHK Constitution**, approved by the AS PdF UHK on 28 February 2018, approved by the AS UHK on 7 March 2018;

**FF UHK Constitution**, approved by the AS FF on 22 March 2018, approved by the AS UHK on 4 April 2018.

### **1.7 Information Provision per Section 18 of Act No. 106/1999 Sb., on free access to information**

In 2018, the University of Hradec Králové did not disclose information to any subject per Section 18 of Act No. 106/1999 Sb., on free access to information.

## 2 Degree Programmes, Study Organization and Educational Activities

### 2.1 Accredited Degree Programmes

In 2018, educational activities in full-time and combined study branches completed by attaining academic degrees were pursued exclusively by the UHK faculties. 96 accredited degree programmes, of which 16 full-time and 11 combined ones at the PdF, 11 full-time and 11 combined ones at the FIM, 15 full-time and 9 combined ones at the FF, 13 full-time and 6 combined ones at the PŘF, and 2 full-time and 2 combined ones at the UHK (since 1 September 2017, teaching has been provided by the Philosophical Faculty), as follows from Tab. 2.1 Accredited Degree Programmes (counts), were implemented in 2018.

In 2018, the National Accreditation Bureau granted accreditations to the UHK faculties for new degree programmes in compliance with the amendment to the Higher Education Act and with the new accreditation standards.

In 2018, the FF was granted accreditations for 10 new degree programmes, of which 4 were Bachelor's (Archeologie, Historické vědy, Sociální práce, Sociologie), 3 were post-Bachelor's (Filozofie, Philosophy, Historie), and 3 were doctoral degree programmes (Archeologie, Politologie, Political Science).

In 2018, the PŘF was granted accreditations for 10 new degree programmes, of which 6 were Bachelor's (Biologie a ekologie, Biology and Ecology, Chemie, Chemistry, Fyzikálně-technická měření a výpočetní technika, Physical-Technical Measurement and Computer Technology), and 4 were post-Bachelor's degree programmes (Biologie a ekologie, Biology and Ecology, Chemie, Chemistry).

In 2018, the FIM was granted accreditations for 6 new degree programmes, of which 2 were Bachelor's (Informační management, Information Management), 2 were post-Bachelor's (Informační management, Information Management), and 2 were doctoral degree programmes (Systémové inženýrství a informatika, Systems Engineering and Informatics).

In 2018, the PdF was granted accreditations for 4 new degree programmes, of which 1 was Bachelor's (Učitelství pro mateřské školy), 1 was Master's (Učitelství pro 1. stupeň základních škol), 1 was a post-Bachelor's (Pedagogika předškolního věku se zaměřením na děti se speciálními potřebami) and 1 was a doctoral degree programme (Hudební teorie a pedagogika).

### 2.2 Other Educational Activities

In addition to the accredited degree programmes, the UHK organized a great number of lectures given by experts from the application sphere and from foreign universities. Two summer schools and various seminars and workshops were organized. The UHK's offer also includes, as its integral part, a wide range of educational activities within the University of the Third Age ("U3A").

At the PdF, such studies were focused on meeting the qualification requirements (e.g., Secondary School Teacher, Special Pedagogy, Education, Study for Directors of Schools and School Facilities), studies to gain qualifications for direct pedagogical activities in another type of school or at other

school level (e.g., Czech Language for Secondary Schools, Teaching Profession for Nurseries), studies to gain qualifications for teaching other subjects (e.g., English Language for Pre-secondary Schools, English Language for Secondary Schools, Ethics for Pre-secondary Schools), studies to gain further qualifications (Studies for Careers Masters, Studies to Perform Specialized Activities – Prevention of Social-Pathological Phenomena, etc.), and courses focused on qualification deepening. Further, the PdF organized educational and methodical activities for faculty teachers and other staff of faculty schools and other facilities. The important educational activities conducted by the PdF also include many years of organizing U3A and zero-year classes and preparatory courses for some PdF branches.

The FIM organized preparatory courses for entrance examinations and for the studies of the faculty degree programmes through the *Institute for Further Education*. Within the lifelong learning, the applicants were offered programmes corresponding with their contents to the degree programmes in economics and management. Those who completed the course successfully can, if interested, continue to study the standard higher education degree programmes. In July and August 2018, the FIM organized a reciprocal summer school for students from Hong Kong and Tai-wan. In March, a Day  $\pi$  event was organized by the FIM for secondary school students.

The FF completed a preparatory course of Czech language and specialized training for studies at the university started in the winter term of the academic year 2017/2018, with the aim being to prepare international students in language and technical knowledge for studies at universities in the CR. The faculty also organized a monthly course of Czech language and culture for international university students which took place from mid-August to mid-September and was attended by 18 students.

The PŘF conducts other educational activities, working with the professional and popularizing associations whose activities it supports and in which the academic staff of the faculty are members. A notable example is the association *Propagatores rerum naturalium reginaegradecenses*, which organizes Science Café events in Hradec Králové together with the PŘF. Another association is *PyLadies CZ* which organized a language course for beginners called Python from 1 November to 20 December 2018 (regularly on Thursdays) in the PŘF premises. The third group which should be mentioned is the *Cactus & Succulent Plant Club of Hradec Králové* which meets in a classroom of the Faculty of Science approximately once in a month. The PŘF is also in long-term collaboration with the IoT community of the Technological Centre of Hradec Králové which organized five sessions in 2018 in the PŘF lecture theatre attended, in addition to the IoT members, also by the members of the academic staff and students of PŘF and FIM. On 21 and 22 June 2018, the faculty also organized the already 11<sup>th</sup> year of the educational event for children and for the public called *Let's Use Our Heads to Play* where the PŘF, some other UHK units and institutions of Hradec Králové (such as the Observatory and Planetarium of Hradec Králové) presented themselves, and the *Devil's Experiments* (6 and 7 December 2018), a popular educational event for school groups and for the public. The faculty students took active part in the programmes, performance and organization of both events.

## 3 Students

In 2018, 6,245 students in total were registered for study at the UHK, of whom 2,842 were registered by the Faculty of Education, 1,484 by the Faculty of Informatics and Management, 865 by the Philosophical Faculty, 650 by the Faculty of Science, and 404 students were not registered by any of the faculties (the degree programmes focused on social work where accreditation is held by the UHK and where teaching is ensured by the FF); see Tab. 3.1 Students in Accredited Degree Programmes (numbers of studies). The number of students decreased by 0.59 % as against 2017.

### 3.1 Reducing Study Failure Rates

It is inadmissible for the UHK to reduce study failure rates by lowering the demands for outputs and the levels of the study. Therefore, the measures taken to reduce the study failure rates were focused on using such means which could contribute to the reduction, namely creating good-quality conditions for study in terms of educational process efficiency (such as stricter use of the information and communication technologies, wider use of both electronic and printed study supporting materials, in particular for students in the combined form of study, using the e-learning environments Moodle and Blackboard, etc.), improving the technical equipment for teaching (e.g., by the proper function of the University Library, computer and media reading rooms), high availability of the computer equipment, and by organizing teaching classes and examinations in terms convenient for the combined forms of study (on Saturdays).

A helpful approach is applied to the individual needs of students by developing study counselling services (at the PdF, every unit has its own study consultant, for instance). The UHK Information, Counselling and Career Centre offered supporting services to individuals having specific needs (each UHK department or institute has its own tutor to support students with specific needs). During the study period, the Centre offers support to individuals and groups, which is aimed at preventing study failures, focusing on all aspects in a comprehensive manner (psychological and therapeutic support, social counselling, coaching, information service, career counselling, support in searching for a style of study) to the needs of the particular student.

In some of the UHK parts, students were offered preparatory and compensatory courses in selected subjects (e.g., in mathematics and foreign languages).

First-year students were familiarized with the study issues in all aspects through information brochures (the Freshman's UHK Guide issued in 2018), meetings (First Steps at the PdF, First Steps at the FIM), or information posted on the web pages.

The UHK also supports study applicants within the Open Days, on the web and social networks, through study visits undertaken by secondary students to the UHK faculties, and educational activities (offer of zero-year classes and preparatory courses).

In spite of the measures taken as mentioned above, a certain study failure rate still occurs, being highest among the first-year students. The main reasons include poor preparedness for study, inadequate interest in study, failure to develop the requisite diligent and systematic approach to work during study, etc.

Another cause of failure results from the opportunity students have to register for study at more higher education institutions (and to resign from one of them). Given the unfavourable demographic

development, students whose motivations and intellectual powers are below the levels needed to finish their studies are also admitted to study at higher education institutions.

### **3.2 Measures Taken to Restrict Study Period Extension**

One legal measure against study period extension is the fee charged for extending one's study, the amount of which is several times higher at the UHK than is the statutory minimum rate. Students are motivated to do their best to achieve excellent study results (and, hence, not to extend their studies) through bursaries for excellent study results granted under the UHK Scholarship and Bursary Rules. Some university parts allow students who finish their Bachelor's studies during the six terms of study to be exempted from the admission procedure for the post-Bachelor's degree programme by taking into account their overall average study results.

Specific is the support provided for those students using the combined form of study as they tend to extend their studies owing to their working and often also family obligations. The measures taken are identical to those in case of reducing the study failure rates; see above.

Coaching is the service offered by the UHK Information, Counselling and Career Centre which is used most frequently in the effort to restrict study period extension. It helps students to meet their assignment deadlines and to increase their motivation to finish their studies within the regular term. Other services (especially for students with specific needs) also contribute to restricting study period extension.

### **3.3 Scholarship and Bursary Programmes**

The UHK Scholarship and Bursary Rules govern the provision of scholarship for outstanding academic achievement, extraordinary scholarship or bursary, doctoral bursary, accommodation bursary, bursaries for students in a difficult social situation and those for research and development task solution. Extraordinary scholarships or bursaries are awarded for excellent scientific, research, development, artistic or other creative results, excellent results in sports and also for active participation in events organized by the UHK. Scholarships or bursaries are also paid out to students for their work at specific research projects and to support specialist internships and study stays abroad, being funded especially from the UHK institutional plan for the period 2016–18, Erasmus programme, etc. In 2018, the FIM continued running the programme titled "Superdoctorand" and aimed at supporting financially students active in the doctoral studies, allowing them to concentrate to the solution of their research tasks associated with the subjects of their dissertations.

In 2018, the FF introduced a new system of motivational extraordinary bursaries which is intended to increase study quality and to extend preparation of graduates for their employability in practice. The newly introduced bursary frameworks concern the 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, as well as within promotional activities. The bursary programmes also include bursaries for students working as assistant researchers.

### **3.4 Counselling Services**

The University of Hradec Králové 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 student's potential and provide him or her with support in overcoming difficulties they may have encountered. Such counselling services are provided by the UHK Information, Counselling and Career Centre ("ICCC UHK"). In 2018, transformation of the current Counselling Centre was finished, consisting in changes leading to higher comprehensiveness, continuity and interconnection of the services provided.

This increased the ability to support students in a multidisciplinary manner in different situations of their lives. The ICCC UHK team is made up of an accredited career advisor, a social advisor, a certified coach, psychologists and therapists, social pedagogists and other experts, all of whom undergo further development and training and work under supervision.

At present, the Centre is divided into five interconnected sections which provide students with the following services:

- Contact point and information service
- Social counselling
- Psychological and therapeutic support
- Support for students with special needs (Augustin)
- Career Centre

The ICCC UHK focuses on supporting students in all the above-mentioned areas as agreed individually by students themselves or through a contact worker, always individually to the client's needs. In 2018, 412 individual counselling sessions took place in the social, career, psychological and therapeutic areas and in the areas of support for students with specific needs.

The availability of the services (including the provision of contacts or information about the services both within and subsequently also out of the university) is taken care of by the ICCC UHK Contact Point located in the UHK's House of Joint Education and available to students five days a week. In 2018, 221 pieces of information of a study and operational nature and references to the counselling services were provided within the information service.

Further, the ICCC UHK focuses on group activities with the aim to develop abilities and skills, obtain practical knowledge and to provide information to the public. The activities are carried out by both Centre's internal and external lecturers.

### **3.5 Students with Specific Needs**

Students with specific needs are supported by the UHK Information, Counselling and Career Centre – Augustin. The purpose of activities of this section is to facilitate the study for students with sight, hearing or movement handicaps, specific learning disorders, disturbed communication abilities, and psychic or chronic somatic diseases. The study conditions are accommodated to the students 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 to them.

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 UHK before filing applications to consult their selection of study branches. For these cases, the ICCC UHK – 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 2018, 132 coordination meetings were organized to set up support for students with specific needs, and support was provided within 104 service measures taken.

### **3.6 Exceptionally Talented Students**

At the UHK faculties, talented students are engaged in specific and other research projects, and they work on their final papers focused on research. Students exceptionally gifted in artistic and sports branches represent the university at a number of events out of the university.

Musically talented students of the PdF have the opportunity to engage in the university choir or orchestra.

The PdF makes it possible for students exceptionally talented in arts to present their works in exhibitions in University's Gallery T or supports them financially to be able to take part in exhibitions, competitions and presentations at fairs both at home and abroad.

Talented students are supported by the UHK parts by means of scholarship for outstanding academic achievement, and they are also favoured for participation in study trips abroad.

In November 2018, the UHK Rector awarded one exceptionally talented student from each of the faculties within the celebrations of the Day of Fight for Freedom and Democracy. Those university students who excel in creative activities are nominated for the Prize of the Mayor of Hradec Králové.

The system of support for talented students also includes competitions for best final papers developed and supported by most UHK parts, with the examples of the prizes being as follows: FF UHK Dean's Prize for the Best Student's Final Research Paper, Dean's Diploma awarded together with the prize of the Society for Systematic Integration for the best final paper in IT at the FIM, the prize of prof. Zdeněk Kárník for the best dissertation in a historical subject, and appreciation for the best diploma theses in the biological branches at the PŘF.

The exceptionally talented students make use of the support provided by the ICCU UHK predominantly in the area of coaching as a start-up and a potential development tool. They also use the psychological and therapeutic support.

At some of the university parts, exceptional achievements of secondary school students are taken into account in the admission procedure. The PŘF workers devote their time to work with exceptionally talented secondary school students by co-organizing Olympiads in natural sciences. The board of the Central Committee of Physics Olympiad has its seat at the PŘF.

### **3.7 Students with Socio-Economic Disadvantages**

In compliance with the UHK Scholarship and Bursary Rules, the UHK provides bursary for a student in a difficult social situation to those students who prove their compliance with the granting preconditions. The socio-economic situations of the UHK students are also taken into account when attending to applications of a study character and when reassessing the statutory fee amounts. In particular, an option of individual payment schedules is implemented for fees for extending the standard study period.

The students' expenses incurred on the study literature are reduced considerably owing to the existence of the study supports (in all programmes also used in the combined form of study but in a great number of subjects only implemented in the full-time form of study) and to the rich collections of books.

Students with socio-economic disadvantages are supported through the services provided by the ICCU UHK, concerning namely fundamental social counselling and motivation enhancement in order to cope with problems connected with an unfavourable socio-economic situation, social-legal issues, welfare support, financial literacy, and indebtedness problems. Within all these areas, contacts are also mediated to consultancy providers in the student's place of residence. Decision on whether to make use of this support is within the students' competences.

### 38 Parents among Students

The UHK supports parents among students in line with the rules set by the law and by the UHK Study and Examination Code, which means that the recognized parenthood period is deducted from the number of days of study when setting up fees for extended study; the students always have the right to interrupt their studies due to pregnancy, childbirth, or parenthood. The study interruption period equal to the recognized parenthood period is not counted in the total study interruption period. In connection with the maternal leave, students are entitled to have their time limits extended for meeting their study obligations and for meeting the obligations for advancing to the next year of study. Where required, changeover to a combined form of study is enabled and/or recommendation of individual conditions for meeting study obligations is provided. Some UHK buildings have children's corners with equipment (such as a diaper changing table) available.

At the PdF, students-parents have the option to consult their study issues or to attend to their administrative matters individually out of the office hours. In case of pregnancy or motherhood of full-time students, we make it possible for them to fulfil their study obligations in the form of individual plans of study.

Parents among students also use the services of the Information, Counselling and Career Centre, especially in social counselling and psychological-therapeutic support to match parenthood with their studies, and parenthood, studies and work in case of students in the combined form of study.



## 4 Graduates

The numbers of the graduates of the degree programmes implemented by the UHK faculties are shown in a well-arranged manner in Tab. 4.1 Graduates of Accredited Degree Programmes (numbers of finished studies). In 2018, the total number of UHK graduates was lower than in 2017 by 75 persons (i.e. by 5.37%). 1,320 students completed their studies.

### 4.1 Cooperation and Contacts with Graduates

In May 2018, the Alumni Club of the University of Hradec Králové (“AK UHK”) started its activities. The main objective of the AK UHK is to maintain contacts with the graduates and to reinforce their relationships and identification with their alma mater, whereby helping to spread the good name of the university. The relevant functions also include interconnection with the graduates and current students and sharing the motivational stories of successful graduates, which leads to interconnection with the application sphere. The graduates are offered space for promoting their ways and careers after finishing their studies at the UHK and opportunity to use their connection to the university for their own development or to share their practice or search for employees. After the opening of the registration web page in May, 1,153 graduates have registered in the AK UHK by 31 December 2018.

The AK UHK activities offer the graduates an option to remain in contact through an electronic newsletter aimed at informing them about news, invitations, etc. The university is also in contact with its graduates via social networks (Facebook, LinkedIn).

The UHK Information, Counselling and Career Centre also provides graduates with selected services. Within two years of finishing their studies, graduates can make use of the offer of individual career counselling services and of group activities. Irrespective of the date of finishing their studies, the UHK graduates can use the UHK Career Web to follow the advertisements offering jobs, temporary works, and internships.

In addition to the above-mentioned activities, intensive works started in 2018, being focused on higher interconnection between the UHK Alumni Club and the UHK Career Centre, on extending offers for graduates and potential employers of the current students and graduates, and on facilitating mutual sharing of information.

The faculties also cooperate intensively with their graduates through social networks. Graduates are invited regularly to take part in events organized by the faculties. For instance, the PdF uses its top graduates to work as faculty teachers, the FIM builds relationships with its graduates in the long term, publishing regularly the Telegraph magazine, and the FF sends the faculty’s information newsletter “Echoes” to its graduates twice in a year.

### 4.2 Graduates’ Employment and Employability

In 2018, the UHK did not organize any systematic research in this area but keeps using and analysing the reports concerning graduate unemployment from the Ministry of Labour and Social Affairs (“MPSV”) which are available twice a year. The fundamental research of unemployment based on the sources available from the MPSV shows that the unemployment rate of the UHK graduates decreases, remaining around the average in comparison with the other higher education institutions. At present, there is a low unemployment rate throughout the Czech Republic and, hence, also in the UHK graduates.

In order to increase competitiveness in the labour market, the UHK Information, Counselling and Career Centre focuses on preparing future graduates for their entry to the labour market already during their studies. This support is also offered to the graduates within two years of study finishing. Self-awareness activities such as self-presentation training or meetings with potential employers are used predominantly in this area. In 2018, an extensive research implemented by the MPSV was conducted among university graduates. The research results will be supplied at the beginning of 2019. The ICCC UHK plans to execute its own research among graduates in the period 2019/2020.

Working with the Student Internship Boards, the faculties arrange the contents of their degree programmes so as to increase further the current employability of the graduates and their attractiveness for employers.

The FF management is in regular contact with the representatives of the Employment Office of the CR – Regional Branch in Hradec Králové (also through, *inter alia*, the Student Internship Board), aiming to identify the best strategies for reducing the unemployment of the FF UHK graduates. The FF also pays attention to the study subjects focused on the so-called “soft skills” for the graduates to become competitive, employable and flexible in the labour market, also using the sophisticated system of practical training, whether obligatory, elective or optional, and developing the opportunities thereof.

The PdF organized a meeting of school directors, faculty teachers and members of the PdF academic staff within the 26<sup>th</sup> year of Pedagogical Days in 2018, focused on improving students’ practical training, the professional readiness of graduates, and on intensifying the cooperation between institutions in research activities. Within the Pedagogical Days, a presentation was given of job opportunities in the area of assisting professions in the framework facilities providing non-teaching practical training for PdF students. The PdF also uses the qualification extension possibilities in some pedagogical branches and in the sphere of welfare services, which concerns, for instance, programmes in the area of special and social pedagogy. The PdF filed applications with the regulatory body (MPSV) to obtain certification for the regulated profession “social worker” so that the graduates of our study branches are also qualified for performance in social work.

The PřF has no unemployed graduates in the registers of the Employment Office of the CR. This is most likely due to the fact that there is, in the long term, a lower interest in studying scientific and technical branches taught by the higher education institutions than in the arts. PřF graduates from the branches such as natural sciences and teaching profession in natural sciences, therefore, face no problems as to their employment in the labour market.

#### **4.3 Cooperation with Future Employers of the 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. 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, 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, TA CR and EU programmes), in the solution of particular scientific and research projects, in counselling, advisory services, etc. All UHK parts 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 University of Hradec Králové 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 student internship boards established at all UHK faculties are an important element for external evaluation of education quality at the UHK. The UHK is still a member of the Regional Economic Chamber of Hradec Králové Region and of several clusters. It also cooperates closely with the Technological Centre of Hradec Králové.

Within the activities of the Career Centre section, the Information, Counselling and Career Centre establishes contacts and cooperation with employers throughout the labour market. In 2018, cooperation was established with 101 new subjects that have registered themselves on the UHK Career Web. As early as upon registration, the employer provides the cooperation areas it is interested in. Free advertisements of vacancies, temporary work offers and internships for students and graduates are used most. 183 offers were advertised in 2018. Other social networks are also used for advertising.

The ICCC organizes workshops, seminars and discussions attended by employers. In 2018, labour fair JobStart was organized, which was attended by 25 employers from different branches all over the Czech Republic. The participants presented their firms in the UHK premises, and 5 employers also engaged in an accompanying programme in the form of workshops or lectures.

Within the preparation of future teachers in natural sciences, the PŘF cooperates with the faculty schools of the PdF which acts here as a coordinator of teachers' practical training. In the Partner School project, students of selected secondary schools attend lectures in the PŘF laboratories (biology, physics, chemistry), thanks to which they have the opportunity to work with the laboratory equipment they usually have not available at their secondary schools. As for the non-teaching study branches, PŘF students undergo practical training in the facilities of their potential future employers both in the public and private (commercial) sectors. The managers of such institutions are involved in feedbacks in the form of membership in the Student Internship Board at the PŘF.

Given the PdF focus, cooperation with elementary and secondary schools and with institutions active in assisting professions is most frequent. The faculty cooperated with 58 nurseries, elementary and secondary schools which had the status of a faculty school or of a faculty unit (mainly in Hradec Králové Region and also in other regions of the CR). 647 teachers in total from all school types were contracted to take part in practical training management. Students arrange for their assisting and continuous practical training in their places of residence, whereby extending the circle of contacts not only within our region but also virtually all over the Czech Republic.

Pedagogical practical training took place predominantly (except for continuous practical training) at the faculty elementary and secondary schools. The practical teaching training guarantors and faculty department didacticians visit the schools regularly within their auditing activities, and faculty teachers are reciprocally invited to visit the Faculty of Education to attend the Pedagogical Days, for instance.

In 2018, the "Faculty School" certificate was used by 24 nurseries, elementary and secondary schools. The faculty schools are used predominantly to ensure practical teaching training, and it is the precondition for achieving the status of the particular school having at least 10 teachers to lead the practical training as faculty teachers. We also cooperate at an institutional level with the faculty units, the total number of which was 34 in 2018. The faculty units are focused mainly on cooperation in Science and Research, but also take part in the practical teaching training. In the non-teaching programmes, we cooperate with 57 contracted institutions, which include specifically institutions providing social services but also a wide range of others, such as museums, non-profit organizations, hospitals, etc.

The PdF representatives attended regularly a number of meetings and negotiations with the representatives of future employers, such as the meetings of school directors, local action groups, etc.

The FIM uses a concept of the so-called Practical Projects, owing to which students can spend parts of their studies working on actual projects assigned by the faculty's partner enterprises. In 2018, 40 students finished such projects successfully. The Portal for Cooperation with Internship is operated to support such activities and it is also used to collect suggestions for final paper subjects from the industrial sphere, as well as offers for temporary work, internships or jobs for fresh graduates. Very frequently, student's work on a practical project will result in a subject for his or her final paper assigned by the involved partner enterprise. Experts from partner companies are invited to teach in specific subjects to familiarize students with the current issues and trends from their

practice in the form of visiting lectures. Since 2008, the FIM has been organizing yearly fairs of job opportunities called HIT Career. In 2018, the fair was attended by 48 partner companies. Accompanying events of the fair were meetings and discussions with the representatives of firms in the Blue Faculty – Your Partner event.

## 5 Interest in Study

6,444 applicants filed 7,451 applications for study at the UHK in the academic year 2017/2018, which is by 3.55 % less than in the previous year. 3,370 applicants were admitted, and 2,521 students registered for their first year of study. An overview is provided in Tab. 5.1 Interest in Study at the University.

### 5.1 Entrance Examinations

Admission procedures are organized exclusively using the UHK's own resources, and the conditions for admission differed in the year 2017/2018 by the individual study branches and degrees. The most frequent way of admission was on the basis of the entrance examinations which verified the level of knowledge in the given branch and study qualifications; in some cases, the admission procedure only took into account the applicant's secondary school achievements. In a majority of cases, the entrance examinations took a written form or a combined written and oral form; 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), or the examinations only took form of face-to-face interviews.

Within the pre-determined and published criteria, students' interest in the selected branch and motivation to study was taken into account; for instance, in the admission procedure for Bachelor's programmes, the FF took into account applicants' involvement in the events organized by the faculty in the FFree Index project in the current academic year. In some of the Bachelor's programmes, there was an option of exemption from the entrance examination on the basis of the secondary school study results, and in some post-Bachelor's programmes it was possible to be exempted from the entrance examination on the basis of the results achieved at the Bachelor's degree. In some Bachelor's programmes at the FF, there was an option of exemption from the entrance examination in applicants for the combined form of study on the basis of having passed documented adequate practical works in the field.

The course of the admission procedures was evaluated by the university and published in the Internal Evaluation Report and the results of the 2018 admission procedures were published on the UHK web pages.

### 5.2 Cooperation with Secondary Schools in Publicity

The UHK has 52 partner secondary schools in total not only in Hradec Králové Region but also in other regions of the Czech Republic (such as Pardubice Region, Liberec Region). The university offers its partner schools the possibility of organizing professional lectures given by the members of the academic staff. Secondary schools can choose a lecture or lectures from an offer sent every year to all the partner secondary schools. Information leaflets and posters with an offer of study branches at the UHK are sent to the partner secondary schools. The UHK takes part regularly in the educational fairs Gaudeamus in Brno and Prague where information materials with an offer of studies at the UHK are distributed to secondary school guidance counsellors. The university also organizes yearly UHK Open Days for students to inform them about studies at the university. Secondary school students and also teachers are invited regularly to presentation events such as "The Night of Scientists", "PdF's Pedagogical Days", "Let's Use Our Heads to Play", the Devil's Experiments", "Day  $\pi$  or Non-traditional Meeting with Mathematics at FIM", "The Day of Workshops and the FF Open Day", etc. Moreover, in the last year, the faculties prepared courses for entrance examinations, and they work systematically

with future secondary school applicants for study in the form of specialist Olympiads and other activities such as summer schools, workshops, study visits to faculties (often accompanied by a specialist lecture) and educational discussions focused on studies at higher educational institutions.

## 6 Employees

The qualified members of the academic staff are the fundamental factor of quality of every higher educational 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 2018, the UHK had 755 employees in total, of whom 408 (54 %) were women, and the number of the members of the academic and scientific staff was 468.

Tab. 6.4 shows the numbers of the managing employees of the individual parts of the UHK. The average recounted numbers of the members of academic and scientific staff of foreign citizenship are provided in Tab. 6.5. Tab. 6.6. shows the associate professors and professors appointed in 2018.

### 6.1 Academic Staff Career System and Motivation Tools

On 11 January 2018, a new UHK Internal Wages Regulation was registered effective from 1 February 2018 to supersede the old one dated back to 22 July 2013. The substantial change introduced by the new IWR was the cancellation of the wage rates. The UHK employees are classified into two groups: The 1<sup>st</sup> group comprises members of the academic staff (wage levels A1-A4) and the 2<sup>nd</sup> group consists of administrative employees (wage levels T1-T3), workers and servicemen (wage levels D1 and D2).

In addition to the tariff wage component, employees can receive incentive bonuses depending on their knowledge, abilities and excellent work results. The extent, relevancy of the assigned tasks and achievement quality are decisive 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.

The UHK faculties have efficient strategies in place for the personal growth of their academic staff as one of the key parameters of their further development. The performance indicators focused in particular on science, research, art and internationalization are monitored and evaluated continuously. The personal development of employees is one of the aspects monitored within the personal career plan of every employee evaluated every year and discussed with the unit leaders and deans of the faculties. All the university parts have introduced an internal system of evaluation of the research and publication activities of the members of their academic staff, which includes a financial support for the relevant publication activities. Motivational tools have been introduced at the UHK in connection with the need to appraise the work of degree programme guarantors and the successful conducting and finishing of doctoral studies. In 2018 also, the best UHK's scientists were awarded in cooperation with the UHK's general partner – Česká spořitelna – on the occasion of the UHK's social evening. At this festive social event, the Rector Kamil Kuča also awarded five UHK Rector's Medals.

The UHK plans to introduce a new Career System in 2019 to define, *inter alia*, a procedure and rules for regular employee appraisals.

## **6.2 Development of Pedagogic Skills of Academic Staff**

The university employees have the opportunity to attend educational courses to deepen their professional and pedagogical competencies. The PdF and the FIM also organize their own educational activities for the members of their academic staff. Education focused on the development of professional competencies of the academic staff and extensive activities aimed at innovating the practical training of the PdF students take place within the European projects being implemented. Practical training is one of the very important components of preparation of future teachers, and development of the competencies of the teachers from the members of the academic staff is one of the project targets.

In addition to the qualification growth of the academic staff, the UHK offered training courses of further education and other education activities to the members of their academic staff. A whole number of training courses for employees were started in 2017 within the OP RDE project “Strategic Development of the University of Hradec Králové” and other projects, for instance, courses of English language for the academic and administrative employees, a Chinese language course led by a native speaker, a Spanish language course, an ICT course of practical skills in MS Office 2016 and a course named Databases and Their Application in Teaching, as well as courses focused on presentation skills and mentoring. In the last year, a great number of employees also attended external training courses and seminars organized by the Association of University Employees (APUA).

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

## **6.3 Gender Equality Plan**

No gender equality plan has been opened at the UHK but the gender equality principles are respected at all the UHK management levels and activities (selection procedures, labour relations, etc.).

The UHK facilitates harmonization of the employees’ private and professional life by providing them with leave of absence in an above-standard length (6 weeks for the non-academic staff and 8 weeks for the academic staff) and a number of measures, such as a possibility of reduced workload, possibility to define preferences in schedule preparation, possibility to modify teaching obligations, possibility of partial “home office” work in certain units, and other measures which make it possible for employees taking care of children or other family members to continue their careers.

## **6.4 Issues of Sexual and Gender-Based Harassment**

The issue of sexual and gender-based harassment is dealt with as an implicit part of the basic standards contained in the UHK Code of Ethics (see the Interrelations of the Academic Staff) and in the 2017–2019 Collective Bargaining Agreement signed with the Basic Organization of the University Trade Union which is active at the University of Hradec Králové (see the Procedure for Attending to Employee Suggestions and Complaints).

This issue is also addressed by the UHK Information, Counselling and Career Centre in its support provided for individual students. Potential victims have a support available, provided by the section of social counselling and psychological and therapeutic support. A representative of the UHK Information, Counselling and Career Centre attends regularly the meetings of the Multidisciplinary Team for Victims in Hradec Králové.



# 7 Internationalization

## 7.1 Support to Students' Participation in International Mobility Programmes

The UHK supports intensively students' participation in international mobility programmes (both European and non-European). All credits attained by students during their study visits abroad are recognized if the content thereof corresponds with their study plans. According to the syllabus of a finished subject, the subject is recognized as obligatory, elective, or optional. The following activities are conducted at the UHK in particular in terms of support for students' participation in international mobility programmes: publication of information on opened selection procedures and offered internships (web, social networks); information seminars and informal meetings for students; support for students based on previous trips to be presented and shared between students; effort for greater interconnection of domestic and incoming students (e.g., International Party, cooperation in the rescue archaeological research at the route of the future D11 Motorway, Blue Faculty – Right Choice, etc.); publishing supporting documents on the web (e.g., recognition guidelines, presentations from seminars, complete terms and conditions for trips, students' presentations); drawing up brochures; administrative support in dealing with formalities; language courses; and work of foreign experts at the UHK. Further, on the basis of their experience from their own mobilities, the members of the academic staff promote trips and motivate their students at faculty and department lectures and other events. The number of academics coming to the UHK keeps growing. In 2018, the UHK second International Day took place to support mobilities. It included an information campaign on the opportunities of undertaking trips abroad and various lectures in the topic of mobilities. We also newly invited the Centre for International Cooperation in Education (DZS) and similar institutions engaged in mobility programmes to attend. On Facebook, we promote actively the newly concluded agreements and the activities on social networks and on YouTube keep developing successfully.

One of the priorities of the UHK in study internationalization is the support and further extension of opportunities provided for students' mobility. This priority is implemented predominantly by organizing study stays and practical internships under the concluded bilateral Erasmus+: Erasmus programme contracts. The UHK continued the Erasmus+: Erasmus International Credit Mobility programme successfully. In 2018, three projects were under way simultaneously at the UHK. Projects from the 2016 Call were finished successfully with Nicaragua, Ghana, Bolivia and Russian Federation. Projects from the 2017 Call were continued with Nicaragua, Ghana, Russian Federation, South Korea, Colombia, Chile, Peru, Kenya, Cape Verde and Nigeria, and 2018 Call projects were under way with Armenia, Russian Federation, Malaysia, Nicaragua, Brazil, Colombia, Mexico, Ethiopia, Kenya, Japan, Taiwan, United States of America, and Nigeria. The UHK keeps extending the offer of partner universities not only within the Erasmus+: Erasmus programme but also of universities outside the EU, with which it enters into bilateral partnership contracts. Non-European mobilities with partner institutions are supported with specific bursaries to cover most of students' related expenses. In compliance with the quota assigned to the UHK and according to the results of selection procedures, study stays of students at universities abroad are also implemented under intergovernmental contracts. The UHK also engages in the CEEPUS, AIA and other programmes.

The UHK puts emphasis on selecting mobility candidates from students according to the clear and pre-defined criteria, which include their language command levels. Under bilateral contracts, the UHK accepts the results of study abroad and the studied subjects are recognized in the study plan. Students going out for study stays abroad choose such branches or subjects according to their degree programmes which have been approved by their departments and by the partner institution under the "Learning Agreement". Student's stay abroad is considered an integral part of his/her study and all subjects finished successfully at the foreign university are recognized fully including their

assessment. This recognition takes place under the document "Transcript of Records" and, as a rule, the assessment is provided according to the ECTS scale. Students are recommended to meet their study plans at 30 ECTS per term. All details are also entered in diploma supplements. The

support for students' mobilities is organized through the individual units of the UHK faculties assigned with international relations together with the branch departments.

The UHK faculties treat their support for the students' international mobilities in ways which reflect the branch specificities. Therefore, the organization of the processes differs. For instance, at the PdF, a student having passed a study stay abroad is assigned 20 credits (subject Study Stay Abroad) in case of a study stay or 10 credits (subject Working Internship Abroad) in case of a practical internship. To achieve a broader motivation in students, the PdF also supports shorter (at least one-month) internships and vocationally focused mobilities. International mobilities are also encouraged in students of doctoral degree programmes. The curriculum internationalization is continued to support the subjects taught jointly for both Czech and international students. The PdF also extended its offer of short-term internships by group internships at selected partner institutions (Germany, Russia). At the FIM, after meeting successfully all the preconditions, the subject Internship Abroad is recognized (one term – 30 ECTS, whole academic year – 60 ECTS). For students interested in mobilities to Asia, a Taiwan teacher teaches Chinese every term at the FIM. FF students going out for term study stays are required to complete subjects in an equivalent of at least 15 ECTS. At the FF, for every month of practical internship realized within the Erasmus+: Erasmus programme or support received from other sources, 5 ECTS are recognized to students in the category of elective subjects. A highly promising development saw the cooperation with the foreign Czech Trade branches not only in Latin America but also in Europe. Students are motivated to pass exams for internationally recognized language certificates under Decree No. 19/2018 which also includes support for field trips abroad associated with teaching. International mobilities of Ph.D. students are, moreover, supported with Decree No. 15/2018 (dealing with financing extraordinary trips abroad undertaken by FF postgraduate students). At the PŘF, students obtain credits for their study stays and practical internships, and the number of credits obtained depends on the total student's mobility period, namely 4 credits per month. As a precondition for passing studies abroad, individual faculties set the minimum number of credits obtained, which ranges from 15 to 18 ECTS. Basic educational branch subjects which form a common basis in both partner institutions have been set for non-European mobilities.

## **7.2 Integration of Foreign Members of the UHK Academic Community**

The university strives to incorporate all the arriving foreign members of the academic community. The UHK and its faculties organize social, informational and professional events to which they invite their foreign guests (e.g., the University Ball, the Night of Scientists, the Open Day, the Pedagogical Days, the UHK Erasmus Staff Training Week, the UHK International Day), create an informational environment in English language (translations of internal regulations into English, degree programmes, web pages, university Facebook, and YouTube videos in English language), and take other ways to facilitate adaptation of international students and academics to the Czech environment with the aim to strengthen the international orientation of the university. We also encourage mobility in persons with specific needs whose integration is assisted by the UHK Information, Counselling and Career Centre.

The ESN Buddy System Hradec Králové, the relevant faculties and the university-wide facilities are the important components in integration of international students. The information system for study agenda administration STAG (IS STAG) contributes to facilitating the stay of international students, offering them an English version in addition to the Czech one, or the university-wide catalogue of courses introduced successfully the last year with an integral offer of subjects for the next academic year. All international students are offered accommodation in the University Halls of Residence. The above-mentioned ESN Buddy System Hradec Králové is an arbitrary association of students integrating international UHK students as a member of the Erasmus Student Network supported financially by the UHK. The ESN Buddy System Hradec Králové 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 term (presentations about the CR, presentations of countries, trips, language evenings, teambuilding, free time activities, etc.). Courses in Czech language, life and customs are organized for visiting students, who will also obtain a "Survival Guide for International Students" and a new "UHK Guide" upon arrival.

The faculties play the principal roles in the integration of incoming students. At the PdF, joint teaching of Czech and international students proved to be successful in integrating international students, especially at the language-teaching faculties. Integration into the Czech environment is also supported by the activities of the PdF Language Preparation Centre for Foreigners. The centre organizes Czech language teaching at different levels during terms. In summer 2018, an intensive Czech language course was held in the form of a summer school and, in the autumn, a facultative trip took place, combining teaching with a narrower contact with the region (in collaboration with Broumov Monastery). The support of international students' integration is also apparent in the preparation of promotional materials. Students and the internationalization section are in regular contact with the department of foreign relations of the receiving university. The FIM organizes an event titled "Welcome to FIM for International Students" during every term, aiming at integrating international students among the Czech ones. The students can attend Czech language courses. The faculty also strives to integrate students by teaching in English language, which can also be attended by Czech students. During the classes, students meet experts from abroad. The FIM also organizes many other events and seminars. In general, there is a strong international atmosphere at the faculty. During the summer school, students take part in trips and visits to various companies. At the FF, incoming students are integrated during the classes, faculty events, activities of students' clubs, and at an informal level. Most subjects taught at the FF in foreign languages are available for both Czech and international students. In 2018, international students took part in faculty representation at different events (such as the UHK International Day, International Party, Mobility Day, the Meeting of Nations, the Embankment of Universities, Earth Day, the Rag Day, the Night of Scientists, the suburban summer camp, the discussion forum "What's with the world today?", Kosmopolita project with the Primary School of SNP), engaged in many activities of the students' clubs (lectures given by experts with subsequent discussions, film projections, etc.). Their stay also included educational visits (Parliament of the Czech Republic, Kuks Hospital, Warsaw, ZOO Dvůr Králové nad Labem) and sports activities (skiing events, Rector's Sports Day). The international and Czech students were also developing mutually their language competence in English, as well as in Czech, Spanish and Portuguese. At the PŘF, individual approach to every student proved to be successful in integrating international students given the broad spectrum of cultures. The said individual approach is implemented through the internationalization section and the faculty coordinators for students' mobility.

Integration of international academics takes place primarily at the individual faculties, using their branch-specific ways. At the PdF, the incoming members of academic staff are involved in teaching, scientific or lecturing activities. Visits to the cooperating facilities are also organized. Activities of foreign experts, for instance native speakers, within the philological departments are a natural part of development of the PdF degree programmes. EduDays: packages of lectures, meetings with professional and cultural focus, are organized within the Pedagogical Days to support the incoming mobilities of the academic staff. At the FIM, foreign academics are also engaged in teaching and scientific activities. The Centre for Basic and Applied Research (CZAV) contributes to faculty's internationalization through cooperation with the renowned facilities abroad. In 2018, the FIM organized an international conference named Hradec Economic Days, which was attended by a great number of participants from abroad. The FIM teachers travel abroad actively to improve their language and professional knowledge. At the FF, the life of the faculty is presented to incoming academic staff, namely in the relevant departments where they are engaged in the teaching, scientific and lecturing activities. Together with their faculty colleagues, they also take part in elaborating grant projects and other joint research activities. The conferences organized by the FF (Hradec Days of Social Work, Students' Archaeological Conference, Czech, Slovak and Czechoslovak History of the 20<sup>th</sup> Century) also contributed to the integration of foreign academics. According to the Strategic Plan of the FF for the years 2016–2020, the language competences of the academic staff and other employees were being developed at the faculty. The members of the international academic staff spend their time with their students not only during lectures but also at their free time, visiting various clubs for regular discussions and meetings. Owing to the trips organized by the faculty, the academics have the opportunity to get to know the surroundings of Hradec Králové better. The aim of the FF is to continue increasing the numbers of first-class foreign workers and to provide them not only with adequate conditions for their teaching activities but also with all the amenities they need for their stay. Incoming workers have also available the fully competent Science and Research Department and the International Office, the activities of which were reinforced in 2018 by two internship fellows. At the PŘF, foreign

academics are integrated primarily through involvement in international research teams, which makes it possible to support and develop excellent research areas and to enter into cooperation with facilities abroad. In 2018, the following three research teams operated there: biology-chemistry, mathematics-physics-informatics, and branch didactics of subjects in natural sciences, mathematics and informatics.

An EURAXESS regional centre is also active at the UHK, helping to create a suitable environment for the mobility of scientific and research workers. From September 2018, the UHK's International Office personnel were reinforced by a new international mobility coordinator to take care especially of incoming and outgoing scientific and research workers (within the OP RDE Mobility project). International cooperation remains one of the main objectives for the periods to come.

# 8 Research, Development, Artistic and Other Creative Activities

## 8.1 Interconnection of Creative and Educational Activities

The educational and creative activities are interrelated closely at all of the UHK faculties. Members of the academic staff transform their research results into teaching and students are involved in research projects under the professional guidance of the academics.

At the PdF, an example of such interconnection is the research activities conducted together with the faculty schools. In 2018, the following activities in particular were being developed: Verification of Readiness of Future Nursery and Primary School Teachers for Practice, Implications of Music in Foreign Language Teaching, and Phonetic Analysis and Comparison. Supported also are artistic activities and their interconnection with educational activities. In cooperation with the Modern Art Gallery, gallery education took place in its facilities where PdF students took part with their projects.

At the FIM, interconnection between teaching and research takes place in the form of participation in scientific and research projects and cooperation with external firms. They also include the postgraduate students developing their scientific and research activities within their dissertation papers and teaching obligations, whereby enriching them not only by the current development trends in science and research but also by the present knowledge from the applied sphere.

At the FF, the creative and educational activities are interconnected naturally, and the work of the faculty's visiting professors and researchers from abroad who teach their subjects in English or Spanish languages also contributes to the first-rate educational activity.

In order to achieve further development of interconnection between the creative and educational activities, the PřF uses, among other things, the "Strategic Development of the University of Hradec Králové" project, in which it plans to extend significantly the instrumentation to be used by the students in developing their creative activities. In particular, practice in the profiling subjects will be extended to cover the requirements of the institutions using the graduates of the relevant degree programmes. The development of the programmes and improvement of subjects together with the modernization of classrooms and laboratories will ensure first-class and competitive teaching and students' works within their Bachelor's and Master's degree papers and will also contribute to increasing students' employability in their professions.

## 8.2 Involvement of Students of Bachelor's and Master's Degree Programmes in Creative Activities

At the UHK, students are engaged predominantly in a specific university research or in the projects of their teachers or other university's academic staff members. The number of students involved in scientific and research projects increases continually. The faculties also have various motivational systems implemented to support the scientific and research activities of postgraduate and Master's degree students.

At the PdF, students of the artistic degree programmes also present the results of their activities in the form of exhibitions and concerts organized by the faculty or other cooperating institutions. They are also members of the teacher-student teams which run intensive Czech language courses for foreigners within the summer school and teach Czech language at the partner university in China.

At the FIM, students of both study degrees engage in the implementation of optional projects also enabling cooperation with the application sphere, i.e. with external firms. Newly, since 2017,

contribution in this area has been seen in participation of Master's degree and postgraduate students in the solution of innovation voucher projects.

The FF engages students in research activities in different ways; in the Department of Sociology, for example, within the sociological surveys (for the Municipality Hradec Králové, Hradec Králové Region, FF UHK internal survey, etc.) where students acquire skills in data collection and processing, etc. Bachelor students of archaeology (and other programmes in history) gain their first experience in applied field research by implementing rescue archaeological research projects.

One of the PŘF goals is to engage students in the running scientific projects of applied research such as those of TA CR, TRIO, Innovation Vouchers, in the GA CR basic research projects, etc. During their studies, students participate in the solution of partial research tasks of departments and research teams.

### **8.3 Funds Earmarked for Research, Development and Innovations at the UHK**

The most important UHK scientific projects include the grants obtained from the Czech Science Foundation (GA CR), Technological Agency of the Czech Republic (TA CR), Ministry of Education, Youth and Sports (MŠMT) and NAKI of the Ministry of Culture. The amount granted to the UHK to implement the GA CR projects in 2018 was CZK 15.551 million, the amount for co-researchers was CZK 3.722 million, and the UHK as a co-researcher also obtained CZK 4.615 million.

In 2018, the UHK implemented 18 GA CR projects. For 11 projects of the Technological Agency of the CR (TA CR), the UHK obtained CZK 2.888 million, of which CZK 977 thousand were for co-researchers; further, the UHK received an amount of CZK 9.270 million as a co-researcher in TA CR projects. To implement 2 projects of the Ministry of Culture within the NAKI programme, the UHK received CZK 8.291 million, of which an amount of CZK 3.573 million was provided by the university to co-researchers.

In 2018, the UHK implemented 2 projects of the Ministry of Education, Youth and Sports worth CZK 1.486 million. The university also took part in the implementation of one Ministry of Health project with an amount of CZK 861 thousand. The subsidy obtained by the UHK for a specific higher education research in 2018 amounted to CZK 12.021 million.

### **8.4 Support to Postgraduate Students and Workers in Post-Doctoral Positions**

Postgraduate students are supported predominantly within their work for the faculty facilities and for the faculties themselves. Also, some of the university-wide facilities, such as the University Library, organize seminars for them (seminars to databases, OBD, etc.). The faculties have motivational systems developed to support doctoral students and to involve them into scientific and research activities.

The PŘF supports doctoral students in the form of methodological seminars organized by the Centre of Pedagogical Research, individual consultations and seminars concerning mainly the submission of specific research projects. The study trips of these students abroad are supported, and they also make use of professional counselling in their publishing activities.

At the FIM, postgraduate students are motivated highly by extraordinary bursaries granted for above-standard activities clearly defined in a Dean's decree. Engagement in the "super-doctorand" status is another option. Funding doctoral and post-doctoral internships in scientific and research institutions abroad forms an integral part of the support.

In the recent years, still more doctoral students are engaged in projects at the FF. The FF also motivates and supports implementation of GA CR junior projects systematically. The faculty also has a motivation system in place for financial support for the publication activities of postgraduate students and their active participation in international scientific conferences and/or internships abroad.

The PřF focuses on supporting the scientific works of postgraduate and post-doctoral students in the form of internships abroad and the publication activities of students having the best scientific or research outputs. Students are also motivated to intensify their publication activities within the faculty's financial motivation systems (such as the "Dean's Prize Competition" and "Immediate Reward for a Scientific Article").

In 2018, the UHK supported the creation of new post-doctoral projects and positions within the POSTDOK science and research support programme. 10 post-doctoral students in total from the CR and from abroad took part in the solution of prospective topics. The UHK supported such positions from the funds of the Institutional Support for Long-Term Conceptual Development of Research Organization. Thus, two new post-doctoral students, three and four researchers started to work at the PdF, PřF and FF respectively. At the FIM, one new post-doctoral researcher became involved. The FF also established two new post-doctoral positions on the basis of an international competition.

## **8.5 Participation of Application Sphere in Creation and Implementation of Degree Programmes**

Student Internship Boards are active at the UHK faculties, making it possible for them to develop conditions for close cooperation with the application sphere. The said boards are the representative bodies of the faculties, being made up of the renowned personalities in their branches and of the representatives of institutions and firms from the application sphere. Through the members of the boards, the faculties obtain a feedback as to the needs of practical training and students' employability. The board members also take part in developing educational programmes for students to acquire knowledge and skills required by the application sphere. A number of students implement their final papers in the facilities of the board members. During the academic year, the UHK also organizes lectures given to students by experts from the application sphere. At certain intervals, the faculties also carry out surveys among the graduates from their study branches to evaluate their involvement in and readiness to enter the application sphere with the benefit of hindsight and after gaining some practical experience.

The numbers of experts from the application sphere who participate in teaching in accredited degree programmes are shown in Tab. 8.2 Experts from Application Sphere Participating in Teaching and Practical Training in Accredited Study Programmes (counts).

## **8.6 Cooperation with Application Sphere on Development, Transfer and Commercialization of Innovations**

The creative activities include, in addition to research and development, also innovations and, more generally, transfer of knowledge into the application sphere. The UHK has a uniform system of commercialization in place. The relevant Rector's decree on intellectual property control at the UHK was updated in 2018. The activities associated with the transfer are performed for the UHK by the Centre for Transfer of Biomedical Technologies (CTBT), which is a facility shared by the UHK, the University Hospital in HK and by the University of Defence, Faculty of Military Health Sciences. This facility is assigned to search for commercially interesting results of research and to secure their formal protection by way of patent or utility design applications or informal protection from know-how concealment to finding a commercial partner interested in the results being offered. A very important role in the whole process is played just by the feedback obtained from the contacted commercial partners on the basis of which, in some cases, the technologies are subject to finishing within proof-of-concept projects, prototypes are produced and tested or other ways are used to move the technologies nearer towards the practice, whereby getting them further towards application in the market. Within the CTBT analysis of the particular technology, market opportunities are investigated and competitive technologies are sought for. When making such analyses, firms potentially interested in the technology are always identified. Czech and foreign firms are contacted in respect of the expected impact of the technology. For every technology, the CTBT always contacts several potential candidates simultaneously to be able to compare their offers at the same point in time and at the same level of preparedness of the technology. Entering into licence agreements is the UHK preferred way of commercialization.

The UHK is involved in TA CR Gama projects, which were implemented by PřF and FIM experts in 2018. Within the cooperation with the application sphere, a number of strategic partnerships have been established, of which some resulted in 2018 in the solution of several innovation vouchers and transfer of the outcomes into practice. Several projects within MPO Applications and MPO Proof of Concept were prepared together with the application sphere. The principal goal of all such projects is always to generate commercializable outputs. Facilities focused on social sciences and humanity branches get also involved gradually in the areas of transfer and commercialization. An example of such efforts is the FF UHK Centre of Field Archaeology, with its task being to conduct basic and applied field research in archaeology and related scientific disciplines and to provide professional services to other organizations authorized to carry out archaeological research.

### **8.7 Inter-sector Mobility of Students and Academic Staff**

The faculties include optional courses in their degree programmes, aiming to support the practical competences of students (e.g., the course of business in practice provided at the FIM and FF). A number of doctoral and Master theses at the FIM and PřF, as a rule, are drawn up during internships in the relevant firms and as a result of research work in laboratories with considerable emphasis put on increasing awareness of the necessity of innovativeness in the conditions of firm's practice.

The UHK also cooperates closely with the Technological Centre of Hradec Králové, especially in promoting the business incubator and assessing business plans. The Technological Centre of Hradec Králové and the FIM prepare together the yearly students' conference Student Business Forum. The FF further extends the opportunities of practical training and internships, for instance the newly introduced individual practical training for students (beyond the obligatory practical training undertaken during their studies).



# 9 Quality Assurance and Evaluation of Activities

A quality assurance and internal evaluation system is defined at the UHK through an internal regulation titled Rules of the System of Quality Assurance and Internal Quality Evaluation at the University of Hradec Králové in accordance with the Higher Education Act and relevant Governmental Decree No. 274/2016 Sb., on accreditation standards in the higher education system.

The purpose of quality assurance and internal evaluation is to support the UHK development in line with the European interpretation of quality in higher education and in scientific, research, development, innovation, artistic and other creative activities.

The quality assurance and internal evaluation system is based on the definition of the UHK mission and activity as stipulated in the UHK Constitution and as follows from the concept of the university development formulated in the “Long-term Objectives of Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities at the University of Hradec Králové in 2016–2020”, and it responds continuously to the current development of the academic community and to the suggestions of the UHK bodies and their parts.

The Internal Evaluation Board is the guarantor of the quality assurance and evaluation system. The Research Board deals with the further development and evaluation of quality of the university’s creative activities. The Board of Trustees also provides its opinion as to the results of evaluation of the UHK activities, namely in the area of university management and related activities and when discussing long-term plans and annual reports. All the key documents relating to the quality assurance and internal evaluation system of the university are discussed by the Academic Senate of the UHK.

## 9.1 Activities of the Internal Evaluation Board

In 2018, 7 sessions of the Internal Evaluation Board were held, during which the Board discussed and approved the accreditation applications for degree programmes of the individual UHK faculties. In 2018, the Internal Evaluation Board approved 69 accreditation applications, which were then sent to the National Accreditation Bureau for Higher Education. The Bureau granted 29 accreditations to the University of Hradec Králové during the year 2018. The remaining accreditation applications are still pending and are likely to be decided by the National Accreditation Bureau for Higher Education in 2019.

In 2018, the Internal Evaluation Board discussed and approved the Report on Internal Quality Evaluation of the UHK Educational, Creative and Related Activities which includes a detailed analysis of quality assurance and evaluation in educational, creative and related activities. On the basis of the analysis contained in the Report, the strengths and weaknesses of quality assurance and evaluation in the individual areas were identified and measures were proposed to be taken to eliminate the identified inconsistencies.

The Board also discussed drafts of internal regulations focused on quality assurance and evaluation of the UHK activities.

The Board dealt with the results of assessment of the application for Institutional Accreditation for Education in Historical Sciences. In connection with the recommendations following from the conclusions of the assessment committees, the Board discussed the need to establish a facility focused on quality assurance and evaluation of the UHK activities and on changing the structure thereof.

## 9.2 Internal Regulations and Other Documents Relating to Quality Assurance of Activities

In connection with the effort to improve the system of quality assurance and evaluation of the UHK activities, the need to draw up or update some internal documents was identified, namely:

- Plan of Implementation of the Long-Term Objectives of Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities at the UHK;
- The UHK Scholarship and Bursary Rules, effective from 13 June 2018,
- The UHK Rules for the Internal Governance, effective from 19 September 2018;
- Rules of the System of Quality Assurance and Internal Quality Evaluation at the UHK, attachment – the UHK Accreditation Code, effective from 13 June 2018;
- Constitution of the University of Hradec Králové, effective from 16 April 2018;
- The Rules for the Internal Governance of the University of Hradec Králové, effective from 1 February 2018;
- The Report on Internal Quality Evaluation of the UHK Educational, Creative and Related Activities;
- The UHK Self-assessment Report.

The following bodies took part in the amendment of the above-mentioned documents in particular: the Rector's Board, the Legislative Committee of the Academic Senate, the Academic Senate, the Internal Evaluation Board, the Research Board of the UHK, and the Board of Trustees of the UHK.

### 93 External Evaluation of Quality of Activities

At its session held on 18 April 2018, the UHK Research Board approved the Rector's intention to submit an application for Institutional Accreditation for Education in Historical Sciences to the National Accreditation Bureau for Higher Education. In October 2018, the obligatory visits of the subcommittees for assessing the institutional context and securing the area of education in Historical Sciences were held at the UHK Rectorate and at the Philosophical Faculty.

On the basis of the conclusions of the assessment committees, the reporters suggested to the National Accreditation Bureau for Higher Education not to award the Institutional Accreditation for Education in Historical Sciences to the University of Hradec Králové. The conclusions of the assessment committees and of the reporters were negotiated by the Rector's Office and by the Internal Evaluation Board, with the result being that they would be used as a suggestion for improvement in quality assurance and evaluation of the UHK activities.

During 2018, the UHK faculties were granted accreditations for the following 30 new degree programmes:

| Faculty | Degree programme                                       | SP type |
|---------|--|---------|
| PřF     | Biologie a ekologie                                    | Bc      |
| PřF     | Biologie a ekologie                                    | NMgr    |
| PřF     | Biology and Ecology                                    | Bc      |
| PřF     | Biology and Ecology                                    | NMgr    |
| PřF     | Fyzikálně-technická měření a výpočetní technika        | Bc      |
| PřF     | Chemie   | Bc      |
| PřF     | Chemie   | NMgr    |
| PřF     | Chemistry  | Bc      |
| PřF     | Chemistry  | NMgr    |
| PřF     | Physical-Technical Measurement and Computer Technology | Bc      |
| FF      | Archeologie  | PhD     |
| FF      | Archeologie  | Bc      |
| FF      | Filozofie  | NMgr    |

|   |  |      |
|---|--|------|
| F | Historické vědy  | Bc   |
| F |  |      |
| F | Historie   | NMgr |
| F |  |      |
| F | Philosophy   | NMgr |
| F |  |      |
| F | Political Science  | PhD  |
| F |  |      |
| F | Politologie  | PhD  |
| F |  |      |
| F | Sociální práce   | Bc   |
| F |  |      |
| F | Sociologie   | Bc   |
| F |  |      |
| F | Informační management  | Bc   |
| I |  |      |
| M |  |      |
| F | Informační management  | NMgr |
| I |  |      |
| M |  |      |
| F | Information Management   | Bc   |
| I |  |      |
| M |  |      |
| F | Information Management   | NMgr |
| I |  |      |
| M |  |      |
| F | Systémové inženýrství a informatika  | PhD  |
| I |  |      |
| M |  |      |
| F | Systems Engineering and Informatics  | PhD  |
| I |  |      |
| M |  |      |
| P | Hudební teorie a pedagogika  | PhD  |
| d |  |      |
| F |  |      |
| P | Pedagogika předškolního věku se zaměřením na děti se speciálními potřebami | NMgr |
| d |  |      |
| F |  |      |
| P | Učitelství pro 1. stupeň základních škol                                   | Mgr  |
| d |  |      |
| F |  |      |
| P | Učitelství pro mateřské školy  | Bc   |
| d |  |      |
| F |  |      |

The UHK also has the “Internal Audit Department” established to enhance quality and to evaluate the activities being conducted. During the scheduled activities of the Internal Audit Department, the internal auditor conducts audits of selected areas, proposes actions to be taken and discusses results with the competent employees. To support the auditor’s activities, the university has internal regulations issued in compliance with the Higher Education Act and with the related regulations. They are based on the regulations titled “The UHK Internal Auditing System” and “Rules of the System of Quality Assurance and Internal Quality Evaluation at the University of Hradec Králové”.

The purpose of the audits is to support the UHK development in compliance with the international standards for assurance of the highest quality and level of higher education institutions not only in the area of education but also in the areas of scientific, research, innovation, artistic and other creative activities.

Thorough evaluation of the activities focused on financing and economic efficiency of the selected UHK departments, an analysis of the auditing system itself and evaluation of efficiency of the actions taken to reflect the 2017 audits were conducted in 2018. The results are contained in the respective audit reports.

# 10 The UHK National and International Excellence

## 10.1 Relevant International and National Creative Activities, Integration into Professional and Artistic Networks, Integration of Research Infrastructure into International Networks

A listing of the relevant creative activities is provided below by faculties.

In 2018, the PdF implemented one three-year GA CR project Russian Transmedia Poetry as a Model of Literature in Post-digital Era. The researcher is dr. Kostincová from the Department of Russian Language and Literature.

The TA CR Epsilon project is implemented from 2018 (in collaboration with the University of West Bohemia in Pilsen and BV elektronik, s. r. o.), the subject being Compensated Broadband Current Shunt with Inductive Coupling. The researchers are doc. Drtina and doc. Lokvenc from the Department of Technical Education of the PdF.

In 2018, the PdF also implemented a one-year project of the Czech-Polish Forum (Ministry of Foreign Affairs of the CR) titled Issues of Interpretation of Statehood and National Feeling in the Connection with and Contexts of Independent State Establishment. The researcher was dr. Marková from the Department of English Language and Literature.

The Department of French Language and Literature cooperates in the long term with Université de Lille in the area of research of youth literature (cooperation agreement, regular professional conferences organized during the Pedagogical Days). Cooperation was newly entered into with Alliance française de Pardubice.

Of other contacts, one should mention those of the Department of Social Pathology and Sociology with the Faculty of Education of the Matej Bela University in Banská Bystrica, with the Faculty of Social Sciences, Arts and Humanities of Kaunas University of Technology, Lithuania, and with the University of Dąbrowa Górnicza.

The Department of German Language and Literature is a certified centre for OnDaF and TestDaF. Passing a TestDaF test authorizes to admission to study at German universities.

Cooperation with the American University of Winchester (the branches of the Institute for Primary and Pre-primary Education and of the Department of English Language and Literature in particular) and with partner ZWU University, China, has been deepened further.

PdF UHK is member of Comenius Association (Association of European Teacher Education Institutions), with its objective being to develop international cooperation in teachers' education execution and improvement.

Cooperation continues with the Czech Association of Pedagogical Research (in 2017, the PdF acted as a host institution in organizing a conference of the Association), with the Museum of Czech Literature, with the Czech Language Institute of the Czech Academy of Sciences (publication of KGA magazine), the Library of the Town of Hradec Králové (the Department of Music and the Department of Czech Language and Literature), with the Research Library (the Department of Czech Language and Literature – a cycle of Literary Workshop lectures), the Gallery of Modern Art in Hradec Králové, the Post Bellum organization, with Hradec Králové Philharmonic Orchestra, the Dragon Theatre, Klicpera Theatre, and with Czech Radio in Hradec Králové. The PdF is partner to Hollar Foundation in organizing the nation-wide competition Work of Graphic Art of the Year.

Cooperation was established newly with Agentura pro rozvoj Broumavska, z. s. – Vzdělávací a kulturní centrum Klášter Broumov (Broumov Region Development Agency, Registered Association – Broumov Monastery Educational and Cultural Centre). In 2018, FIM representatives were engaged in another project EU COST Action 17136, which already holds 34 partners in total from the EU and partner countries (e.g., Jordan). Further, active cooperation was being developed with leading research facilities in given branches, for instance with UTM Malaysia (cooperation in using a supercomputer centre and, newly, as an application guarantor of TACR project ÉTA), and IHMC Florida USA (a continual series of Postgraduate and Master's degree internships during the whole year). Reinforcement of the research infrastructure in the form of cooperation with supercomputer centres (a project implemented on an IT4Innovation supercomputer) facilitates the possibilities of prediction of new medicines in cooperation with the partners of Hradec Králové Region (the Faculty of Military Health Sciences of the University of Defence, the University Hospital in HK, Charles University).

In 2018, the FIM staff implemented two GA CR projects (GA18-01246S Non-standard Optimization and Decision-Making Methods in Management Processes, 2018–2020 and GA17-03037SS Evaluation of Investments into Medical Devices, 2017–2019), five TA CR projects (TA CR Éta II – Efficient Control of Knowledge Transfer, 2018–2021; TA CR Éta – Development of Medical Devices as Effective Investment for Public and Private Subjects, 2018–2021, Innovation of Tourism Subjects Control Systems by Means of Process Control Tools, 2018–2021, Treatment and Care of People with Alzheimer's Disease - Economic Burden in the Context of the Development of New Drugs, 2018–2021, and TA CR Gamma – Electrosurgery Instrument - a High-frequency Power Source for Biopsy and Mini Invasive Surgery in Solution for Electro Coagulation of Liver, 2016–2018), one Ministry of Industry and Trade Project APLIKACE III (Utilization of Advanced Procedures for Integrated Power Systems Control, 2017–2018), and three innovation vouchers (Methodology for Introduction of Effective Elements of Internal Communication in Firms, Proposal of a Control Part of Equipment for Control of Power Peripherals Intended Primarily for Service Water Heating, Development of NLII-NFC Mobile Application).

The FIM pays increased attention to and support for internationalization. In 2018, 112 faculty students, i.e. almost 8 %, went out for study visits or internships abroad over one month in length and 181 students from four continents (EU countries, Taiwan, China, Japan, South Korea, Thailand, Mexico, Colombia, Bolivia, Malaysia, USA) came for study stays or work experience internships. For the fourth time, in July and August, the FIM organized the CZECH IT OUT – Summer School, which was attended by 63 international students. Cooperation with partner facilities is under way in the areas of both education and joint research.

The FF supports systematically the stays of visiting professors, participation of members of the academic staff at conferences abroad and their publication activities in foreign professional magazines and publishing houses. The FF also hosts a number of international researchers in their post-doctoral positions subsidized by the UHK and within the HK research mobilities programme (European subsidies). All these activities create preconditions for obtaining contacts needed to engage in international research teams, especially in philosophy and historical sciences (including archaeology and political science). At present, the Department of Philosophy and Social Sciences implements an international project with a foreign partner (the University of Vienna), which also involves two researchers from the USA (Mark Risjord and Preston Stovall). The Department also implements an UHK excellence project in which a Canadian researcher (Ulf Hlobil) is engaged. The faculty plans extending cooperation with a university in Cali, Colombia (Pontificia Universidad Javeriana Cali). A new scheme of internal grant support for international research teams was drawn up to create conditions for new or to develop further the current cooperation with top researchers from abroad promising excellent results. The faculty is also member of ICARUS – the International Centre for Archival Research, which is an important network of especially memory institutions (with its members being the national archives, universities, digitization facilities, and museums). Working together with this association and other partners, the faculty prepares relevant projects in cultural heritage protection (Horizon 2020 – in 2018, the project advanced to the final assessment round, Flagship). Other networking took place within practice sharing in connection with a rescue archaeological research.

At the PřF, the Department of Chemistry cooperates in its scientific and research activities with many foreign facilities and the department workers take part in joint professional publications with their foreign co-authors, namely the facilities of the University St Andrews (UK), Korean Research Institute of Chemical Technology (Korea) – the research project within Visegrad Group (V4): Novel Butyryl Cholinesterase Reactivators for Pseudo-Catalytic Scavenging of Organophosphates, University of Lavras (Brazil), Instituto Militar de Engenharia (Brazil), Consejo Superior de Investigaciones Científicas (Madrid, Spain), University of Belgrade (Serbia), Pt. Ravishankar Shukla University (India), Bundeswehr Institute of Pharmacology and Toxicology (Munich, Germany), Institute for Medical Research and Occupational Health (Croatia), Yangtze University (China), and University Bourgogne Franche-Comte (France). Further, the department participates in the European consortia COST CA15135 and CA16227. International research projects were submitted together with the following partners: National Research Council of Italy (H2020-MSCA-ITN-2019), Nanjing Agricultural University (China, MŠMT Mobility CR-PRC).

The Department of Physics entered into cooperation with the University in Žilina, Slovakia, the Department of Electromagnetic and Biomedical Engineering. Dr. Lipovský cooperates on the topic of measurement of resonance properties of microwave graphs with prof. Pedro Freitas from Group of Mathematical Physics, University of Lisbon, and with dr. Michal Lawniczak and others from the Institute of Physics, Polish Academy of Sciences in Warsaw, Poland. The Department of Physics also runs an important national cooperation project with prof. Pavel Exner (Quantum Graphs and Their Resonance Properties) and with dr. Vladimir Lotoreichik (Resonance Point Interactions), whose facilities are located in the Nuclear Physics Institute of the CAS in Řež u Prahy. Students of the Department of Physics together with their teachers continue the joint follow-up programmes within the more than ten years of cooperation with the workers and students of the Faculty of Natural Sciences and Technology of the University of Opole in biomonitoring in the Czech-Polish cross-border area. Cooperation was entered into with the Silesian University in Katowice – Raman Spectrometry and Electron Microscopy. Dr. Maciej Zubko, regular worker of the Silesian University, was present in the Department within his six-month internship from September. In December, the Department was also visited by prof. Janusz Gluza. Further, the Faculty cooperates with the University of Akdeniz, Turkey, on the project of Mathematical Physics of Systems with Woods-Saxon Potential. Dr. Bekir Can Lutfuoglu from the University of Akdeniz worked in the Department from August to October. Cooperation with Kochi University of Technology, Japan, continued on the subject of processing biomedicine signals. The cooperation will be deepened within the credit mobility project granted to us in 2018.

Members of the Department of Mathematics are engaged in the international research infrastructure by attending regularly important conferences in their field of study and maintain communication with their colleagues in the field from all over the world, inviting them to attend the seminars organized by the Department. Organization of the high-level international conference titled Differential Geometry and Applications to be held in September 2019 in the premises of the University of Hradec Králové is in the final preparatory phase. In 2018, the Department of Mathematics started implementing the “Singular Spaces from Special Holonomy and Foliations” project financed by the GA CR; the project’s researcher team is fully international as the researcher is doc. Anton Galaev and the co-researcher is Le Hong-Van from the Institute of Mathematics of the Czech Academy of Sciences, and the project also includes participating mathematicians coming from other three European countries.

The Department of Applied Cybernetics keeps developing itself at an international level especially through its participation in important international conferences where the substantial results of the research projects ran by the Department workers and postgraduate Ph.D. students of ICT in education are presented. The Department of Applied Cybernetics develops cooperation with facilities of the University of Alberta, Canada, with which it works on the use of drones in aerial ecosystem monitoring. This is also related to the national-level cooperation with the Research and Breeding Institute of Pomology in Holovousy on the joint research project concerning the Modern Practices in Irrigation Regime of Fruit Trees Grown in Water Deficit Conditions, and cooperation is also being developed in aerial monitoring of drought-threatened orchards.

The Department of Biology cooperates with the scientific facilities located in the European countries (Germany, France, Poland, Belgium, Spain, Slovakia) and elsewhere in the world (Brazil, Canada) within the research activities and Mgr. and Ph.D. degree internships. At present, doc. Bogusch takes part in the research of phylogenesis of cuckoo bees together with workers from the University of Toronto, in the study of bees nesting in empty gastropod shells and of pollinators in orchards with CREAf in Barcelona and IRTA in Lleida, Spain. Doc. Bogusch and Mgr. Hlaváčková participate in the worldwide research of pollinators under the auspices of Université de Mons, Belgium. Within the excellence projects, joint work is implemented with Spain (CREAF Barcelona, IRTA Lleida, doc. Bogusch), Canada (dr. Hušek) and Japan (University of Kochi, dr. Symonová). The Department also hosts dr. Ryszard Kaczka from the University of Katowice, Poland.

## **10.2 The UHK National and International Awards**

In 2018, dr. Jan Suk's (Department of English Language and Literature) dissertation paper *The Poetics of Immanence: Performance Theatre of Forced Entertainment*, defended in the Department of Anglophone Literatures and Cultures at the Faculty of Arts of Charles University in Prague, was awarded by the international Society for Contemporary English Theatre and Drama for excellent research in contemporary English theatre and drama. The highest reward for the winning paper is its publication by the academic publishing house De Gruyter.

In 2018, the European Archaeological Association (EAA) awarded the 20<sup>th</sup> European Archaeological Heritage Prize, the holder being Professor Ivan Pavlů from the Department of Archaeology of the Philosophical Faculty. He was awarded predominantly for his long-term contribution to the knowledge of European Neolithic settlements associated with the development of methodology of their searching for, systematic research and conservation. The importance of this event is also underlined by the fact that he is the first researcher from Central Europe since 1999 when the price was started being awarded.

## **10.3 The UHK International Ranking**

In 2018, the University of Hradec Králové took part for the second time in the "UI GreenMetric" world ranking comparing the sustainability approaches of universities towards the environment. As against the last year, the UHK improved its ranking, moving to the 350<sup>th</sup> place out of the 719 participating institutions from all over the world.

Further, the UHK maintains its stable place in the ranking of Quacquarelli Symonds "QS EECA University Rankings", which compares universities from European and Central Asian countries. Here, similarly as in the last year, the UHK was placed from 151<sup>st</sup> to 160<sup>th</sup>. This ranking list includes 19 Czech universities, of which the UHK was placed 15<sup>th</sup>.

# **11 The UHK Third Role**

## **11.1 The UHK Role in Transfer of Knowledge into Practice**

The Centre for Transfer of Biomedical Technologies (CTBT) focuses its activities 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.

In 2018, the CTBT ensured filing 5 invention applications (3 for the CR, 2 for Poland) and 5 utility design applications. Four of the submitted utility designs were registered in 2018. The CTBT also administers the previously awarded UHK patents and assesses the options of further utilization. In 2018, a licence was signed for 1 patent application owned by the UHK. Further, the CTBT assists 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. In 2018, the CTBT function and a place of first contact with the application sphere resulted in some cases in starting cooperation in research with the sector.

In 2018, within the Programme of Applied Research, Experimental Development and Innovations GAMA of the Technological Agency of the CR in project number TG02010020 titled “Centre for Transfer of Biomedical Technologies PoC”, the UHK implemented 7 subprojects to verify the research and development outcomes of the so-called “Proof of Concept” activity. The main goal of the projects is to verify the research and development outcomes which have a commercial potential and, subsequently, prepare for intellectual property protection.

In 2018, the UHK continued as a partner with a financial contribution in implementing the technology transfer project titled “Centre for Transfer of Biomedical Technologies – Proficiency Development” (CZ.02.2.69/0.0/0.0/16\_014/0000647) within the Operational Programme Research, Development and Education which supports the development of proficiency in human resources. The University Hospital in Hradec Králové and the Faculty of Military Health Sciences are 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 2018, 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.

## **112 Cooperation with Regional Self-Government Bodies and Leading Regional Institutions**

We are the only public higher education institution having its seat in Hradec Králové Region. Through its activities, the UHK is interconnected closely with a number of relevant institutions of the region and with the regional self-government bodies and enterprises.

The UHK has its representation at the level of the Town of Hradec Králové (councils and committees) and in the councils of Hradec Králové Region (Council for Research, Development and Innovations, Council for Human Resources Development, etc.), as well as in the steering committee of the ITI (Integrated Territorial Investments) of Hradec-Pardubice agglomeration, whereby participating directly in the strategic planning of the development of the nearest self-government units.



The university works intensively together with the Regional Authority of Hradec Králové Region, the Statutory City of Hradec Králové, the Museum of East Bohemia, Technology Centre, the Employment Office of Hradec Králové Region, and other institutions.

In 2018, the activities of the Archaeopark of Prehistory in Věstary continued, being carried out with the participation of the Philosophical Faculty of the UHK together with Hradec Králové Region. The Archaeopark continues fulfilling its popularization task, offering standing expositions, workshops and shops for the wide public and representing thereby a unique example of transfer of scientific knowledge and presentation of archaeological findings to the public. In 2018, a preparatory phase was started for an exhibition and presentation of archaeological findings collected within a rescue archaeological research at the route of D11 Motorway between Hradec Králové and Jaroměř.

Already 15<sup>th</sup> year of the important international conference Hradec Days of Social Work was organized in cooperation with the Town of Hradec Králové and Hradec Králové Region as a primary platform for the meeting of practitioners and theoreticians in social work.

The FF took active part in the preparation of the regional plan for the National Research and Innovation Strategy for Smart Specialization of the CR and updated its short- and long-term project plans on the basis thereof.

The Department of Sociology also took part in the execution of the surveys ordered to the requirements of the Town of Hradec Králové and Hradec Králové Region, namely the Research of Public Places of the Town of Hradec Králové, Assessment of European Indicator B6: Ways of Children to School and Back, and Research of Container Stands in a Delimited Area of the Town of Hradec Králové. In 2018, the Social Work Institute organized two terms of a course named Dealing with Clients in Difficult Situations for the Czech Social Security Administration.

The PdF cooperates with tens of institutions in and out of the region (see the Faculty Schools, Faculty Facilities and Other Cooperating Organizations) and has long-term cooperation agreements concluded with a number of other institutions (e.g., Czech Special Olympics Movement, ADRA Czech Republic, etc.). In 2018, new contracts/memoranda were concluded with other organizations such as the Office of the Government of the CR; Social Integration Agency; Broumov Region Development Agency, Registered Association; Broumov Monastery Education and Culture Centre, Věda nás baví o.p.s., Hollar Foundation, the Museum of Czech Literature, and Alliance Française.

In 2018, experts from the PŘF participated intensively in evaluation and innovation of the key document for development in research, development and innovations: RIS3 Strategy of Hradec Králové Region 2018–2022. During the year, the PŘF was also engaged in cooperation with the Centre for Investments, Development and Innovations of Hradec Králové Region within the Smart Region project. In the area of creative activities, the PŘF research workers cooperate with many firms in the region and beyond, such as Krkonoše Mountains National Park. Within the long-term cooperation with KRNAP, research of Krkonoše tundra and synanthropic vegetation is under way, and preparation of other joint projects was started in 2018.

The FIM UHK is well aware of the great importance of active and bilaterally beneficial cooperation with enterprises and institutions of the region and beyond. Such cooperation is a precondition for students to be able to take part in the solution of practical issues within their studies and to gain adequate employment after graduating. Therefore, the faculty establishes actively and develops relationships with many enterprises and institutions and, at present, it has almost 200 partner subjects. The most frequent forms of cooperation include lectures and seminars given by external experts invited by the FIM UHK, practical projects, cooperation on announcing and subsequent guidance of final Bachelor's and diploma theses, courses, training, internships, and joint research and development projects. Within the Practical Project subject, the faculty offers students the opportunity to work on projects announced and guided by partner enterprises from the branch-related areas. When implementing them, students familiarize with the enterprise operation and get involved in the solution of practical workplace tasks. To support the cooperation between

students and partner organizations, the faculty makes use of the Portal of Cooperation with Internship from 2014. The portal is routinely used primarily for announcing and administration of Practical Projects and for collecting subjects for final papers and job offers from the partner firms. More than 50 practical projects were implemented successfully in the previous academic year.

Every year, the FIM organizes a job opportunity fair called HIT Career. In March 2018, the 10<sup>th</sup> anniversary fair was attended by 48 companies.

### **113 The UHK Supra-Regional Operation and Importance**

The UHK has its representatives in the working groups of the Czech Rectors Conference (CRC Working Group for European Structural Funds, CRC Working Group for the Study in the Czech Republic portal, CRC Committee for Economic Affairs), and members of the UHK academic staff are active in the GA CR assessment panels.

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 GA CR and TA CR 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 of projects of the Ministry of Education, Youth and Sports and of the Ministry of Culture and they are members of the assessor committees of the National Accreditation Office of the CR and members of the standing working groups of the Accreditation Commission, the advisory body of the Government of the Czech Republic.

In supra-regional operation, the UHK (PdF in particular) also has team members who take part in the innovations of the Framework Education Programmes. Within the implementation of two projects, it takes part in meeting the objectives of the Strategy for Digital Education until 2020. Together with the Regional Authority and the Museum of Lace Vamberk, the UHK also takes part in the intention of entering the Bobbin Lace of Vamberk in the List of Intangible Cultural Heritage of the UNESCO.



## PART III – ANNEX - CHARTS



- 2.1 Accredited Degree Programmes
- 2.2 Degree Programmes in Foreign Languages
- 2.3 Joint/Double/Multiple Degree Programmes Implemented Together with a Foreign University
- 2.4 Accredited Degree Programmes Implemented Together with Other University or Public Research Institution Having Its Seat in the CR
- 2.5 Accredited Degree Programmes Implemented Together with a Vocational School
- 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 Degree Programmes
- 3.2 Students – Self-Payers
- 3.3 Study Failure Rate in 1<sup>st</sup> Year of Study
- 3.4 Bursaries/Scholarships Provided to Students by Purpose
- 4.1 Graduates of Accredited Degree Programmes
- 5.1 Interest in Study at the University
- 6.1 Total Numbers of Academics, Scientists and Other Employees
- 6.2 Age Structure of Academic and Scientific Workers
- 6.3 Numbers of Academic and Scientific Workers by Workload Extent and Highest Qualification Achieved
- 6.4 Chief Officers
- 6.5 Foreign Academic and Scientific Workers
- 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 Degree Programmes
- 8.3 Study Branches/Degree 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
- 12.3 University's 2018 Institutional Plan

**Tab. 2.1: Accredited Degree Programmes (counts)**

| University of Hradec Králové                    |             | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|---|-------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|   |             | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Faculty of Education                            |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39       |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 | 3                    | 1     | 0                  | 0     | 0                         | 0     | 1                      | 1     | 6     |
| Economics                                       | 62,65       |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       | 3                    | 3     | 3                  | 2     | 5                         | 3     | 1                      | 1     | 21    |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82       |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X           | 6                    | 4     | 3                  | 2     | 5                         | 3     | 2                      | 2     | 27    |
| Faculty of Informatics and Management           |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       | 1                    | 1     | 0                  | 0     | 1                         | 1     | 1                      | 1     | 6     |
| Technical Sciences                              | 21-39       |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 |                      |       |                    |       |                           |       |                        |       | 0     |
| Economics                                       | 62,65       | 3                    | 3     | 1                  | 1     | 2                         | 2     | 2                      | 2     | 16    |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82       |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X           | 4                    | 4     | 1                  | 1     | 3                         | 3     | 3                      | 3     | 22    |
| Philosophical Faculty                           |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39       | 1                    | 1     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 2     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |

| University of Hradec Králové                    |             | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|---|-------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|   |             | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 | 5                    | 2     | 0                  | 0     | 5                         | 2     | 4                      | 4     | 22    |
| Economics                                       | 62,65       |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82       |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X           | 6                    | 3     | 0                  | 0     | 5                         | 2     | 4                      | 4     | 24    |
| Faculty of Science                              |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       | 6                    | 1     | 0                  | 0     | 4                         | 1     | 3                      | 3     | 18    |
| Technical Sciences                              | 21-39       |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 |                      |       |                    |       |                           |       |                        |       | 0     |
| Economics                                       | 62,65       |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       |                      |       |                    |       |                           |       |                        | 1     | 1     |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82       |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X           | 6                    | 1     | 0                  | 0     | 4                         | 1     | 3                      | 4     | 19    |
| UHK - apart from faculties                      |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39       |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 | 1                    | 1     | 0                  | 0     | 1                         | 1     | 0                      | 0     | 4     |
| Economics                                       | 62,65       |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |



|                          |       |  |  |  |  |  |  |  |  |   |
|--------------------------|-------|--|--|--|--|--|--|--|--|---|
| Art and Culture Sciences | 81,82 |  |  |  |  |  |  |  |  | 0 |
|--------------------------|-------|--|--|--|--|--|--|--|--|---|

|   |                     |           |           |          |          |           |           |           |           |           |
|---|---------------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| Faculty total                                   | X                   | 1         | 1         | 0        | 0        | 1         | 1         | 0         | 0         | 4         |
| University of Hradec Králové                    |                     |           |           |          |          |           |           |           |           |           |
| Groups of accredited degree programmes          | KKO<br>V            |           |           |          |          |           |           |           |           |           |
| Natural Sciences                                | 11-18               | 7         | 2         | 0        | 0        | 5         | 2         | 4         | 4         | 24        |
| Technical Sciences                              | 21-39               | 1         | 1         | 0        | 0        | 0         | 0         | 0         | 0         | 2         |
| Agricultural, Forestry and Veterinary Sciences  | 41,43               | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         |
| Medical and Pharmaceutical Sciences             | 51-53               | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         |
| Social Sciences and Services                    | 61,67<br>,71-<br>73 | 9         | 4         | 0        | 0        | 6         | 3         | 5         | 5         | 32        |
| Economics                                       | 62,65               | 3         | 3         | 1        | 1        | 2         | 2         | 2         | 2         | 16        |
| Law, Legal and Public Administration Activities | 68                  | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         |
| Pedagogy, Teaching Profession and Social Care   | 74,75               | 3         | 3         | 3        | 2        | 5         | 3         | 1         | 2         | 22        |
| Branches of Psychology                          | 77                  | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         |
| Art and Culture Sciences                        | 81,82               | 0         | 0         | 0        | 0        | 0         | 0         | 0         | 0         | 0         |
| <b>UHK TOTAL</b>                                | <b>X</b>            | <b>23</b> | <b>13</b> | <b>4</b> | <b>3</b> | <b>18</b> | <b>10</b> | <b>12</b> | <b>13</b> | <b>96</b> |

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

Note: \* = Faculty or other university part implementing the accredited degree programme

**Tab. 2.2: Degree Programmes in Foreign Languages (counts)**

| University of Hradec Králové                    |                 | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|---|-----------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|   |                 | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Faculty of Education                            |                 |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO<br>V        |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18           |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39           |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43           |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53           |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,<br>71-73 | 1                    | 1     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 2     |
| Economics                                       | 62,65           |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68              |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75           | 2                    | 1     | 0                  | 0     | 3                         | 2     | 0                      | 0     | 8     |
| Branches of Psychology                          | 77              |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82           |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X               | 3                    | 2     | 0                  | 0     | 3                         | 2     | 0                      | 0     | 10    |
| Faculty of Informatics and Management           |                 |                      |       |                    |       |                           |       |                        |       |       |

|  |          |  |  |  |  |  |  |  |  |  |
|--|----------|--|--|--|--|--|--|--|--|--|
| Groups of accredited degree programmes | KKO<br>V |  |  |  |  |  |  |  |  |  |
|--|----------|--|--|--|--|--|--|--|--|--|

| University of Hradec Králové                    |              | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|---|--------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|   |              | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Natural Sciences                                | 11-18        | 1                    | 1     | 0                  | 0     | 1                         | 1     | 1                      | 1     | 6     |
| Technical Sciences                              | 21-39        |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43        |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53        |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67, 71-73 |                      |       |                    |       |                           |       |                        |       | 0     |
| Economics                                       | 62,65        | 2                    | 2     | 0                  | 0     | 2                         | 2     | 2                      | 2     | 12    |
| Law, Legal and Public Administration Activities | 68           |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75        |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77           |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82        |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X            | 3                    | 3     | 0                  | 0     | 3                         | 3     | 3                      | 3     | 18    |
| Philosophical Faculty                           |              |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V        |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18        |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39        |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43        |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53        |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67, 71-73 | 1                    | 0     | 0                  | 0     | 1                         | 0     | 2                      | 2     | 6     |
| Economics                                       | 62,65        |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68           |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75        |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77           |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82        |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X            | 1                    | 0     | 0                  | 0     | 1                         | 0     | 2                      | 2     | 6     |
| Faculty of Science                              |              |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V        |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18        | 6                    | 1     | 0                  | 0     | 4                         | 1     | 3                      | 3     | 18    |
| Technical Sciences                              | 21-39        |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43        |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53        |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67, 71-73 |                      |       |                    |       |                           |       |                        |       | 0     |
| Economics                                       | 62,65        |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68           |                      |       |                    |       |                           |       |                        |       | 0     |

|   |                 |                |          |          |          |                |          |          |          |  |           |
|---|-----------------|----------------|----------|----------|----------|----------------|----------|----------|----------|--|-----------|
| Pedagogy, Teaching Profession and Social Care   | 74,75           |                |          |          |          |                |          |          |          |  | 0         |
| Branches of Psychology                          | 77              |                |          |          |          |                |          |          |          |  | 0         |
| Art and Culture Sciences                        | 81,82           |                |          |          |          |                |          |          |          |  | 0         |
| Faculty total                                   | X               | 6              | 1        | 0        | 0        | 4              | 1        | 3        | 3        |  | 18        |
| UHK - apart from faculties                      |                 |                |          |          |          |                |          |          |          |  |           |
| Groups of accredited degree programmes          | KKO<br>V        |                |          |          |          |                |          |          |          |  |           |
| Natural Sciences                                | 11-18           |                |          |          |          |                |          |          |          |  | 0         |
| Technical Sciences                              | 21-39           |                |          |          |          |                |          |          |          |  | 0         |
| Agricultural, Forestry and Veterinary Sciences  | 41,43           |                |          |          |          |                |          |          |          |  | 0         |
| Medical and Pharmaceutical Sciences             | 51-53           |                |          |          |          |                |          |          |          |  | 0         |
| Social Sciences and Services                    | 61,67,<br>71-73 | 0              | 0        | 0        |          | 1              | 0        | 0        | 0        |  | 1         |
| Economics                                       | 62,65           |                |          |          |          |                |          |          |          |  | 0         |
| Law, Legal and Public Administration Activities | 68              |                |          |          |          |                |          |          |          |  | 0         |
| Pedagogy, Teaching Profession and Social Care   | 74,75           |                |          |          |          |                |          |          |          |  | 0         |
| Branches of Psychology                          | 77              |                |          |          |          |                |          |          |          |  | 0         |
| Art and Culture Sciences                        | 81,82           |                |          |          |          |                |          |          |          |  | 0         |
| Faculty total                                   | X               | 0              | 0        | 0        | 0        | 1              | 0        | 0        | 0        |  | 1         |
| University of Hradec Králové                    |                 |                |          |          |          |                |          |          |          |  |           |
| Groups of accredited degree programmes          | KKO<br>V        |                |          |          |          |                |          |          |          |  |           |
| Natural Sciences                                | 11-18           | 7              | 2        | 0        | 0        | 5              | 2        | 4        | 4        |  | 24        |
| Technical Sciences                              | 21-39           | 0              | 0        | 0        | 0        | 0              | 0        | 0        | 0        |  | 0         |
| Agricultural, Forestry and Veterinary Sciences  | 41,43           | 0              | 0        | 0        | 0        | 0              | 0        | 0        | 0        |  | 0         |
| Medical and Pharmaceutical Sciences             | 51-53           | 0              | 0        | 0        | 0        | 0              | 0        | 0        | 0        |  | 0         |
| Social Sciences and Services                    | 61,67,<br>71-73 | 2              | 1        | 0        | 0        | 2              | 0        | 2        | 2        |  | 9         |
| Economics                                       | 62,65           | 2              | 2        | 0        | 0        | 2              | 2        | 2        | 2        |  | 12        |
| Law, Legal and Public Administration Activities | 68              | 0              | 0        | 0        | 0        | 0              | 0        | 0        | 0        |  | 0         |
| Pedagogy, Teaching Profession and Social Care   | 74,75           | 2              | 1        | 0        | 0        | 3              | 2        | 0        | 0        |  | 8         |
| Branches of Psychology                          | 77              | 0              | 0        | 0        | 0        | 0              | 0        | 0        | 0        |  | 0         |
| Art and Culture Sciences                        | 81,82           | 0              | 0        | 0        | 0        | 0              | 0        | 0        | 0        |  | 0         |
| <b>UHK TOTAL</b>                                | <b>X</b>        | <b>1<br/>3</b> | <b>6</b> | <b>0</b> | <b>0</b> | <b>1<br/>2</b> | <b>6</b> | <b>8</b> | <b>8</b> |  | <b>53</b> |

Note: \* = Faculty or other university part implementing the accredited degree programme

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

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

|   |  |
|---|--|
| <b>University of Hradec Králové</b>   | <b>Faculty of Informatics and Management</b>   |
| Title of Degree Programme 1<br>KKOV group                                       | Systems Engineering and Informatics<br>P6209   |
| Partner university/institution*   | University of Pardubice, Technical University of Liberec   |
| Year of programme implementation commencement                                   | 2000   |
| Length of study (number of terms)   | 8  |
| Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)         | Postgraduate   |
| Description of study organization including admission of students and finishing | The degree programme is divided into three branches, of which each is implemented by one of the participating organizations. The FIM UHK guarantees the Information and Knowledge Management branch. Experts from all three faculties take part in the common base subjects. The admission procedures take place at the faculty organizing the respective branch. Final examinations and dissertation defence take place before an examination board appointed by the relevant subject-area board. |
| Number of active studies at 31.12.  | 21   |
| <b>University of Hradec Králové</b>   | <b>Faculty of Informatics and Management</b>   |
| Title of Degree Programme 2<br>KKOV group                                       | Applied Informatics<br>P1802   |
| Partner university/institution*   | University of Pardubice  |
| Year of programme implementation commencement                                   | 2010   |
| Length of study (number of terms)   | 8  |
| Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)         | Postgraduate   |
| Description of study organization including admission of students and finishing | Experts from both faculties take part in the common base subjects. The admission procedure is organized jointly by both faculties. Final examinations and dissertation defence take place before an examination board appointed by the relevant subject-area board.  |
| Number of active studies at 31.12.  | 20   |
| <b>University of Hradec Králové</b>   | <b>Faculty of Education</b>  |
| Title of Degree Programme 1<br>KKOV group                                       | Specialization in Pedagogy<br>P7507 (branch 7507V066)  |
| Partner university/institution*   | University of South Bohemia in České Budějovice, University of Ostrava, University of West Bohemia in Pilsen   |
| Year of programme implementation commencement                                   | 2007   |
| Length of study (number of terms)   | 6  |
| Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)         | Postgraduate   |
| Description of study organization including admission of students and finishing | Study at each faculty is organized separately together with the own subject-area board and branch guarantor. In addition, a joint subject-area board coordinates the activities of the individual faculties including admission procedures, professional postgraduate seminars, doctoral examinations and dissertation defence. Representatives of the remaining faculties are present in all the examination boards.  |
| Number of active studies at 31.12.  | 20   |

|   |  |
|---|--|
| Title of Degree Programme 2   | Specialization in Pedagogy   |
| KKOV group  | P7507 (branch 7501V026)  |
| Partner university/institution*   | University of Ostrava, University of West Bohemia in Pilsen  |
| Year of programme implementation commencement                                   | 2004   |
| Length of study (number of terms)   | 6  |
| Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)         | Postgraduate   |
| Description of study organization including admission of students and finishing | Study at each faculty is organized separately but under the management of a joint subject-area board. Regular professional seminars of postgraduate students are organized. Representatives of all the cooperating faculties are present in all the examination boards, both within the admission procedure and during the doctoral examinations and dissertation defence. |
| Number of active studies at 31.12.  | 0  |

Note: \*= They are, for instance, the accredited degree programmes implemented together with the Czech Academy of Sciences or other public research institutions having their seats in the Czech Republic.

| Summarized information to Tab. 2.4         |                      |                    |                           |                        |       |
|--|----------------------|--------------------|---------------------------|------------------------|-------|
| University of Hradec Králové               | Bachelor's programme | Master's programme | Post-Bachelor's programme | Postgraduate programme | Total |
| Number of degree programmes                |                      |                    |                           | 4                      | 4     |
| Number of active studies in the programmes |                      |                    |                           | 61                     | 61    |

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

| University of Hradec Králové                   |             | Job-oriented courses                    |                                 |   | Interest-oriented courses           |                                 |   | U<br>3<br>A | TO<br>TA<br>L |
|--|-------------|---|---------------------------------|---|-------------------------------------|---------------------------------|---|-------------|---------------|
|  |             | Les<br>s<br>tha<br>n<br>15<br>hou<br>rs | 16<br>to<br>10<br>ho<br>ur<br>s | M<br>or<br>e<br>th<br>an<br>10<br>ho<br>ur<br>s | Les<br>s<br>than<br>15<br>hou<br>rs | 16<br>to<br>10<br>ho<br>ur<br>s | M<br>or<br>e<br>th<br>an<br>10<br>ho<br>ur<br>s |             |               |
| Groups of accredited degree programmes         | KKOV        |   |                                 |   |                                     |                                 |   |             |               |
| Natural Sciences                               | 11-18       |   | 9                               |   |                                     |                                 |   | 8           | 17            |
| Technical Sciences                             | 21-39       | 2                                       | 21                              |   |                                     |                                 |   |             | 23            |
| Agricultural, Forestry and Veterinary Sciences | 41,43       |   |                                 |   |                                     |                                 |   |             | 0             |
| Medical and Pharmaceutical Sciences            | 51-53       |   |                                 |   |                                     |                                 |   |             | 0             |
| Social Sciences and Services                   | 61,67,71-73 | 7                                       | 9                               | 2   |                                     |                                 |   | 10          | 28            |
| Economics                                      | 62,65       | 1                                       | 7                               |   |                                     |                                 |   |             | 8             |

|   |       |           |           |           |          |          |          |           |            |
|---|-------|-----------|-----------|-----------|----------|----------|----------|-----------|------------|
| Law, Legal and Public Administration Activities | 68    |           |           |           |          |          |          |           | 0          |
| Pedagogy, Teaching Profession and Social Care   | 74,75 | 1         | 1         | 30        |          |          |          | 2         | 34         |
| Branches of Psychology                          | 77    |           |           |           |          |          |          | 1         | 1          |
| Art and Culture Sciences                        | 81,82 |           |           |           |          |          |          | 6         | 6          |
| <b>TOTAL</b>                                    |       | <b>11</b> | <b>47</b> | <b>32</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>27</b> | <b>117</b> |



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

| University of Hradec Králové                    |              | Job-oriented courses |                |                    | Interest-oriented courses |                 |                     | U3A        | TOTAL*      | of which: the number of students admitted for accredited degree programmes per Section 60 of the Higher Education Act |
|---|--------------|----------------------|----------------|--------------------|---------------------------|-----------------|---------------------|------------|-------------|---|
|   |              | Less than 15 hours   | 16 to 10 hours | More than 10 hours | Less than 15 hours        | 16 to 100 hours | More than 100 hours |            |             |   |
| Groups of accredited degree programmes          | KKO V        |                      |                |                    |                           |                 |                     |            |             |   |
| Natural Sciences                                | 11-18        |                      | 188            |                    |                           |                 |                     | 120        | 308         | 108   |
| Technical Sciences                              | 21-39        | 21                   | 122            |                    |                           |                 |                     |            | 143         | 55  |
| Agricultural, Forestry and Veterinary Sciences  | 41,43        |                      |                |                    |                           |                 |                     |            |             |   |
| Medical and Pharmaceutical Sciences             | 51-53        |                      |                |                    |                           |                 |                     |            |             |   |
| Social Sciences and Services                    | 61,67, 71-73 | 37                   | 76             | 4                  |                           |                 |                     | 599        | 716         | 8   |
| Economics                                       | 62,65        | 18                   | 46             |                    |                           |                 |                     |            | 64          | 11  |
| Law, Legal and Public Administration Activities | 68           |                      |                |                    |                           |                 |                     |            |             |   |
| Pedagogy, Teaching Profession and Social Care   | 74,75        | 38                   | 62             | 474                |                           |                 |                     | 30         | 604         |   |
| Branches of Psychology                          | 77           |                      |                |                    |                           |                 |                     | 36         | 36          |   |
| Art and Culture Sciences                        | 81,82        |                      |                |                    |                           |                 |                     | 164        | 164         |   |
| <b>TOTAL*</b>                                   |              | <b>114</b>           | <b>494</b>     | <b>478</b>         |                           |                 |                     | <b>949</b> | <b>2035</b> | <b>182</b>  |

Note: \* = As the table shows the numbers of natural persons which can attend more courses, the total is not a sum of the relevant lines or columns but reflects the actual numbers of the course participants.



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

| University of Hradec Králové                    |             | Bachelor's programme |             | Master's programme |             | Post-Bachelor's programme |             | Postgraduate programme |        | TOTAL    |
|---|-------------|----------------------|-------------|--------------------|-------------|---------------------------|-------------|------------------------|--------|----------|
|   |             | P                    | K / D       | P                  | K / D       | P                         | K / D       | P                      | K / D  |          |
| Faculty of Education                            |             |                      |             |                    |             |                           |             |                        |        |          |
| Groups of accredited degree programmes          | KKO V       |                      |             |                    |             |                           |             |                        |        |          |
| Natural Sciences                                | 11-18       |                      |             |                    |             |                           |             |                        |        | 0        |
| Technical Sciences                              | 21-39       |                      |             |                    |             |                           |             |                        |        | 0        |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |             |                    |             |                           |             |                        |        | 0        |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |             |                    |             |                           |             |                        |        | 0        |
| Social Sciences and Services                    | 61,67,71-73 | 2<br>2<br>6          | 1<br>3<br>4 | 0                  | 0           | 0                         | 0           | 7                      | 6      | 37<br>3  |
| Economics                                       | 62,65       |                      |             |                    |             |                           |             |                        |        | 0        |
| Law, Legal and Public Administration Activities | 68          |                      |             |                    |             |                           |             |                        |        | 0        |
| Pedagogy, Teaching Profession and Social Care   | 74,75       | 7<br>1<br>1          | 5<br>0<br>5 | 6<br>1<br>3        | 1<br>1<br>8 | 3<br>3<br>5               | 1<br>6<br>0 | 1<br>7                 | 1<br>0 | 24<br>69 |
| Branches of Psychology                          | 77          |                      |             |                    |             |                           |             |                        |        | 0        |
| Art and Culture Sciences                        | 81,82       |                      |             |                    |             |                           |             |                        |        | 0        |
| Faculty total                                   | X           | 9<br>3<br>7          | 6<br>3<br>9 | 6<br>1<br>3        | 1<br>1<br>8 | 3<br>3<br>5               | 1<br>6<br>0 | 2<br>4                 | 1<br>6 | 28<br>42 |
| of which: number of women at the PdF            | X           | 7<br>9<br>8          | 4<br>9<br>9 | 5<br>0<br>2        | 1<br>1<br>1 | 2<br>6<br>4               | 1<br>4<br>4 | 1<br>4                 | 8      | 23<br>40 |
| of which: number of foreigners at the PdF       | X           | 2<br>6               | 4           | 1                  | 1           | 4                         | 1           | 0                      | 1      | 38       |
| Faculty of Informatics and Management           |             |                      |             |                    |             |                           |             |                        |        |          |
| Groups of accredited degree programmes          | KKO V       |                      |             |                    |             |                           |             |                        |        |          |
| Natural Sciences                                | 11-18       | 2<br>5<br>1          | 1<br>0<br>7 | 0                  | 0           | 6<br>8                    | 5<br>5      | 1<br>2                 | 8      | 50<br>1  |
| Technical Sciences                              | 21-39       |                      |             |                    |             |                           |             |                        |        | 0        |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |             |                    |             |                           |             |                        |        | 0        |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |             |                    |             |                           |             |                        |        | 0        |
| Social Sciences and Services                    | 61,67,71-73 |                      |             |                    |             |                           |             |                        |        | 0        |
| Economics                                       | 62,65       | 5<br>6<br>5          | 2<br>2<br>8 | 1                  | 0           | 1<br>1<br>0               | 5<br>8      | 8                      | 1<br>3 | 98<br>3  |
| Law, Legal and Public Administration Activities | 68          |                      |             |                    |             |                           |             |                        |        | 0        |

|   |       |             |             |   |   |             |             |        |        |          |
|---|-------|-------------|-------------|---|---|-------------|-------------|--------|--------|----------|
| Pedagogy, Teaching Profession and Social Care | 74,75 |             |             |   |   |             |             |        |        | 0        |
| Branches of Psychology                        | 77    |             |             |   |   |             |             |        |        | 0        |
| Art and Culture Sciences                      | 81,82 |             |             |   |   |             |             |        |        | 0        |
| Faculty total                                 | X     | 8<br>1<br>6 | 3<br>3<br>5 | 1 | 0 | 1<br>7<br>8 | 1<br>1<br>3 | 2<br>0 | 2<br>1 | 14<br>84 |
| of which: number of women at the FIM          | X     | 3<br>0<br>4 | 1<br>3<br>9 | 0 | 0 | 4<br>7      | 2<br>6      | 4      | 6      | 52<br>6  |
| of which: number of foreigners at the FIM     | X     | 3<br>6      | 5           | 0 | 0 | 9           | 2           | 2      | 1      | 55       |
| Philosophical Faculty                         |       |             |             |   |   |             |             |        |        |          |

| University of Hradec Králové                    |             | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|---|-------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|   |             | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39       | 17                   | 33    | 0                  | 0     | 0                         | 0     | 0                      | 0     | 50    |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 | 389                  | 117   | 0                  | 0     | 127                       | 102   | 59                     | 21    | 815   |
| Economics                                       | 62,65       |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82       |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X           | 406                  | 150   | 0                  | 0     | 127                       | 102   | 59                     | 21    | 865   |
| of which: number of women at the FF             | X           | 221                  | 65    | 0                  | 0     | 76                        | 65    | 20                     | 10    | 457   |
| of which: number of foreigners at the FF        | X           | 15                   | 1     | 0                  | 0     | 6                         | 3     | 9                      | 1     | 35    |
| Faculty of Science                              |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       | 451                  | 18    | 0                  | 0     | 112                       | 11    | 17                     | 31    | 640   |
| Technical Sciences                              | 21-39       |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 |                      |       |                    |       |                           |       |                        |       | 0     |
| Economics                                       | 62,65       |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       |                      |       |                    |       |                           |       |                        | 10    | 10    |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82       |                      |       |                    |       |                           |       |                        |       | 0     |

|   |           |             |        |   |   |             |        |        |        |         |
|---|-----------|-------------|--------|---|---|-------------|--------|--------|--------|---------|
| Faculty total                             | X         | 4<br>5<br>1 | 1<br>8 | 0 | 0 | 1<br>1<br>2 | 1<br>1 | 1<br>7 | 4<br>1 | 65<br>0 |
| of which: number of women at the PŘF      | X         | 3<br>0<br>4 | 1      | 0 | 0 | 7<br>8      | 3      | 1<br>7 | 1<br>1 | 41<br>4 |
| of which: number of foreigners at the PŘF | X         | 1<br>7      | 0      | 0 | 0 | 1           | 2      | 1      | 4      | 25      |
| UHK - apart from faculties                |           |             |        |   |   |             |        |        |        |         |
| Groups of accredited degree programmes    | KKO<br>V  |             |        |   |   |             |        |        |        |         |
| Natural Sciences                          | 11-<br>18 |             |        |   |   |             |        |        |        | 0       |
| Technical Sciences                        | 21-<br>39 |             |        |   |   |             |        |        |        | 0       |

|   |             |                            |                            |                      |                      |                      |                      |                      |                |                  |         |
|---|-------------|----------------------------|----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------|------------------|---------|
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                            |                            |                      |                      |                      |                      |                      |                |                  | 0       |
| Medical and Pharmaceutical Sciences             | 51-53       |                            |                            |                      |                      |                      |                      |                      |                |                  | 0       |
| Social Sciences and Services                    | 61,67,71-73 | 1<br>0<br>0                | 1<br>9<br>3                | 0                    | 0                    | 4<br>0               | 7<br>1               | 0                    | 0              | 0                | 40<br>4 |
| Economics                                       | 62,65       |                            |                            |                      |                      |                      |                      |                      |                |                  | 0       |
| Law, Legal and Public Administration Activities | 68          |                            |                            |                      |                      |                      |                      |                      |                |                  | 0       |
| Pedagogy, Teaching Profession and Social Care   | 74,75       |                            |                            |                      |                      |                      |                      |                      |                |                  | 0       |
| Branches of Psychology                          | 77          |                            |                            |                      |                      |                      |                      |                      |                |                  | 0       |
| Art and Culture Sciences                        | 81,82       |                            |                            |                      |                      |                      |                      |                      |                |                  | 0       |
| Faculty total                                   | X           | 1<br>0<br>0                | 1<br>9<br>3                | 0                    | 0                    | 4<br>0               | 7<br>1               | 0                    | 0              | 0                | 40<br>4 |
| of which: number of women at the ÚSP            | X           | 9<br>5                     | 1<br>6<br>6                | 0                    | 0                    | 3<br>7               | 6<br>3               | 0                    | 0              | 0                | 36<br>1 |
| of which: number of foreigners at the ÚSP       | X           | 0                          | 0                          | 0                    | 0                    | 0                    | 1                    | 0                    | 0              | 0                | 1       |
| University of Hradec Králové                    |             |                            |                            |                      |                      |                      |                      |                      |                |                  |         |
| Groups of accredited degree programmes          | KKO<br>V    |                            |                            |                      |                      |                      |                      |                      |                |                  |         |
| Natural Sciences                                | 11-18       | 7<br>0<br>2                | 1<br>2<br>5                | 0                    | 0                    | 1<br>8<br>0          | 6<br>6               | 2<br>9               | 3<br>9         | 11<br>41         |         |
| Technical Sciences                              | 21-39       | 1<br>7                     | 3<br>3                     | 0                    | 0                    | 0                    | 0                    | 0                    | 0              | 0                | 50      |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       | 0                          | 0                          | 0                    | 0                    | 0                    | 0                    | 0                    | 0              | 0                | 0       |
| Medical and Pharmaceutical Sciences             | 51-53       | 0                          | 0                          | 0                    | 0                    | 0                    | 0                    | 0                    | 0              | 0                | 0       |
| Social Sciences and Services                    | 61,67,71-73 | 7<br>1<br>5                | 4<br>4<br>4                | 0                    | 0                    | 1<br>6<br>7          | 1<br>7<br>3          | 6<br>6               | 2<br>7         | 15<br>92         |         |
| Economics                                       | 62,65       | 5<br>6<br>5                | 2<br>2<br>8                | 1                    | 0                    | 1<br>1<br>0          | 5<br>8               | 8                    | 1<br>3         | 98<br>3          |         |
| Law, Legal and Public Administration Activities | 68          | 0                          | 0                          | 0                    | 0                    | 0                    | 0                    | 0                    | 0              | 0                | 0       |
| Pedagogy, Teaching Profession and Social Care   | 74,75       | 7<br>1<br>1                | 5<br>0<br>5                | 6<br>1<br>3          | 1<br>1<br>8          | 3<br>3<br>5          | 1<br>6<br>0          | 1<br>7               | 2<br>0         | 24<br>79         |         |
| Branches of Psychology                          | 77          | 0                          | 0                          | 0                    | 0                    | 0                    | 0                    | 0                    | 0              | 0                | 0       |
| Art and Culture Sciences                        | 81,82       | 0                          | 0                          | 0                    | 0                    | 0                    | 0                    | 0                    | 0              | 0                | 0       |
| <b>UHK TOTAL</b>                                | <b>X</b>    | <b>2<br/>7<br/>1<br/>0</b> | <b>1<br/>3<br/>3<br/>5</b> | <b>6<br/>1<br/>4</b> | <b>1<br/>1<br/>8</b> | <b>7<br/>9<br/>2</b> | <b>4<br/>5<br/>7</b> | <b>1<br/>2<br/>0</b> | <b>9<br/>9</b> | <b>62<br/>45</b> |         |
| of which: the total number of women             | X           | 1<br>7<br>2<br>2           | 8<br>7<br>0                | 5<br>0<br>2          | 1<br>1<br>1          | 5<br>0<br>2          | 3<br>0<br>1          | 5<br>5               | 3<br>5         | 40<br>98         |         |
| of which: the total number of foreigners        | X           | 9<br>4                     | 1<br>0                     | 1                    | 1                    | 2<br>0               | 9                    | 1<br>2               | 7              | 15<br>4          |         |

Note: \* = Faculty or other university part implementing the accredited degree programme

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



**Tab. 3.2: Students – Self-Payers\*\* (numbers of studies)**

| University of Hradec Králové                    |             | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|---|-------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|   |             | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Faculty of Education                            |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39       |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 | 2                    | 0     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 2     |
| Economics                                       | 62,65       |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       | 1                    | 0     | 0                  | 0     | 2                         | 0     | 0                      | 0     | 3     |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82       |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X           | 3                    | 0     | 0                  | 0     | 2                         | 0     | 0                      | 0     | 5     |
| Faculty of Informatics and Management           |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       | 0                    | 0     | 0                  | 0     | 0                         | 0     | 2                      | 0     | 2     |
| Technical Sciences                              | 21-39       |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67,71-73 |                      |       |                    |       |                           |       |                        |       | 0     |
| Economics                                       | 62,65       | 3                    | 0     | 0                  | 0     | 6                         | 0     | 0                      | 1     | 10    |
| Law, Legal and Public Administration Activities | 68          |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75       |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77          |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82       |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X           | 3                    | 0     | 0                  | 0     | 6                         | 0     | 2                      | 1     | 12    |
| Philosophical Faculty                           |             |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V       |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18       |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39       |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53       |                      |       |                    |       |                           |       |                        |       | 0     |

|                              |                     |   |   |   |   |   |   |   |   |   |
|------------------------------|---------------------|---|---|---|---|---|---|---|---|---|
| Social Sciences and Services | 61,67<br>,71-<br>73 | 0 | 0 | 0 | 0 | 3 | 0 | 4 | 0 | 7 |
|------------------------------|---------------------|---|---|---|---|---|---|---|---|---|

|   |                     |   |   |   |   |   |   |   |   |   |
|---|---------------------|---|---|---|---|---|---|---|---|---|
| Economics                                       | 62,65               |   |   |   |   |   |   |   |   | 0 |
| Law, Legal and Public Administration Activities | 68                  |   |   |   |   |   |   |   |   | 0 |
| Pedagogy, Teaching Profession and Social Care   | 74,75               |   |   |   |   |   |   |   |   | 0 |
| Branches of Psychology                          | 77                  |   |   |   |   |   |   |   |   | 0 |
| Art and Culture Sciences                        | 81,82               |   |   |   |   |   |   |   |   | 0 |
| Faculty total                                   | X                   | 0 | 0 | 0 | 0 | 3 | 0 | 4 | 0 | 7 |
| Faculty of Science                              |                     |   |   |   |   |   |   |   |   |   |
| Groups of accredited degree programmes          | KKO<br>V            |   |   |   |   |   |   |   |   |   |
| Natural Sciences                                | 11-18               | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technical Sciences                              | 21-39               |   |   |   |   |   |   |   |   | 0 |
| Agricultural, Forestry and Veterinary Sciences  | 41,43               |   |   |   |   |   |   |   |   | 0 |
| Medical and Pharmaceutical Sciences             | 51-53               |   |   |   |   |   |   |   |   | 0 |
| Social Sciences and Services                    | 61,67<br>,71-<br>73 |   |   |   |   |   |   |   |   | 0 |
| Economics                                       | 62,65               |   |   |   |   |   |   |   |   | 0 |
| Law, Legal and Public Administration Activities | 68                  |   |   |   |   |   |   |   |   | 0 |
| Pedagogy, Teaching Profession and Social Care   | 74,75               |   |   |   |   |   |   |   |   | 0 |
| Branches of Psychology                          | 77                  |   |   |   |   |   |   |   |   | 0 |
| Art and Culture Sciences                        | 81,82               |   |   |   |   |   |   |   |   | 0 |
| Faculty total                                   | X                   | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| UHK - apart from faculties                      |                     |   |   |   |   |   |   |   |   |   |
| Groups of accredited degree programmes          | KKO<br>V            |   |   |   |   |   |   |   |   |   |
| Natural Sciences                                | 11-18               |   |   |   |   |   |   |   |   | 0 |
| Technical Sciences                              | 21-39               |   |   |   |   |   |   |   |   | 0 |
| Agricultural, Forestry and Veterinary Sciences  | 41,43               |   |   |   |   |   |   |   |   | 0 |
| Medical and Pharmaceutical Sciences             | 51-53               |   |   |   |   |   |   |   |   | 0 |
| Social Sciences and Services                    | 61,67<br>,71-<br>73 |   |   |   |   |   |   |   |   | 0 |
| Economics                                       | 62,65               |   |   |   |   |   |   |   |   | 0 |
| Law, Legal and Public Administration Activities | 68                  |   |   |   |   |   |   |   |   | 0 |
| Pedagogy, Teaching Profession and Social Care   | 74,75               |   |   |   |   |   |   |   |   | 0 |
| Branches of Psychology                          | 77                  |   |   |   |   |   |   |   |   | 0 |
| Art and Culture Sciences                        | 81,82               |   |   |   |   |   |   |   |   | 0 |
| Faculty total                                   | X                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| University of Hradec Králové                    |                     |   |   |   |   |   |   |   |   |   |
| Groups of accredited degree programmes          | KKO<br>V            |   |   |   |   |   |   |   |   |   |
| Natural Sciences                                | 11-18               | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 3 |
| Technical Sciences                              | 21-39               | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Agricultural, Forestry and Veterinary Sciences  | 41,43               | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical and Pharmaceutical Sciences             | 51-53               | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| University of Hradec Králové                    |             | Bachelor's programme |          | Master's programme |          | Post-Bachelor's programme |          | Postgraduate programme |          | TOTAL     |
|---|-------------|----------------------|----------|--------------------|----------|---------------------------|----------|------------------------|----------|-----------|
|   |             | P                    | K / D    | P                  | K / D    | P                         | K / D    | P                      | K / D    |           |
| Social Sciences and Services                    | 61,67,71-73 | 2                    | 0        | 0                  | 0        | 3                         | 0        | 4                      | 0        | 9         |
| Economics                                       | 62,65       | 3                    | 0        | 0                  | 0        | 6                         | 0        | 0                      | 1        | 10        |
| Law, Legal and Public Administration Activities | 68          | 0                    | 0        | 0                  | 0        | 0                         | 0        | 0                      | 0        | 0         |
| Pedagogy, Teaching Profession and Social Care   | 74,75       | 1                    | 0        | 0                  | 0        | 2                         | 0        | 0                      | 0        | 3         |
| Branches of Psychology                          | 77          | 0                    | 0        | 0                  | 0        | 0                         | 0        | 0                      | 0        | 0         |
| Art and Culture Sciences                        | 81,82       | 0                    | 0        | 0                  | 0        | 0                         | 0        | 0                      | 0        | 0         |
| <b>UHK TOTAL</b>                                | <b>X</b>    | <b>7</b>             | <b>0</b> | <b>0</b>           | <b>0</b> | <b>11</b>                 | <b>0</b> | <b>6</b>               | <b>1</b> | <b>25</b> |

Note: \* = Faculty or other university part implementing the accredited degree programme

Note: \*\*= The term "self-payer" means a person (student) who pays his/her full tuition for his/her study in a foreign-language degree programme and who is not included by the university in the numbers of students for which the amount of the state contribution for educational activities is not determined

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

Tab. 3.3: Study Failure Rate\* in 1<sup>st</sup> Year\*\* of Study (in %)

| University of Hradec Králové          | Bachelor's programme |              |              | Master's programme |              |              | Post-Bachelor's programme |              |              | Postgraduate programme |              |              | TOTAL        |
|---------------------------------------|----------------------|--------------|--------------|--------------------|--------------|--------------|---------------------------|--------------|--------------|------------------------|--------------|--------------|--------------|
|                                       | P                    | K/D          | TOTAL        | P                  | K/D          | TOTAL        | P                         | K/D          | TOTAL        | P                      | K/D          | TOTAL        |              |
| Faculty of Education                  | 16.0%                | 29.0%        | 21.0%        | 27.0%              | 20.0%        | 26.0%        | 11.0%                     | 9.0%         | 11.0%        | 0.0%                   | 0.0%         | 0.0%         | 20.0%        |
| Faculty of Informatics and Management | 25.0%                | 46.0%        | 31.0%        | 0.0%               | 0.0%         | 0.0%         | 6.0%                      | 48.0%        | 25.0%        | 14.0%                  | 67.0%        | 44.0%        | 30.0%        |
| Philosophical Faculty                 | 19.0%                | 56.0%        | 26.0%        | 0.0%               | 0.0%         | 0.0%         | 8.0%                      | 26.0%        | 16.0%        | 0.0%                   | 38.0%        | 16.0%        | 23.0%        |
| Faculty of Science                    | 34.0%                | 0.0%         | 34.0%        | 0.0%               | 0.0%         | 0.0%         | 9.0%                      | 50.0%        | 10.0%        | 0.0%                   | 9.0%         | 5.0%         | 27.0%        |
| UHK - apart from faculties            | 5.0%                 | 19.0%        | 14.0%        | 0.0%               | 0.0%         | 0.0%         | 4.0%                      | 14.0%        | 10.0%        | 0.0%                   | 0.0%         | 0.0%         | 13.0%        |
| <b>UHK TOTAL</b>                      | <b>22.0%</b>         | <b>36.0%</b> | <b>26.0%</b> | <b>27.0%</b>       | <b>20.0%</b> | <b>26.0%</b> | <b>9.0%</b>               | <b>25.0%</b> | <b>15.0%</b> | <b>3.0%</b>            | <b>31.0%</b> | <b>17.0%</b> | <b>24.0%</b> |

Note: \* = The term “study failure 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. See the Methodology.

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.

Note: \*\*\* = Faculty or other university part implementing the accredited degree programme

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

The TOTAL value is neither a sum nor an average of the previous values (e.g., for P and K/D in a certain type of study). A separate calculation has to be made for each box in the table.

Example:

In 2017 (the period from 1 January to 31 December), 500 students were registered at a faculty for full-time Bachelor's studies. In the same and in the next year, 180 studies out of this cohort were terminated due to failure. Thus, the 1<sup>st</sup> year study failure rate in this cohort is  $180/500=0.36$ , i.e. 36 %.

**Tab. 3.4: Bursaries/Scholarships\* Provided to Students by Purpose (counts)**

| University of Hradec Králové  |                     |                          |
|---|---------------------|--------------------------|
| Bursary/scholarship purpose   | Numbers of students | Average bursary amount** |
| For outstanding academic achievements per S. 91(2a)   | 402                 | 15,997                   |
| For outstanding scientific, research, development, artistic or other creative results per S. 91(2b) | 530                 | 16,268                   |
| For research, development and innovation activities per special legal regulation, S. 91(2c)         | 171                 | 17,029                   |
| In case of a student's difficult social situation per S. 91(2d)                                     | 0                   | 0                        |
| In case of a student's difficult social situation per S. 91(3)                                      | 27                  | 22,259                   |
| In cases worthy of special regard per S. 91(2e)   | 3,420               | 6,159                    |
| of which: accommodation bursary   | 1,912               | 6,824                    |
| To support study abroad per S. 91(4a)   | 228                 | 72,846                   |
| To support study in the CR per S. 91(4b)  | 9                   | 35,111                   |
| For students of Doctoral Degree Programmes per S. 91(4c)  | 116                 | 101,741                  |
| Other bursaries/scholarships  | 28                  | 40,000                   |
| <b>TOTAL***</b>   | <b>4,931</b>        | <b>14,090</b>            |

Note: \* = Regardless of the funds source, not concerning only the sources from the Ministry of Education, Youth and Sports.

Note: \*\* = Proportion of the total sum paid for the bursary type per year and of the total number of natural persons receiving a bursary at least once in a year. If the bursary 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 physical persons who can be recipients of more bursaries, the total numbers of students are not the sums of the previous columns but reflect the actual numbers of students.

Example: The university paid students a total amount of CZK 15,000 per year for outstanding academic achievements per Section 91(2a). This bursary was received by 3 students, of whom two received it once and the third student received it three times. The average amount of the scholarship was CZK 5,000 (= 15000/3).

**Tab. 4.1: Graduates from Accredited Degree Programmes (numbers of completed studies)**

| University of Hradec Králové                   |              | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|--|--------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|  |              | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Faculty of Education                           |              |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes         | KKO V        |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                               | 11-18        |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                             | 21-39        |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences | 41,43        |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences            | 51-53        |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                   | 61,67, 71-73 | 3 4                  | 1 5   | 0                  | 0     | 0                         | 0     | 0                      | 0     | 49    |
| Economics                                      | 62,65        |                      |       |                    |       |                           |       |                        |       | 0     |

| University of Hradec Králové                    |              | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|---|--------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|   |              | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Law, Legal and Public Administration Activities | 68           |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75        | 188                  | 98    | 44                 | 14    | 153                       | 51    | 0                      | 0     | 548   |
| Branches of Psychology                          | 77           |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82        |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X            | 222                  | 113   | 44                 | 14    | 153                       | 51    | 0                      | 0     | 597   |
| of which: number of women at PDF                | X            | 190                  | 88    | 42                 | 14    | 122                       | 49    | 0                      | 0     | 505   |
| of which: number of foreigners at PDF           | X            | 3                    | 2     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 5     |
| Faculty of Informatics and Management           |              |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V        |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18        | 44                   | 14    | 0                  | 0     | 18                        | 11    | 0                      | 2     | 89    |
| Technical Sciences                              | 21-39        |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43        |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53        |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67, 71-73 |                      |       |                    |       |                           |       |                        |       | 0     |
| Economics                                       | 62,65        | 135                  | 59    | 1                  | 0     | 29                        | 27    | 0                      | 3     | 254   |
| Law, Legal and Public Administration Activities | 68           |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75        |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77           |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82        |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X            | 179                  | 73    | 1                  | 0     | 47                        | 38    | 0                      | 5     | 343   |
| of which: number of women at FIM                | X            | 82                   | 41    | 1                  | 0     | 15                        | 13    | 0                      | 0     | 152   |
| of which: number of foreigners at FIM           | X            | 14                   | 2     | 0                  | 0     | 1                         | 0     | 0                      | 0     | 17    |
| Philosophical Faculty                           |              |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V        |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18        |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39        | 4                    | 3     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 7     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43        |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53        |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67, 71-73 | 81                   | 5     | 0                  | 0     | 40                        | 19    | 3                      | 1     | 149   |
| Economics                                       | 62,65        |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68           |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75        |                      |       |                    |       |                           |       |                        |       | 0     |

|  |          |        |   |   |   |        |        |   |   |         |
|--|----------|--------|---|---|---|--------|--------|---|---|---------|
| Branches of Psychology                   | 77       |        |   |   |   |        |        |   |   | 0       |
| Art and Culture Sciences                 | 81,82    |        |   |   |   |        |        |   |   | 0       |
| Faculty total                            | X        | 8<br>5 | 8 | 0 | 0 | 4<br>0 | 1<br>9 | 3 | 1 | 15<br>6 |
| of which: number of women at FF          | X        | 4<br>8 | 3 | 0 | 0 | 2<br>3 | 1<br>2 | 0 | 1 | 87      |
| of which: number of foreigners at FF     | X        | 2      | 0 | 0 | 0 | 0      | 1      | 0 | 0 | 3       |
| Faculty of Science                       |          |        |   |   |   |        |        |   |   |         |
| Groups of accredited degree programmes   | KKO<br>V |        |   |   |   |        |        |   |   |         |
| Natural Sciences                         | 11-18    | 5<br>3 | 4 | 0 | 0 | 5<br>0 | 9      | 1 | 1 | 11<br>8 |
| Technical Sciences                       | 21-39    |        |   |   |   |        |        |   |   | 0       |
| Agricultural, Forestry and Vet. Sciences | 41,43    |        |   |   |   |        |        |   |   | 0       |
| Medical and Pharmaceutical Sciences      | 51-53    |        |   |   |   |        |        |   |   | 0       |



| University of Hradec Králové                    |              | Bachelor's programme |       | Master's programme |       | Post-Bachelor's programme |       | Postgraduate programme |       | TOTAL |
|---|--------------|----------------------|-------|--------------------|-------|---------------------------|-------|------------------------|-------|-------|
|   |              | P                    | K / D | P                  | K / D | P                         | K / D | P                      | K / D |       |
| Social Sciences and Services                    | 61,67, 71-73 |                      |       |                    |       |                           |       |                        |       | 0     |
| Economics                                       | 62,65        |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68           |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75        |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77           |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82        |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X            | 53                   | 4     | 0                  | 0     | 50                        | 9     | 1                      | 1     | 118   |
| of which: number of women at PŘF                | X            | 11                   | 0     | 0                  | 0     | 15                        | 3     | 1                      | 1     | 31    |
| of which: number of foreigners at PŘF           | X            | 0                    | 0     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 0     |
| UHK - apart from faculties                      |              |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V        |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18        |                      |       |                    |       |                           |       |                        |       | 0     |
| Technical Sciences                              | 21-39        |                      |       |                    |       |                           |       |                        |       | 0     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43        |                      |       |                    |       |                           |       |                        |       | 0     |
| Medical and Pharmaceutical Sciences             | 51-53        |                      |       |                    |       |                           |       |                        |       | 0     |
| Social Sciences and Services                    | 61,67, 71-73 | 25                   | 45    | 0                  | 0     | 17                        | 19    | 0                      | 0     | 106   |
| Economics                                       | 62,65        |                      |       |                    |       |                           |       |                        |       | 0     |
| Law, Legal and Public Administration Activities | 68           |                      |       |                    |       |                           |       |                        |       | 0     |
| Pedagogy, Teaching Profession and Social Care   | 74,75        |                      |       |                    |       |                           |       |                        |       | 0     |
| Branches of Psychology                          | 77           |                      |       |                    |       |                           |       |                        |       | 0     |
| Art and Culture Sciences                        | 81,82        |                      |       |                    |       |                           |       |                        |       | 0     |
| Faculty total                                   | X            | 25                   | 45    | 0                  | 0     | 17                        | 19    | 0                      | 0     | 106   |
| of which: number of women at ÚSP                | X            | 25                   | 40    | 0                  | 0     | 15                        | 18    | 0                      | 0     | 98    |
| of which: number of foreigners at ÚSP           | X            | 0                    | 0     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 0     |
| University of Hradec Králové                    |              |                      |       |                    |       |                           |       |                        |       |       |
| Groups of accredited degree programmes          | KKO V        |                      |       |                    |       |                           |       |                        |       |       |
| Natural Sciences                                | 11-18        | 97                   | 18    | 0                  | 0     | 68                        | 20    | 1                      | 3     | 207   |
| Technical Sciences                              | 21-39        | 4                    | 3     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 7     |
| Agricultural, Forestry and Veterinary Sciences  | 41,43        | 0                    | 0     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 0     |
| Medical and Pharmaceutical Sciences             | 51-53        | 0                    | 0     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 0     |
| Social Sciences and Services                    | 61,67, 71-73 | 140                  | 65    | 0                  | 0     | 57                        | 38    | 3                      | 1     | 304   |
| Economics                                       | 62,65        | 135                  | 59    | 1                  | 0     | 29                        | 27    | 0                      | 3     | 254   |
| Law, Legal and Public Administration Activities | 68           | 0                    | 0     | 0                  | 0     | 0                         | 0     | 0                      | 0     | 0     |

|   |          |                      |                      |                |                |                      |                      |          |          |                  |
|---|----------|----------------------|----------------------|----------------|----------------|----------------------|----------------------|----------|----------|------------------|
| Pedagogy, Teaching Profession and Social Care | 74,75    | 1<br>8<br>8          | 9<br>8               | 4<br>4         | 1<br>4         | 1<br>5<br>3          | 5<br>1               | 0        | 0        | 54<br>8          |
| Branches of Psychology                        | 77       | 0                    | 0                    | 0              | 0              | 0                    | 0                    | 0        | 0        | 0                |
| Art and Culture Sciences                      | 81,82    | 0                    | 0                    | 0              | 0              | 0                    | 0                    | 0        | 0        | 0                |
| <b>UHK TOTAL</b>                              | <b>X</b> | <b>5<br/>6<br/>4</b> | <b>2<br/>4<br/>3</b> | <b>4<br/>5</b> | <b>1<br/>4</b> | <b>3<br/>0<br/>7</b> | <b>1<br/>3<br/>6</b> | <b>4</b> | <b>7</b> | <b>13<br/>20</b> |
| of which: total number of women               | X        | 3<br>5<br>6          | 1<br>7<br>2          | 4<br>3         | 1<br>4         | 1<br>9<br>0          | 9<br>5               | 1        | 2        | 8<br>7<br>3      |
| of which: total number of foreigners          | X        | 1<br>9               | 4                    | 0              | 0              | 1                    | 1                    | 0        | 0        | 2<br>5           |

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.

Note: \* = Faculty or other university part implementing the accredited degree programme.

**Tab. 5.1: Interest in Studies at the University**

| University of Hradec Králové                    |             | Bachelor's programme                   |                        |                      |                                   | Master's programme                     |                        |                      |                                   | Post-Bachelor's programme              |                        |                      |                                   | Postgraduate programme                 |                        |                      |                                   |
|---|-------------|--|------------------------|----------------------|-----------------------------------|--|------------------------|----------------------|-----------------------------------|--|------------------------|----------------------|-----------------------------------|--|------------------------|----------------------|-----------------------------------|
|   |             | 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 |
| <b>Faculty of Education</b>                     |             |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Groups of accredited degree programmes          | KKO V       |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Natural Sciences                                | 11-18       |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Technical Sciences                              | 21-39       |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Medical and Pharmaceutical Sciences             | 51-53       |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Social Sciences and Services                    | 61,67,71-73 | 4                                      | 4                      | 1                    | 1                                 | 0                                      | 0                      | 0                    | 0                                 | 0                                      | 0                      | 0                    | 0                                 | 2                                      | 2                      | 1                    | 1                                 |
| Economics                                       | 62,65       |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Law, Legal and Public Administration Activities | 68          |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Pedagogy, Teaching Profession and Social Care   | 74,75       | 1                                      | 2                      | 6                    | 4                                 | 5                                      | 6                      | 3                    | 2                                 | 4                                      | 5                      | 2                    | 1                                 | 8                                      | 1                      | 9                    | 6                                 |
|   |             | 6                                      | 0                      | 5                    | 8                                 | 5                                      | 6                      | 5                    | 4                                 | 5                                      | 3                      | 4                    | 9                                 |  | 0                      |                      |                                   |
|   |             | 7                                      | 3                      | 8                    | 7                                 | 8                                      | 8                      | 0                    | 2                                 | 3                                      | 5                      | 7                    | 4                                 |  |                        |                      |                                   |
|   |             | 3                                      | 7                      |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Branches of Psychology                          | 77          |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| Art and Culture Sciences                        | 81,82       |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |
| <b>Faculty total</b>                            | <b>X</b>    | <b>2</b>                               | <b>2</b>               | <b>8</b>             | <b>6</b>                          | <b>5</b>                               | <b>6</b>               | <b>3</b>             | <b>2</b>                          | <b>4</b>                               | <b>5</b>               | <b>2</b>             | <b>1</b>                          | <b>1</b>                               | <b>1</b>               | <b>1</b>             | <b>7</b>                          |
|   |             | <b>1</b>                               | <b>5</b>               | <b>3</b>             | <b>2</b>                          | <b>5</b>                               | <b>6</b>               | <b>5</b>             | <b>4</b>                          | <b>5</b>                               | <b>3</b>               | <b>4</b>             | <b>9</b>                          | <b>0</b>                               | <b>2</b>               | <b>0</b>             |                                   |
|   |             | <b>1</b>                               | <b>0</b>               | <b>4</b>             | <b>3</b>                          | <b>8</b>                               | <b>8</b>               | <b>0</b>             | <b>2</b>                          | <b>3</b>                               | <b>5</b>               | <b>7</b>             | <b>4</b>                          |  |                        |                      |                                   |
|   |             | <b>3</b>                               | <b>9</b>               |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |  |                        |                      |                                   |

|  |       |             |             |             |             |   |   |   |   |        |        |        |        |   |   |   |   |
|--|-------|-------------|-------------|-------------|-------------|---|---|---|---|--------|--------|--------|--------|---|---|---|---|
| <b>Faculty of Informatics and Management</b> |       |             |             |             |             |   |   |   |   |        |        |        |        |   |   |   |   |
| Groups of accredited degree programmes       | KKO V |             |             |             |             |   |   |   |   |        |        |        |        |   |   |   |   |
| Natural Sciences                             | 11-18 | 3<br>5<br>4 | 3<br>9<br>2 | 2<br>4<br>6 | 1<br>8<br>8 | 0 | 0 | 0 | 0 | 8<br>5 | 9<br>9 | 7<br>0 | 6<br>1 | 4 | 4 | 4 | 4 |



|  |             |             |             |             |             |   |   |   |   |             |             |        |        |        |        |        |        |
|--|-------------|-------------|-------------|-------------|-------------|---|---|---|---|-------------|-------------|--------|--------|--------|--------|--------|--------|
| Agricultural, Forestry and Veterinary Sciences | 41,43       |             |             |             |             |   |   |   |   |             |             |        |        |        |        |        |        |
| Medical and Pharmaceutical Sciences            | 51-53       |             |             |             |             |   |   |   |   |             |             |        |        |        |        |        |        |
| Social Sciences and Services                   | 61,67,71-73 | 4<br>3<br>5 | 4<br>7<br>6 | 2<br>6<br>3 | 1<br>8<br>6 | 0 | 0 | 0 | 0 | 1<br>5<br>7 | 1<br>6<br>7 | 8<br>8 | 8<br>2 | 2<br>6 | 2<br>7 | 2<br>1 | 2<br>0 |



|  |          |                      |                      |                      |                      |          |          |          |          |                |                |                |                |                |                |                |                |
|--|----------|----------------------|----------------------|----------------------|----------------------|----------|----------|----------|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>Faculty total</b>                         | <b>X</b> | <b>5<br/>0<br/>6</b> | <b>5<br/>7<br/>9</b> | <b>3<br/>1<br/>9</b> | <b>2<br/>1<br/>9</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>9<br/>1</b> | <b>9<br/>3</b> | <b>5<br/>2</b> | <b>5<br/>2</b> | <b>1<br/>5</b> | <b>1<br/>5</b> | <b>1<br/>2</b> | <b>1<br/>2</b> |
| <b><i>UHK - apart<br/>from faculties</i></b> |          |                      |                      |                      |                      |          |          |          |          |                |                |                |                |                |                |                |                |
| Groups of<br>accredited degree<br>programmes | KKO<br>V |                      |                      |                      |                      |          |          |          |          |                |                |                |                |                |                |                |                |







|   |             |                            |                            |                            |                            |                      |                      |                      |                      |                            |                            |                      |                      |                |                |                |                |
|---|-------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------------|----------------------------|----------------------|----------------------|----------------|----------------|----------------|----------------|
| Agricultural, Forestry and Veterinary Sciences  | 41,43       |                            |                            |                            |                            |                      |                      |                      |                      |                            |                            |                      |                      |                |                |                |                |
| Medical and Pharmaceutical Sciences             | 51-53       |                            |                            |                            |                            |                      |                      |                      |                      |                            |                            |                      |                      |                |                |                |                |
| Social Sciences and Services                    | 61,67,71-73 | 1<br>1<br>7<br>2           | 1<br>3<br>4<br>1           | 6<br>1<br>6                | 4<br>4<br>2                | 0                    | 0                    | 0                    | 0                    | 3<br>2<br>1                | 3<br>5<br>3                | 1<br>6<br>1          | 1<br>3<br>9          | 2<br>6         | 2<br>7         | 2<br>0         | 1<br>9         |
| Economics                                       | 62,65       | 1<br>0<br>1<br>6           | 1<br>1<br>5<br>2           | 4<br>7<br>8                | 3<br>6<br>0                | 0                    | 0                    | 0                    | 0                    | 1<br>2<br>2                | 1<br>5<br>1                | 1<br>0<br>4          | 7<br>6               | 7              | 7              | 6              | 6              |
| Law, Legal and Public Administration Activities | 68          |                            |                            |                            |                            |                      |                      |                      |                      |                            |                            |                      |                      |                |                |                |                |
| Pedagogy, Teaching Profession and Social Care   | 74,75       | 1<br>6<br>7<br>3           | 2<br>0<br>3<br>7           | 6<br>5<br>8                | 4<br>8<br>7                | 5<br>5<br>8          | 6<br>6<br>8          | 3<br>5<br>0          | 2<br>4<br>2          | 4<br>5<br>3                | 5<br>3<br>5                | 2<br>4<br>7          | 1<br>9<br>4          | 8              | 1<br>0         | 9              | 6              |
| Branches of Psychology                          | 77          |                            |                            |                            |                            |                      |                      |                      |                      |                            |                            |                      |                      |                |                |                |                |
| Art and Culture Sciences                        | 81,82       |                            |                            |                            |                            |                      |                      |                      |                      |                            |                            |                      |                      |                |                |                |                |
| <b>UHK TOTAL</b>                                | <b>X</b>    | <b>4<br/>7<br/>5<br/>4</b> | <b>5<br/>4<br/>9<br/>8</b> | <b>2<br/>3<br/>3<br/>5</b> | <b>1<br/>7<br/>1<br/>0</b> | <b>5<br/>5<br/>8</b> | <b>6<br/>6<br/>8</b> | <b>3<br/>5<br/>0</b> | <b>2<br/>4<br/>2</b> | <b>1<br/>0<br/>7<br/>2</b> | <b>1<br/>2<br/>2<br/>2</b> | <b>6<br/>3<br/>4</b> | <b>5<br/>2<br/>2</b> | <b>6<br/>0</b> | <b>6<br/>3</b> | <b>5<br/>1</b> | <b>4<br/>7</b> |

Note: \* = Faculty or other university part implementing the accredited degree programme

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

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

| University of Hradec Králové                    | Academics              |             |                      |                      |            |             |   | Researchers**                          |                               |  | Other employees ***** | TOTAL employees |
|---|------------------------|-------------|----------------------|----------------------|------------|-------------|---|--|-------------------------------|--|-----------------------|-----------------|
|   | TOTAL academic workers | Professors  | Associate professors | Assistant professors | Assistants | Lecturers   | Scientific, research and development workers taking part in | Post-doctoral students ("postdok") *** | Researchers not classified in | Other scientific, research and development |                       |                 |
| Faculty of Education                            | 148.7                  | 9.5         | 27.0                 | 82.5                 | 0.7        | 28.9        |   |  |                               | 0.2  | 33.6                  | 182.4           |
| Numbers of women at PdF                         | 84.6                   | 1.5         | 11.6                 | 53.6                 | 0.6        | 17.3        |   |  |                               |  | 30.8                  | 115.4           |
| Faculty of Informatics and Management           | 77.6                   | 11.2        | 15.3                 | 40.3                 |            | 10.8        |   | 0.3                                    |                               | 2.0  | 21.9                  | 101.8           |
| Numbers of women at FIM                         | 34.4                   | 2.2         | 8.6                  | 15.3                 |            | 8.3         |   | 0.3                                    |                               | 0.4  | 17.6                  | 52.7            |
| Philosophical Faculty                           | 70.4                   | 5.2         | 10.6                 | 47.2                 | 0.0        | 7.4         |   | 0.8                                    | 21.0                          | 3.1  | 37.3                  | 132.6           |
| Numbers of women at FF                          | 27.3                   | 1.7         | 4.0                  | 16.1                 | 0.0        | 5.5         |   | 0.8                                    | 9.7                           | 0.7  | 28.8                  | 67.3            |
| Faculty of Science                              | 51.8                   | 3.9         | 9.1                  | 34.8                 | 0.1        | 4.0         |   | 0.6                                    |                               | 12.8                                       | 17.1                  | 82.3            |
| Numbers of women at PšF                         | 18.8                   | 1.0         |                      | 16.0                 | 0.1        | 1.7         |   | 0.4                                    |                               | 2.0  | 13.7                  | 34.8            |
| Dormitories and Refectories                     | 0.0                    |             |                      |                      |            |             |   |  |                               |  | 11.6                  | 11.6            |
| Numbers of women in Dormitories and Refectories | 0.0                    |             |                      |                      |            |             |   |  |                               |  | 7.6                   | 7.6             |
| Rectorate                                       | 0.6                    |             |                      | 0.6                  |            |             |   |  |                               | 1.6  | 137.9                 | 140.0           |
| Numbers of women in the Rectorate               | 0.0                    |             |                      |                      |            |             |   |  |                               |  | 89.1                  | 89.1            |
| <b>TOTAL</b>                                    | <b>349.1</b>           | <b>29.8</b> | <b>62.0</b>          | <b>205.4</b>         | <b>0.9</b> | <b>51.0</b> | <b>0.0</b>  | <b>1.7</b>                             | <b>21.0</b>                   | <b>19.6</b>                                | <b>259.4</b>          | <b>650.7</b>    |
| <b>Total women</b>                              | <b>165.2</b>           | <b>6.4</b>  | <b>24.2</b>          | <b>101.0</b>         | <b>0.8</b> | <b>32.8</b> | <b>0.0</b>  | <b>1.5</b>                             | <b>9.7</b>                    | <b>3.1</b>                                 | <b>187.6</b>          | <b>367.0</b>    |

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 “researcher” means any researcher who is not an academic 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 researchers 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 scientific, research and development workers” category covers those technical workers and experts who do not participate in the research directly but are indispensable for achieving the 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: \*\*\*\*\* = Faculty or other university part implementing the accredited degree programme.

**Tab. 6.2: Age Structure of Academics and Researchers (headcount\*)**

| Unive<br>rsity<br>of<br>Hrade<br>c<br>Králó<br>vé | Academics             |                       |                       |                       |                       |                       |                       |                       |                       |                       |   |                       | Researchers**                        |                       |  |                       |   |                       | Oth<br>er<br>emp<br>loye<br>es<br>*****<br>* | T<br>O<br>T<br>A<br>L | of<br>wh<br>ic<br>h<br>:<br>w<br>o<br>m<br>e<br>n |            |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---|-----------------------|--------------------------------------|-----------------------|--|-----------------------|---|-----------------------|--|-----------------------|---|------------|
|   | Professors            |                       | Associate professors  |                       | Assistant professors  |                       | Assistants            |                       | Lecturers             |                       | Scientific, research and development workers taking part in pedagogical |                       | Post-doctoral students (“postdok”)** |                       | Researchers not classified in other categories |                       | Other scientific, research and development workers***** |                       |  |                       |   |            |
|   | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L   | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L                | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L                          | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L                                   | W<br>o<br>m<br>e<br>n |  |                       |   |            |
| less than 29 years                                |                       |                       |                       |                       | 2                     | 2                     |                       |                       | 9                     | 4                     |   |                       |                                      |                       | 14   | 5                     | 8   | 3                     | 36   | 25                    | 69  | 39         |
| 30-39 years                                       |                       |                       | 7                     | 2                     | 9                     | 3                     | 6                     |                       | 2                     | 1                     |   |                       | 3                                    | 2                     | 5  | 3                     | 1   |                       | 86   | 57                    | 133   | 116        |
| 40-49 years                                       | 2                     |                       | 2                     | 8                     | 8                     | 4                     | 3                     |                       | 2                     | 1                     |   |                       |                                      |                       |  |                       | 1   | 2                     | 66   | 43                    | 109   | 74         |
| 50-59 years                                       | 5                     |                       | 1                     | 5                     | 3                     | 2                     | 1                     |                       | 6                     | 2                     |   |                       |                                      |                       | 1  | 1                     | 2   |                       | 56   | 44                    | 100   | 73         |
| 60-69 years                                       | 1                     | 5                     | 1                     | 7                     | 1                     | 9                     |                       |                       | 5                     | 4                     |   |                       |                                      |                       |  |                       | 2   |                       | 39   | 32                    | 71  | 57         |
| over 70 years                                     | 1                     | 1                     | 1                     | 5                     | 3                     | 1                     |                       |                       |                       |                       |   |                       |                                      |                       |  |                       | 1   |                       | 42   | 26                    | 68  | 39         |
| <b>TOTAL</b>                                      | <b>36</b>             | <b>6</b>              | <b>72</b>             | <b>27</b>             | <b>23</b>             | <b>11</b>             | <b>2</b>              | <b>0</b>              | <b>70</b>             | <b>44</b>             | <b>0</b>  | <b>0</b>              | <b>3</b>                             | <b>2</b>              | <b>20</b>                                      | <b>9</b>              | <b>35</b>   | <b>5</b>              | <b>287</b>                                   | <b>203</b>            | <b>490</b>  | <b>308</b> |

Check with data of Tab. 6.3

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 “researcher” means any researcher who is not an academic 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 researchers 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 scientific, research and development workers” category covers those technical workers and experts who do not participate in the research directly but are indispensable for achieving the 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 Academics and Researchers by Workload Extent and Highest Qualification Achieved (headcount by workload extent)**

| University of Hradec Králové                 | Academics             |                       |   |                       |  |                       |                       |                       | Researchers*          | TOTAL                 | of which: women |            |
|--|-----------------------|-----------------------|---|-----------------------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------|------------|
| <i>Faculty of Education</i>                  |                       |                       |   |                       |  |                       |                       |                       |                       |                       |                 |            |
|  | P<br>r<br>o<br>f<br>. |                       | A<br>s<br>s<br>o<br>c<br>.<br>p<br>r<br>o<br>f<br>. |                       | D<br>r<br>S<br>c<br>.<br>;<br>C<br>S<br>c<br>.<br>;<br>D<br>r<br>.<br>;<br>P<br>h<br>.<br>D<br>.<br>;<br>T<br>h<br>.<br>D<br>. |                       | O<br>t<br>h<br>e<br>r |                       | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |                 |            |
| Workload extent                              | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L                               | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L  | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |                       |                       |                 |            |
| less than 0.3                                | 2                     |                       | 2   | 1                     | 7  | 5                     | 13                    | 9                     |                       |                       | 24              | 15         |
| 0.31–0.5                                     | 1                     |                       | 4   | 1                     | 13   | 8                     | 3                     | 2                     |                       |                       | 21              | 11         |
| 0.51–0.7                                     |                       |                       | 1   | 1                     | 11   | 8                     | 2                     | 2                     |                       |                       | 14              | 11         |
| 0.71–1                                       | 8                     | 1                     | 22  | 10                    | 61   | 38                    | 26                    | 14                    |                       |                       | 77              | 63         |
| over 1                                       |                       |                       |   |                       |  |                       |                       |                       |                       |                       | 0               | 0          |
| <b>TOTAL</b>                                 | <b>11</b>             | <b>1</b>              | <b>29</b>   | <b>13</b>             | <b>92</b>  | <b>59</b>             | <b>44</b>             | <b>27</b>             | <b>0</b>              | <b>0</b>              | <b>176</b>      | <b>100</b> |
| <i>Faculty of Informatics and Management</i> |                       |                       |   |                       |  |                       |                       |                       |                       |                       |                 |            |
|  | P<br>r<br>o<br>f<br>. |                       | A<br>s<br>s<br>o<br>c<br>.<br>p<br>r<br>o<br>f<br>. |                       | D<br>r<br>S<br>c<br>.<br>;<br>C<br>S<br>c<br>.<br>;<br>D<br>r<br>.<br>;<br>P<br>h<br>.   |                       | O<br>t<br>h<br>e<br>r |                       | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |                 |            |



|                 |                       |                       |                       |                       | D<br>;<br>T<br>h<br>:<br>D<br>: |                       |                       |                       |          |          |                |                |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------------------------|-----------------------|-----------------------|-----------------------|----------|----------|----------------|----------------|
| Workload extent | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L           | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |          |          |                |                |
| less than 0.3   | 2                     |                       | 1                     | 1                     | 1                               |                       | 3                     | 2                     |          |          | 7              | 3              |
| 0.31–0.5        |                       |                       | 1                     | 1                     | 5                               | 1                     | 2                     | 1                     |          |          | 8              | 3              |
| 0.51–0.7        |                       |                       | 1                     | 1                     | 1                               | 1                     | 1                     | 1                     |          |          | 3              | 3              |
| 0.71–1          | 1<br>0                | 2                     | 1<br>2                | 6                     | 3<br>4                          | 1<br>3                | 8                     | 7                     | 1        |          | 6<br>5         | 2<br>8         |
| over 1          |                       |                       |                       |                       |                                 |                       |                       |                       |          |          | 0              | 0              |
| <b>TOTAL</b>    | <b>1<br/>2</b>        | <b>2</b>              | <b>1<br/>5</b>        | <b>9</b>              | <b>4<br/>1</b>                  | <b>1<br/>5</b>        | <b>1<br/>4</b>        | <b>1<br/>1</b>        | <b>1</b> | <b>0</b> | <b>8<br/>3</b> | <b>3<br/>7</b> |

**Philosophical Faculty**

|                 | P<br>r<br>o<br>f<br>. |                       | A<br>s<br>s<br>o<br>c<br>.<br>p<br>r<br>o<br>f<br>. |                       | D<br>r<br>S<br>c<br>.<br>;<br>C<br>S<br>c<br>.<br>;<br>D<br>r<br>:<br>;<br>P<br>h<br>:<br>D<br>:<br>;<br>T<br>h<br>:<br>D<br>: |                       | O<br>t<br>h<br>e<br>r |                       | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |                      |                |
|-----------------|-----------------------|-----------------------|---|-----------------------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------------|----------------|
| Workload extent | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L                               | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L  | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |                       |                       |                      |                |
| less than 0.3   | 1                     |                       | 1   |                       | 8  | 2                     | 1                     |                       | 4                     | 1                     | 1<br>5               | 3              |
| 0.31–0.5        | 1                     |                       | 3   | 1                     | 4  | 1                     |                       |                       | 6                     | 2                     | 1<br>4               | 4              |
| 0.51–0.7        | 1                     | 1                     |   |                       |  |                       | 2                     | 2                     | 2                     | 2                     | 5                    | 5              |
| 0.71–1          | 3                     | 1                     | 1<br>0  | 4                     | 4<br>3   | 1<br>5                | 5                     | 4                     | 2<br>4                | 9                     | 8<br>5               | 3<br>3         |
| over 1          |                       |                       |   |                       |  |                       |                       |                       |                       |                       | 0                    | 0              |
| <b>TOTAL</b>    | <b>6</b>              | <b>2</b>              | <b>1<br/>4</b>                                      | <b>5</b>              | <b>5<br/>5</b>   | <b>1<br/>8</b>        | <b>8</b>              | <b>6</b>              | <b>3<br/>6</b>        | <b>1<br/>4</b>        | <b>1<br/>1<br/>9</b> | <b>4<br/>5</b> |

**Faculty of Science**

|  | P<br>r<br>o<br>f<br>. |  | A<br>s<br>s<br>o<br>c<br>.<br>p<br>r<br>o<br>f<br>. |  | D<br>r<br>S<br>c<br>.<br>;<br>C<br>S<br>c<br>.<br>; |  | O<br>t<br>h<br>e<br>r |  | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |  |  |
|--|-----------------------|--|---|--|---|--|-----------------------|--|-----------------------|-----------------------|--|--|
|--|-----------------------|--|---|--|---|--|-----------------------|--|-----------------------|-----------------------|--|--|

|                 |                       |                       |                       |                       | D<br>r<br>:<br>P<br>h<br>:<br>D<br>:<br>T<br>h<br>:<br>D<br>: |                       |                       |                       |        |   |        |   |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|---|-----------------------|-----------------------|-----------------------|--------|---|--------|---|
| Workload extent | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L   | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |        |   |        |   |
| less than 0.3   | 3                     |                       | 5                     |                       | 8   | 2                     | 2                     |                       | 1<br>1 | 1 | 2<br>9 | 3 |
| 0.31–0.5        | 1                     |                       | 1                     |                       | 5   | 3                     | 1                     |                       | 1      | 1 | 9      | 4 |

|              |          |          |          |          |          |          |          |          |          |          |          |          |
|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0.51–0.7     | 1        |          | 1        |          | 1        |          | 1        |          | 2        |          | 6        | 0        |
| 0.71–1       | 2        | 1        | 7        |          | 2        | 1        | 3        | 2        | 3        |          | 4        | 1        |
| over 1       |          |          |          |          |          |          |          |          |          |          | 0        | 0        |
| <b>TOTAL</b> | <b>7</b> | <b>1</b> | <b>1</b> | <b>0</b> | <b>4</b> | <b>1</b> | <b>7</b> | <b>2</b> | <b>1</b> | <b>2</b> | <b>8</b> | <b>2</b> |
|              |          |          | <b>4</b> |          | <b>1</b> | <b>8</b> |          |          | <b>7</b> |          | <b>6</b> | <b>3</b> |

**Halls of Residence and Refectories**

|                 | P<br>r<br>o<br>f<br>. |                       | A<br>s<br>s<br>o<br>c<br>.<br>p<br>r<br>o<br>f<br>. |                       | D<br>r<br>S<br>c<br>.<br>;<br>C<br>S<br>c<br>.<br>;<br>D<br>r<br>.<br>;<br>P<br>h<br>.<br>D<br>.<br>;<br>T<br>h<br>.<br>D<br>. |                       | O<br>t<br>h<br>e<br>r |                       | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |          |          |
|-----------------|-----------------------|-----------------------|---|-----------------------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------|----------|
| Workload extent | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L                               | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L  | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |                       |                       |          |          |
| less than 0.3   |                       |                       |   |                       |  |                       |                       |                       |                       |                       | 0        | 0        |
| 0.31–0.5        |                       |                       |   |                       |  |                       |                       |                       |                       |                       | 0        | 0        |
| 0.51–0.7        |                       |                       |   |                       |  |                       |                       |                       |                       |                       | 0        | 0        |
| 0.71–1          |                       |                       |   |                       |  |                       |                       |                       |                       |                       | 0        | 0        |
| over 1          |                       |                       |   |                       |  |                       |                       |                       |                       |                       | 0        | 0        |
| <b>TOTAL</b>    | <b>0</b>              | <b>0</b>              | <b>0</b>  | <b>0</b>              | <b>0</b>   | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b> | <b>0</b> |

**Rectorate**

|  | P<br>r<br>o<br>f<br>. |  | A<br>s<br>s<br>o<br>c<br>.<br>p<br>r<br>o<br>f<br>. |  | D<br>r<br>S<br>c<br>.<br>;<br>C<br>S<br>c<br>.<br>;<br>D<br>r<br>.<br>;<br>P<br>h<br>.<br>D<br>.<br>;<br>T<br>h<br>.<br>D<br>. |  | O<br>t<br>h<br>e<br>r |  | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |  |  |
|--|-----------------------|--|---|--|--|--|-----------------------|--|-----------------------|-----------------------|--|--|
|  |                       |  |   |  |  |  |                       |  |                       |                       |  |  |

| Workload extent | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |          |          |          |          |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------|----------|----------|----------|
| less than 0.3   |                       |                       |                       |                       |                       |                       |                       |                       |          |          | 0        | 0        |
| 0.31–0.5        |                       |                       |                       |                       |                       |                       |                       |                       |          |          | 0        | 0        |
| 0.51–0.7        |                       |                       |                       |                       |                       |                       |                       |                       |          |          | 0        | 0        |
| 0.71–1          |                       |                       |                       |                       |                       |                       |                       |                       | 4        |          | 4        | 0        |
| over 1          |                       |                       |                       |                       |                       |                       |                       |                       |          |          | 0        | 0        |
| <b>TOTAL</b>    | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>4</b> | <b>0</b> | <b>4</b> | <b>0</b> |

*University of Hradec Králové*

|                  | P<br>r<br>o<br>f<br>. |                       | A<br>s<br>s<br>o<br>c<br>.<br>p<br>r<br>o<br>f<br>. |                       | D<br>r<br>S<br>c<br>.<br>; C<br>S<br>c<br>.<br>; D<br>r<br>.<br>; P<br>h<br>.<br>D<br>.<br>; T<br>h<br>.<br>D<br>. |                       | O<br>t<br>h<br>e<br>r |                       | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |                      |                      |
|------------------|-----------------------|-----------------------|---|-----------------------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------------|----------------------|
| Workload extent  | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L                               | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L  | W<br>o<br>m<br>e<br>n | T<br>O<br>T<br>A<br>L | W<br>o<br>m<br>e<br>n |                       |                       |                      |                      |
| less than 0.3    | 8                     |                       | 9   | 2                     | 2<br>4   | 9                     | 1<br>9                | 1<br>1                | 1<br>5                | 2                     | 7<br>5               | 2<br>4               |
| 0.31–0.5         | 3                     |                       | 9   | 3                     | 2<br>7   | 1<br>3                | 6                     | 3                     | 7                     | 3                     | 5<br>2               | 2<br>2               |
| 0.51–0.7         | 2                     | 1                     | 3   | 2                     | 1<br>3   | 9                     | 6                     | 5                     | 4                     | 2                     | 2<br>8               | 1<br>9               |
| 0.71–1           | 2<br>3                | 5                     | 5<br>1  | 2<br>0                | 1<br>6<br>5  | 7<br>9                | 4<br>2                | 2<br>7                | 3<br>2                | 9                     | 3<br>1<br>3          | 1<br>4<br>0          |
| over 1           |                       |                       |   |                       |  |                       |                       |                       |                       |                       | 0                    | 0                    |
| <b>TOTAL</b>     | <b>3<br/>6</b>        | <b>6</b>              | <b>7<br/>2</b>                                      | <b>2<br/>7</b>        | <b>2<br/>2<br/>9</b>   | <b>1<br/>1<br/>0</b>  | <b>7<br/>3</b>        | <b>4<br/>6</b>        | <b>5<br/>8</b>        | <b>1<br/>6</b>        | <b>4<br/>6<br/>8</b> | <b>2<br/>0<br/>5</b> |
| <b>UHK TOTAL</b> | <b>3<br/>6</b>        | <b>6</b>              | <b>7<br/>2</b>                                      | <b>2<br/>7</b>        | <b>2<br/>2<br/>9</b>   | <b>1<br/>1<br/>0</b>  | <b>7<br/>3</b>        | <b>4<br/>6</b>        | <b>5<br/>8</b>        | <b>1<br/>6</b>        | <b>4<br/>6<br/>8</b> | <b>2<br/>0<br/>5</b> |

Note: The highest academic degree achieved is only provided.

Note: \* = In this case, the term “researcher” means any person who is not an academic per S. 70 of Act No. 111/1998 Sb., on higher education institutions.

**Tab. 6.4: Chief Officers (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 Faculty | Head of Department /Institute/ Research Facility | TOTAL Heads of Offices*** |
|---------------------------------------|-------------|-----------------------|-----------------|----------------------------------|-------------------|-------------------|--|--|---------------------------|
| University of Hradec Králové          | 1           | 4                     | 24              | 31                               | 1                 | 11                |  | 0  | 72                        |
| of which: women                       | 0           | 1                     | 9               | 9                                | 0                 | 1                 |  | 0  | 20                        |
| Faculty of Education                  | 1           | 4                     | 11              | 27                               | 1                 |                   | 0  | 15   | 59                        |
| of which: women                       | 0           | 3                     | 4               | 10                               | 1                 |                   | 0  | 10   | 28                        |
| Faculty of Informatics and Management | 1           | 3                     | 4               | 31                               | 1                 |                   | 0  | 9  | 49                        |
| of which: women                       | 0           | 1                     | 2               | 8                                | 1                 |                   | 0  | 4  | 16                        |
| Philosophical Faculty                 | 1           | 3                     | 11              | 29                               | 1                 |                   | 0  | 8  | 53                        |
| of which: women                       | 1           | 1                     | 4               | 9                                | 1                 |                   | 0  | 2  | 18                        |
| Faculty of Science                    | 1           | 2                     | 9               | 26                               | 1                 |                   | 0  | 5  | 44                        |
| of which: women                       | 0           | 0                     | 5               | 3                                | 1                 |                   | 0  | 1  | 10                        |
| Faculties* total                      | 4           | 12                    | 35              | 113                              | 4                 |                   | 0  | 37   | 205                       |
| of which: women                       | 1           | 5                     | 15              | 30                               | 4                 | 0                 | 0  | 17   | 72                        |
| <b>UHK TOTAL***</b>                   | <b>5</b>    | <b>16</b>             | <b>59</b>       | <b>144</b>                       | <b>5</b>          | <b>11</b>         | <b>0</b>   | <b>37</b>  | <b>277</b>                |
| of which: women                       | 1           | 6                     | 24              | 39                               | 4                 | 1                 | 0  | 17   | 92                        |

Note: \* = Faculty or other part of the University

Note: \*\* = per the Higher Education Act, Section 25(2)

Note: \*\*\* = The total count needs not reflect the actual headcount (one person can occupy more than one position at the university or faculty); it concerns a simple sum of the boxes.



**Tab. 6.5: Foreign Academics and Researchers (average re-counted numbers\*\*\*\*\*)**

| University of Hradec Králové                                | Academics        |                      |                      |            |                  |  | Researchers**                         |  |   | Other employees****<br>* |
|---|------------------|----------------------|----------------------|------------|------------------|--|---------------------------------------|--|---|--------------------------|
|   | Professors       | Associate professors | Assistant professors | Assistants | Lecturers        | Scientific, research and development workers taking part in pedagogical activities | Post-doctoral students ("postdok")*** | Researchers not classified in other categories | Other scientific, research and development workers***** |                          |
| <b>Faculty of Education</b>                                 | 1<br>·<br>0<br>3 | 1<br>·<br>8          | 3<br>·<br>6<br>7     | 0          | 0<br>·<br>8      | 0  | 0                                     | 0  | 0   | 0                        |
| of which: Germany   |                  |                      |                      |            | 0<br>·<br>0<br>7 |  |                                       |  |   |                          |
| Poland  |                  | 0<br>·<br>8          |                      |            |                  |  |                                       |  |   |                          |
| Austria   |                  |                      |                      |            |                  |  |                                       |  |   |                          |
| Slovakia  | 1<br>·<br>0<br>3 |                      | 3                    |            |                  |  |                                       |  |   |                          |
| Other EU countries  |                  |                      |                      |            | 0<br>·<br>7<br>3 |  |                                       |  |   |                          |
| Other non- EU countries                                     |                  | 1                    | 0<br>·<br>6<br>7     |            |                  |  |                                       |  |   |                          |
| Women out of the total number (irrespective of citizenship) |                  | 1                    | 2                    |            |                  |  |                                       |  |   |                          |
| <b>Faculty of Informatics and Management</b>                | 0                | 0                    | 0<br>·<br>0<br>8     | 0          | 1<br>·<br>9<br>3 | 0  | 0<br>·<br>3<br>1                      | 0  | 1<br>·<br>3<br>4  | 0                        |
| of which: Germany   |                  |                      |                      |            |                  |  |                                       |  |   |                          |
| Poland  |                  |                      |                      |            |                  |  |                                       |  |   |                          |
| Austria   |                  |                      |                      |            |                  |  |                                       |  |   |                          |
| Slovakia  |                  |                      | 0<br>·<br>0<br>8     |            | 0<br>·<br>9<br>2 |  |                                       |  |   |                          |
| Other EU countries  |                  |                      |                      |            |                  |  |                                       |  |   |                          |
| Other non- EU countries                                     |                  |                      |                      |            | 1<br>·<br>0<br>1 |  | 0<br>·<br>3<br>1                      |  | 1<br>·<br>3<br>4  |                          |
| Women out of the total number (irrespective of citizenship) |                  |                      | 0<br>·<br>0<br>8     |            | 0<br>·<br>9<br>2 |  | 0<br>·<br>3<br>1                      |  |   |                          |
| <b>Philosophical Faculty</b>                                | 0<br>·<br>7      | 1                    | 3<br>·               | 0          | 0<br>·           | 0  | 0<br>·                                | 2<br>·   | 1<br>·  | 0.43                     |

|   |             |   |                  |  |                  |  |                  |                  |                  |      |
|---|-------------|---|------------------|--|------------------|--|------------------|------------------|------------------|------|
|   |             |   | 8<br>1           |  | 1<br>4           |  | 7<br>8           | 5<br>6           | 9<br>1           |      |
| of which: Germany   |             |   |                  |  |                  |  |                  |                  | 0<br>·<br>1<br>7 |      |
| Poland  |             |   |                  |  |                  |  |                  | 0<br>·<br>5<br>2 |                  |      |
| Austria   |             |   | 0<br>·<br>2<br>5 |  |                  |  |                  |                  | 0<br>·<br>2<br>7 | 0.2  |
| Slovakia  | 0<br>·<br>7 | 1 | 1<br>·<br>5<br>1 |  | 0<br>·<br>1<br>4 |  |                  | 0<br>·<br>9<br>2 | 0<br>·<br>3<br>3 | 0.08 |
| Other EU countries  |             |   | 0<br>·<br>3      |  |                  |  |                  | 0<br>·<br>9<br>2 |                  |      |
| Other non- EU countries                                     |             |   | 1<br>·<br>7<br>5 |  |                  |  | 0<br>·<br>7<br>8 | 0<br>·<br>2      | 1<br>·<br>1<br>4 | 0.15 |
| Women out of the total number (irrespective of citizenship) | 0<br>·<br>7 |   |                  |  |                  |  | 0<br>·<br>7<br>8 | 1<br>·<br>0<br>9 | 0<br>·<br>7<br>1 | 0.08 |



|   |                            |                            |                            |          |                      |          |                            |                            |                            |             |
|---|----------------------------|----------------------------|----------------------------|----------|----------------------|----------|----------------------------|----------------------------|----------------------------|-------------|
| <b>Faculty of Science</b>                                   | 0<br>.<br>0<br>3           | 0<br>.<br>4<br>8           | 2<br>.<br>1<br>2           | 0        | 0<br>.<br>3<br>3     | 0        | 0<br>.<br>6<br>2           | 0                          | 3<br>.<br>6<br>9           | 0           |
| of which: Germany   |                            |                            |                            |          |                      |          |                            |                            |                            |             |
| Poland  |                            |                            |                            |          |                      |          |                            |                            |                            |             |
| Austria   |                            |                            |                            |          |                      |          |                            |                            |                            |             |
| Slovakia  |                            |                            | 1<br>.<br>7<br>9           |          | 0<br>.<br>3<br>3     |          | 0<br>.<br>3<br>8           |                            | 1<br>.<br>0<br>5           |             |
| Other EU countries  | 0<br>.<br>0<br>3           | 0<br>.<br>0<br>2           | 0<br>.<br>3<br>3           |          |                      |          | 0<br>.<br>2<br>4           |                            | 0<br>.<br>5                |             |
| Other non- EU countries                                     |                            | 0<br>.<br>4<br>6           |                            |          |                      |          |                            |                            | 2<br>.<br>1<br>4           |             |
| Women out of the total number (irrespective of citizenship) |                            |                            | 0<br>.<br>8<br>4           |          |                      |          | 0<br>.<br>3<br>8           |                            | 0<br>.<br>1<br>1           |             |
| <b>Other facilities total</b>                               | 0<br>.<br>1<br>9           | 0<br>.<br>0<br>2           | 0<br>.<br>0<br>3           | 0        | 0<br>.<br>0<br>2     | 0        | 0<br>.<br>0<br>9           | 0<br>.<br>0<br>5           | 1<br>.<br>2<br>2           | 0           |
| of which: Germany   |                            |                            |                            |          |                      |          |                            |                            |                            |             |
| Poland  |                            |                            |                            |          |                      |          |                            |                            | 0<br>.<br>4<br>6           |             |
| Austria   |                            |                            |                            |          |                      |          |                            |                            |                            |             |
| Slovakia  |                            |                            |                            |          |                      |          |                            |                            |                            |             |
| Other EU countries  |                            |                            |                            |          |                      |          |                            |                            | 0<br>.<br>3<br>3           |             |
| Other non- EU countries                                     | 0<br>.<br>1<br>9           |                            |                            |          |                      |          |                            | 0<br>.<br>0<br>9           | 0<br>.<br>4<br>3           |             |
| Women out of the total number (irrespective of citizenship) | 0<br>.<br>0<br>9           |                            |                            |          |                      |          |                            |                            |                            |             |
| <b>UHK TOTAL</b>  | <b>1<br/>.<br/>9<br/>5</b> | <b>3<br/>.<br/>2<br/>8</b> | <b>9<br/>.<br/>6<br/>8</b> | <b>0</b> | <b>3<br/>.<br/>2</b> | <b>0</b> | <b>1<br/>.<br/>7<br/>1</b> | <b>2<br/>.<br/>6<br/>5</b> | <b>8<br/>.<br/>1<br/>6</b> | <b>0.43</b> |
| of which: Germany   |                            |                            |                            |          | 0<br>.<br>0<br>7     |          |                            |                            | 0<br>.<br>1<br>7           |             |
| Poland  |                            | 0<br>.<br>8                |                            |          | 0                    |          |                            | 0<br>.<br>5<br>2           | 0<br>.<br>4<br>6           |             |
| Austria   |                            |                            | 0<br>.<br>2<br>5           |          | 0                    |          |                            |                            | 0<br>.<br>2<br>7           | 0.2         |
| Slovakia  | 1<br>.<br>7<br>3           | 1                          | 6<br>.<br>3<br>8           |          | 1<br>.<br>3<br>9     |          | 0<br>.<br>3<br>8           | 0<br>.<br>9<br>2           | 1<br>.<br>3<br>8           | 0.08        |
| Other EU countries  | 0<br>.<br>0<br>3           | 0<br>.<br>0<br>2           | 0<br>.<br>6<br>3           |          | 0<br>.<br>7<br>3     |          | 0<br>.<br>2<br>4           | 0<br>.<br>9<br>2           | 0<br>.<br>8<br>3           |             |
| Other non- EU countries                                     | 0<br>.<br>.                | 1<br>.<br>.                | 2<br>.<br>.                |          | 1<br>.<br>.          |          | 1<br>.<br>.                | 0<br>.<br>.                | 5<br>.<br>.                | 0.15        |

|   |             |        |             |  |             |  |             |             |             |      |
|---|-------------|--------|-------------|--|-------------|--|-------------|-------------|-------------|------|
|   | 1<br>9      | 4<br>6 | 4<br>2      |  | 0<br>1      |  | 0<br>9      | 2<br>9      | 0<br>5      |      |
| Women out of the total number (irrespective of citizenship) | 0<br>7<br>9 | 1      | 2<br>9<br>2 |  | 0<br>9<br>2 |  | 1<br>4<br>7 | 1<br>0<br>9 | 0<br>8<br>2 | 0.08 |

Note: \* = Faculty or other university part implementing the accredited degree programme.

Note: \*\* = In this case, the term “researcher” means any researcher who is not an academic 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 researchers 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 scientific, research and development workers” category covers those technical workers and experts who do not participate in the research directly but are indispensable for achieving the 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 given university* | Regular university employees appointed at other university** |   |   |
|  | Total                | Of which: regular employees of given university              |   |   |
| <b>Faculty of Education</b>                  |                      |  |   |   |
| Professors appointed in 2018                 | 0                    | 0  | 0 |   |
| of which: women                              | 0                    | 0  | 0 |   |
| Associate professors appointed in 2018       | 0                    | 0  | 0 |   |
| of which: women                              | 0                    | 0  | 0 |   |
| <b>Faculty of Informatics and Management</b> |                      |  |   |   |
| Professors appointed in 2018                 | 1                    | 0  | 0 | 39  |
| of which: women                              | 0                    | 0  | 0 |   |
| Associate professors appointed in 2018       | 0                    | 0  | 0 |   |
| of which: women                              | 0                    | 0  | 0 |   |
| <b>Philosophical Faculty</b>                 |                      |  |   |   |
| Professors appointed in 2018                 | 0                    | 0  | 0 |   |
| of which: women                              | 0                    | 0  | 0 |   |
| Associate professors appointed in 2018       | 1                    | 0  | 1 | 45  |
| of which: women                              | 0                    | 0  | 1 |   |
| <b>Faculty of Science</b>                    |                      |  |   |   |
| Professors appointed in 2018                 | 0                    | 0  | 1 |   |
| of which: women                              | 0                    | 0  | 0 |   |
| Associate professors appointed in 2018       | 0                    | 0  | 2 |   |
| of which: women                              | 0                    | 0  | 1 |   |
| <b>TOTAL professors</b>                      | 1                    | 0  | 1 | 39  |
| of which: women                              | 0                    | 0  | 0 |   |
| <b>TOTAL associate professors</b>            | 1                    | 0  | 3 | 45  |
| of which: women                              | 1                    | 0  | 2 | 45  |

Note: \*= Included are all habilitations and appointments held in the given calendar year at the given 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 given university but were appointed at another university.

Note: \*\*\* = The average age is calculated from the total number of the newly appointed academics at the given university (faculty or total number).

Note: \*\*\*\* = Faculty or other university part implementing the accredited degree programme.

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

| University of Hradec Králové                            | H2020/ 7 <sup>th</sup> framework programme of the EC |                               | Other   | TOTAL   |
|---|--|-------------------------------|---------|---------|
|   | TOTAL  | of which: Marie-Curie Actions |         |         |
| Number of projects*                                     | 1  | 0                             | 86      | 87      |
| Number of outgoing students**                           | 0  | 0                             | 24      | 24      |
| Number of incoming students***                          | 0  | 0                             | 50      | 50      |
| Number of outgoing academic and scientific workers****  | 0  | 0                             | 217     | 217     |
| Number of incoming academic and scientific workers***** | 0  | 0                             | 37      | 37      |
| Subsidies in CZK ths*****                               | 0  | 0                             | 116 195 | 116 195 |

Note: \*= Projects implemented in the year in question.

Note: \*\* = Outgoing students (i.e. numbers of trips) who went to a stay abroad in 2018, including those whose stay started in 2017. The number includes those students whose stay was longer than 4 weeks (28 days). If the university also shows trips of different lengths, it should mention it in a comment to the table.

Note: \*\*\* = Incoming students (i.e. numbers of visits) who came for a visit in 2018, including those whose stay started in 2017. The number includes those students whose stay was longer than 4 weeks (28 days). If the university also shows visits of different lengths, it should mention it in a comment to the table.

Note: \*\*\*\* = Outgoing academics workers (i.e. numbers of trips) who went to a stay abroad in 2018, including those whose stay started in 2017.

Note: \*\*\*\*\* = Incoming academics workers (i.e. numbers of visits) who came for a visit in 2018, including those whose stay started in 2017.

Note: \*\*\*\*\* = The amounts provided are the total project funds including those co-financed by the Ministry of Education, Youth and Sports.

**Tab. 7.2: Mobility of Students, Academics and Other Workers by Country\*\*\*\*\* (irrespective of the funding source) (to be completed by the university without making any further amendments)**

| University of Hradec Králové            |       | Number of outgoing students*       |   | Number of incoming students** | Number of outgoing academics*** | Number of incoming academics **** | Number of other outgoing workers*** | Number of other incoming workers ***** | TOTAL for the country |
|---|-------|------------------------------------|---|-------------------------------|---------------------------------|-----------------------------------|-------------------------------------|--|-----------------------|
| Country                                 | Total | of which: graduate internships:*** |   |                               |                                 |                                   |                                     |  |                       |
| 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                     |
| People's Democratic Republic of Algeria | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| American Virgin Islands                 | 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                     |
| Anguilla                                | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Antarctic                               | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Antigua a Barbuda                       | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Argentine Republic                      | 0     | 0                                  | 3 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 3                     |
| Republic of Armenia                     | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Aruba                                   | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Commonwealth of Australia               | 0     | 0                                  | 0 | 2                             | 0                               | 0                                 | 0                                   | 0                                      | 2                     |
| Republic of Azerbaijan                  | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Commonwealth of The Bahamas             | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Bailiwick Guernsey                      | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Bailiwick Jersey                        | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| People's Republic of Bangladesh         | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Barbados                                | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Kingdom of Belgium                      | 5     | 0                                  | 0 | 1                             | 0                               | 0                                 | 0                                   | 0                                      | 6                     |
| Belize                                  | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Republic of Belarus                     | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Republic of Benin                       | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Bermuda                                 | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Kingdom of Bhutan                       | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Bolivarian Republic of Venezuela        | 0     | 0                                  | 8 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 8                     |
| Bonaire, Sint Eustatius and Saba        | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |
| Bosna a Hercegovina                     | 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           | 6     | 0                                  | 2 | 2                             | 3                               | 0                                 | 0                                   | 0                                      | 3                     |
| British Virgin Islands                  | 0     | 0                                  | 5 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 6                     |
| British Indian Ocean Territory          | 0     | 0                                  | 0 | 0                             | 0                               | 0                                 | 0                                   | 0                                      | 0                     |

| University of Hradec Králové                 |       | Number of outgoing students * |                   | of incoming | Number of outgoing academic | Number of incoming academic | Number of other outgoing | Number of other incoming | TOTAL for the country |
|--|-------|-------------------------------|-------------------|-------------|-----------------------------|-----------------------------|--------------------------|--------------------------|-----------------------|
| Country                                      | Total | of which: graduate internshi  | Number students** | s***        | s****                       | workers***                  | workers****              |                          |                       |
| Republic of Bulgaria                         | 3     | 0                             | 1                 | 4           | 0                           | 0                           | 0                        | 8                        |                       |
| Burkina Faso                                 | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of Burundi                          | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of North Macedonia                  | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Cook Islands                                 | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Curaçao                                      | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of Chad                             | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Montenegro                                   | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Czech Republic                               | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| People's Republic of China                   | 8     | 0                             | 4                 | 1           | 6                           | 1                           | 0                        | 5                        |                       |
| Republic of China (Taiwan)                   | 9     | 0                             | 1                 | 0           | 1                           | 0                           | 0                        | 6                        |                       |
| Kingdom of Denmark                           | 3     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 3                        |                       |
| Democratic Republic of the Congo             | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Democratic Republic of São Tomé and Príncipe | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Democratic Republic of Timor-Leste           | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Department of Mayotte                        | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Commonwealth of Dominica                     | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Dominican Republic                           | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of Djibouti                         | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Arab Republic of Egypt                       | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of Ecuador                          | 2     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 2                        |                       |
| Republic of Estonia                          | 3     | 0                             | 1                 | 1           | 0                           | 2                           | 0                        | 7                        |                       |
| Federal Democratic Republic of Ethiopia      | 0     | 0                             | 1                 | 0           | 0                           | 0                           | 0                        | 1                        |                       |
| Faroe Islands                                | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Falkland Islands                             | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Federation of Saint Christopher and Nevis    | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Federated States of Micronesia               | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of Fiji                             | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of the Philippines                  | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of Finland                          | 1     | 0                             | 1                 | 3           | 0                           | 1                           | 0                        | 6                        |                       |
| French Polynesia                             | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| French Republic                              | 5     | 0                             | 9                 | 1           | 1                           | 2                           | 0                        | 2                        |                       |
| Gabonese Republic                            | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 7                        |                       |
| Republic of the Gambia                       | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of Ghana                            | 4     | 0                             | 6                 | 1           | 0                           | 0                           | 1                        | 1                        |                       |
| Gibraltar                                    | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 2                        |                       |
| Grenada                                      | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Greenland                                    | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Georgia                                      | 0     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 0                        |                       |
| Republic of Guatemala                        | 1     | 0                             | 0                 | 0           | 0                           | 0                           | 0                        | 1                        |                       |

|  |   |   |    |    |   |   |   |    |
|--|---|---|----|----|---|---|---|----|
| Republic of Guinea                             | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Co-operative Republic of Guyana                | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Territory of Heard Island and McDonald Islands | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Honduras                           | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Chile                              | 3 | 0 | 4  | 1  | 1 | 0 | 0 | 9  |
| Republic of Croatia                            | 5 | 0 | 6  | 6  | 0 | 0 | 0 | 17 |
| Republic of India                              | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Indonesia                          | 4 | 0 | 0  | 0  | 0 | 0 | 0 | 4  |
| Republic of Iraq                               | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Islamic Republic of Iran                       | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Ireland  | 3 | 0 | 0  | 0  | 0 | 0 | 0 | 3  |
| Iceland  | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Italian Republic                               | 7 | 0 | 9  | 14 | 0 | 0 | 0 | 30 |
| Jamaica  | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Japan  | 4 | 0 | 6  | 2  | 0 | 0 | 0 | 12 |
| Republic of Yemen                              | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of South Africa                       | 1 | 0 | 0  | 1  | 0 | 0 | 0 | 2  |
| Republic of South Sudan                        | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| South Georgia and the South Sandwich Islands   | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Hashemite Kingdom of Jordan                    | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Cayman Islands                                 | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Kingdom of Cambodia                            | 3 | 0 | 0  | 1  | 0 | 0 | 0 | 4  |
| Republic of Cameroon                           | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Canada   | 0 | 0 | 0  | 0  | 1 | 0 | 0 | 1  |
| Republic of Cabo Verde                         | 0 | 0 | 4  | 0  | 1 | 0 | 0 | 5  |
| Republic of Kenya                              | 0 | 0 | 4  | 0  | 1 | 0 | 0 | 5  |
| Republic of Colombia                           | 2 | 0 | 16 | 2  | 2 | 0 | 0 | 22 |
| Union of the Comoros                           | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of the Congo                          | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Democratic People's Republic of Korea          | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Korea                              | 6 | 0 | 19 | 6  | 2 | 0 | 0 | 33 |
| Republic of Kosovo                             | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Costa Rica                         | 1 | 0 | 0  | 0  | 0 | 0 | 0 | 1  |
| Kingdom of Bahrain                             | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Kingdom of Saudi Arabia                        | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Kingdom of Tonga                               | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Cuba                               | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| State of Kuwait                                | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Cyprus                             | 5 | 0 | 2  | 0  | 1 | 0 | 0 | 8  |
| Kyrgyz Republic                                | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Lao People's Democratic Republic               | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Kingdom of Lesotho                             | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Lebanese Republic                              | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Liberia                            | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| State of Libya                                 | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Principality of Liechtenstein                  | 0 | 0 | 0  | 0  | 0 | 0 | 0 | 0  |
| Republic of Lithuania                          | 5 | 0 | 1  | 0  | 0 | 1 | 0 | 7  |

| University of Hradec Králové          |       | Number of outgoing students*        |   | Number of incoming students** | Number of outgoing academic s*** | Number of incoming academics**** | Number of other outgoing workers**** | Number of other incoming workers**** | TOTAL for the country |
|---------------------------------------|-------|-------------------------------------|---|-------------------------------|----------------------------------|----------------------------------|--------------------------------------|--------------------------------------|-----------------------|
| Country                               | Total | of which: graduate internships***** |   |                               |                                  |                                  |                                      |                                      |                       |
| Republic of Latvia                    | 1     | 0                                   | 0 | 0                             | 2                                | 1                                | 0                                    | 0                                    | 4                     |
| Grand Duchy of Luxembourg             | 0     | 0                                   | 0 | 0                             | 3                                | 0                                | 1                                    | 0                                    | 4                     |
| Republic of Madagascar                | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Hungary                               | 1     | 0                                   | 0 | 2                             | 5                                | 3                                | 0                                    | 0                                    | 11                    |
| Malaysia                              | 0     | 0                                   | 0 | 1                             | 2                                | 1                                | 0                                    | 0                                    | 4                     |
| Republic of Malawi                    | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Republic of Maldives                  | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Republic of Malta                     | 2     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 2                     |
| Kingdom of Morocco                    | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Republic of Mauritius                 | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Islamic Republic of Mauritania        | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| United States Minor Outlying Islands  | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Plurinational State of Bolivia        | 0     | 0                                   | 0 | 11                            | 4                                | 1                                | 1                                    | 0                                    | 17                    |
| Republic of Moldova                   | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Principality of Monaco                | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Mongolia                              | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Montserrat                            | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Republic of Mozambique                | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Republic of Namibia                   | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Federal Democratic Republic of Nepal  | 0     | 0                                   | 0 | 0                             | 1                                | 0                                | 0                                    | 0                                    | 1                     |
| Independent State of Papua New Guinea | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Independent State of Samoa            | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Federal Republic of Nigeria           | 0     | 0                                   | 0 | 3                             | 0                                | 1                                | 0                                    | 0                                    | 4                     |
| Republic of Niger                     | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Republic of Nicaragua                 | 2     | 0                                   | 0 | 9                             | 0                                | 2                                | 0                                    | 0                                    | 13                    |
| Niue                                  | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Netherlands Antilles                  | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Kingdom of the Netherlands            | 5     | 0                                   | 0 | 3                             | 2                                | 4                                | 0                                    | 1                                    | 15                    |
| Kingdom of Norway                     | 9     | 0                                   | 0 | 0                             | 5                                | 2                                | 0                                    | 1                                    | 17                    |
| New Caledonia                         | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| New Zealand                           | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Isle of Man                           | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Turks and Caicos Islands              | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Islamic Republic of Pakistan          | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| State of Palestine                    | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Palestinian Territories               | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Republic of Panama                    | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |
| Republic of Panama                    | 0     | 0                                   | 0 | 0                             | 0                                | 0                                | 0                                    | 0                                    | 0                     |



|  |    |   |    |    |    |    |   |     |
|--|----|---|----|----|----|----|---|-----|
| Republic of Paraguay                                 | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Peru                                     | 2  | 0 | 8  | 2  | 1  | 0  | 0 | 13  |
| Pitcairn Islands                                     | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Poland                                   | 10 | 0 | 29 | 19 | 30 | 20 | 7 | 97  |
| Commonwealth of Puerto Rico                          | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Portuguese Republic                                  | 46 | 0 | 10 | 12 | 11 | 4  | 0 | 73  |
| Åland Islands  | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Austria                                  | 11 | 0 | 0  | 15 | 0  | 0  | 2 | 28  |
| Region French Guiana                                 | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Region Guadeloupe                                    | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Region Martinique                                    | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Region Réunion                                       | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Guinea-Bissau                            | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Haiti                                    | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Kazakhstan                               | 0  | 0 | 2  | 0  | 0  | 0  | 0 | 2   |
| Republic of Kiribati                                 | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Mali                                     | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of the Marshall Islands                     | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of the Union of Myanmar                     | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Nauru                                    | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Palau                                    | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Côte d'Ivoire                            | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Equatorial Guinea                        | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of San Marino                               | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Sierra Leone                             | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Tajikistan                               | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Trinidad and Tobago                      | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Uzbekistan                               | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Vanuatu                                  | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Romania  | 1  | 0 | 9  | 3  | 1  | 0  | 0 | 14  |
| Russian Federation                                   | 22 | 0 | 74 | 88 | 77 | 0  | 0 | 111 |
| Republic of Rwanda                                   | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Hellenic Republic                                    | 5  | 0 | 9  | 11 | 0  | 0  | 0 | 25  |
| Sahrawi Arab Democratic Republic                     | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of El Salvador                              | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Senegal                                  | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Seychelles                               | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Republic of Singapore                                | 0  | 0 | 0  | 1  | 0  | 1  | 0 | 2   |
| Slovak Republic                                      | 20 | 0 | 73 | 23 | 12 | 5  | 0 | 67  |
| Republic of Slovenia                                 | 7  | 0 | 2  | 5  | 0  | 0  | 0 | 14  |
| Federal Republic of Somalia                          | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| United Kingdom of Great Britain and Northern Ireland | 14 | 0 | 0  | 9  | 3  | 5  | 0 | 31  |
| United States of America                             | 15 | 0 | 10 | 7  | 2  | 1  | 0 | 35  |
| United Mexican States                                | 8  | 0 | 23 | 1  | 2  | 0  | 0 | 34  |
| Commonwealth of the Northern Mariana Islands         | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |
| Collectivity of Saint Bartholomew                    | 0  | 0 | 0  | 0  | 0  | 0  | 0 | 0   |

|                              |        |   |   |        |   |   |   |        |
|------------------------------|--------|---|---|--------|---|---|---|--------|
| Collectivity of Saint Martin | 0      | 0 | 0 | 0      | 0 | 0 | 0 | 0      |
| Federal Republic of Germany  | 2<br>8 | 0 | 8 | 2<br>8 | 3 | 1 | 0 | 6<br>8 |
| Republic of Serbia           | 0      | 0 | 0 | 2      | 0 | 0 | 0 | 2      |
| Serbia and Montenegro        | 0      | 0 | 0 | 0      | 0 | 0 | 0 | 0      |
| Serbia and Montenegro        | 0      | 0 | 0 | 0      | 0 | 0 | 0 | 0      |

| University of Hradec Králové                 |       | Num<br>ber of<br>outgo<br>ing<br>stude<br>nts * | Number of incoming students** | Number of outgoing academic<br>s*** | Number of incoming academics<br>**** | Number of other<br>outgoing<br>workers*** | Number of other<br>incoming<br>workers**** | TOTAL for the country |
|--|-------|---|-------------------------------|-------------------------------------|--------------------------------------|---|--|-----------------------|
| Country                                      | Total |   |                               |                                     |                                      |   |  |                       |
| Nation of Brunei, the Abode of Peace         | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| State of Eritrea                             | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| State of Israel                              | 1     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 1                     |
| State of Qatar                               | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| United Arab Emirates                         | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Central African Republic                     | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Republic of the Sudan                        | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Republic of the Sudan                        | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Sultanate of Oman                            | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Republic of Suriname                         | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Saint Helena, Ascension and Tristan da Cunha | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Saint Lucia                                  | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Sint Maarten (NL)                            | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Saint Vincent and the Grenadines             | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Kingdom of Eswatini                          | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Syrian Arab Republic                         | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Solomon Islands                              | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Kingdom of Spain                             | 2     | 0   | 2                             | 1                                   | 1                                    | 6   | 4  | 7                     |
| Svalbard and Jan Mayen                       | 4     | 0   | 2                             | 5                                   |                                      |   |  | 2                     |
| Democratic Socialist Republic of Sri Lanka   | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Kingdom of Sweden                            | 4     | 0   | 0                             | 6                                   | 0                                    | 0   | 0  | 1                     |
| Swiss Confederation                          | 0     | 0   | 0                             | 4                                   | 0                                    | 1   | 0  | 5                     |
| United Republic of Tanzania                  | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| French Southern and Antarctic Lands          | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| The Territory of Guam                        | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Territory of the Wallis and Futuna Islands   | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Kingdom of Thailand                          | 2     | 0   | 1                             | 0                                   | 0                                    | 0   | 0  | 3                     |
| Tokelau                                      | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Togolese Republic                            | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Republic of Tunisia                          | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Republic of Turkey                           | 4     | 0   | 2                             | 5                                   | 3                                    | 0   | 2  | 4                     |
| Turkmenistan                                 | 8     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 2                     |
| Tuvalu                                       | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Republic of Uganda                           | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| Ukraine                                      | 1     | 0   | 1                             | 0                                   | 0                                    | 0   | 0  | 1                     |
| Oriental Republic of Uruguay                 | 2     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 3                     |
| American Samoa                               | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| The Territory of Cocos (Keeling) Islands     | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |
| The Territory of Norfolk Island              | 0     | 0   | 0                             | 0                                   | 0                                    | 0   | 0  | 0                     |

|   |                      |          |                      |                      |                      |                |                |                            |
|---|----------------------|----------|----------------------|----------------------|----------------------|----------------|----------------|----------------------------|
| The Territory of Christmas Island   | 0                    | 0        | 0                    | 0                    | 0                    | 0              | 0              | 0                          |
| Overseas Collectivity of Saint Pierre and Miquelon                        | 0                    | 0        | 0                    | 0                    | 0                    | 0              | 0              | 0                          |
| Vatican City State  | 0                    | 0        | 0                    | 0                    | 0                    | 0              | 0              | 0                          |
| Socialist Republic of Vietnam   | 5                    | 0        | 0                    | 1                    | 0                    | 0              | 0              | 6                          |
| Republic of Zambia  | 0                    | 0        | 0                    | 1                    | 0                    | 0              | 0              | 1                          |
| Republic of Zimbabwe  | 0                    | 0        | 0                    | 0                    | 0                    | 0              | 0              | 0                          |
| Hong Kong Special Administrative Region of the People's Republic of China | 2<br>0               | 0        | 4<br>9               | 0                    | 0                    | 0              | 0              | 6<br>9                     |
| Macao Special Administrative Region of the People's Republic of China     | 0                    | 0        | 0                    | 0                    | 0                    | 0              | 0              | 0                          |
| Other countries   | 0                    | 0        | 0                    | 0                    | 0                    | 0              | 0              | 0                          |
| <b>TOTAL</b>  | <b>4<br/>0<br/>9</b> | <b>0</b> | <b>5<br/>9<br/>8</b> | <b>2<br/>6<br/>0</b> | <b>1<br/>0<br/>1</b> | <b>3<br/>5</b> | <b>1<br/>8</b> | <b>1<br/>4<br/>2<br/>1</b> |

Note: \* = Outgoing students (i.e. numbers of trips) who went to (completed) stay abroad in 2018, including those whose stay started in 2017. The number includes those students whose stay was longer than 2 weeks (14 days).

Note: \*\* = Incoming students (i.e. numbers of visits) who came for a visit in 2018, including those whose stay started in 2017. The number includes those students whose stay was longer than 2 weeks (14 days).

Note: \*\*\* = Outgoing academics/other workers (i.e. numbers of trips) who went to (completed) stay abroad in 2018, including those whose stay started in 2017. The number includes those workers whose stay was longer than 5 days.

Note: \*\*\*\* = Incoming academics/other workers (i.e. numbers of visits) who came for a visit in 2018, including those whose stay started in 2017. The number includes those workers whose stay was longer than 5 days.

Note: \*\*\*\*\* = Tab. 7.2 Mobility of Students, Academics and Other Workers by Country provides a listing of all countries, with the purpose being to facilitate the processing of the data by the Ministry of Education, Youth and Sports. It is not intended to pose any additional workload for the universities when completing it. Where there is no mobility concerning a country, please leave the box blank.

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 completing studies successfully and completed 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 completed studies)**

| University of Hradec Králové  | Bachelor's programme            |                            | Master's programme              |                            | Post-Bachelor's programme       |                            | Postgraduate programme          |                            | TOTAL**                         |                            |
|---|---------------------------------|----------------------------|---------------------------------|----------------------------|---------------------------------|----------------------------|---------------------------------|----------------------------|---------------------------------|----------------------------|
|   | P<br>e<br>r<br>c<br>e<br>n<br>t | N<br>u<br>m<br>b<br>e<br>r | P<br>e<br>r<br>c<br>e<br>n<br>t | N<br>u<br>m<br>b<br>e<br>r | P<br>e<br>r<br>c<br>e<br>n<br>t | N<br>u<br>m<br>b<br>e<br>r | P<br>e<br>r<br>c<br>e<br>n<br>t | N<br>u<br>m<br>b<br>e<br>r | P<br>e<br>r<br>c<br>e<br>n<br>t | N<br>u<br>m<br>b<br>e<br>r |
| <b>Faculty of Education</b>   |                                 |                            |                                 |                            |                                 |                            |                                 |                            |                                 |                            |
| Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days | 7<br>.8<br>%                    | 2<br>6                     | 2<br>2<br>.4<br>%               | 1<br>3                     | 1<br>4<br>.2<br>%               | 2<br>9                     | 0<br>0<br>%                     | 0                          | 1<br>1<br>.4<br>%               | 6<br>8                     |
| Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)       |                                 |                            |                                 |                            |                                 |                            | 0<br>0<br>%                     | 0                          | 0<br>0<br>%                     | 0                          |
| <b>Faculty of Informatics and Management</b>  |                                 |                            |                                 |                            |                                 |                            |                                 |                            |                                 |                            |
| Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days | 1<br>1<br>.6<br>%               | 4<br>7                     | 1<br>0<br>.0<br>%               | 1                          | 2<br>3<br>.0<br>%               | 2<br>0                     | 2<br>8<br>.6<br>%               | 2                          | 1<br>4<br>.0<br>%               | 7<br>0                     |
| Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)       |                                 |                            |                                 |                            |                                 |                            | 2<br>8<br>.6<br>%               | 2                          | 2<br>8<br>.6<br>%               | 2                          |
| <b>Philosophical Faculty</b>  |                                 |                            |                                 |                            |                                 |                            |                                 |                            |                                 |                            |
| Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days | 1<br>1<br>.0<br>%               | 2<br>8                     | -                               | -                          | 3<br>3<br>.0<br>%               | 3<br>7                     | 7<br>5<br>.0<br>%               | 3                          | 1<br>9<br>.0<br>%               | 6<br>8                     |
| Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)       |                                 |                            |                                 |                            |                                 |                            | 7<br>5<br>.0<br>%               | 3                          | 7<br>5<br>.0<br>%               | 3                          |
| <b>Faculty of Science</b>   |                                 |                            |                                 |                            |                                 |                            |                                 |                            |                                 |                            |
| Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days | 0<br>.8<br>%                    | 1                          | -                               | -                          | 1<br>0<br>.1<br>%               | 1<br>1                     | 0<br>0<br>%                     | 0                          | 1<br>0<br>.9<br>%               | 1<br>2                     |
| Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)       |                                 |                            |                                 |                            |                                 |                            | 0<br>0<br>%                     | 0                          | 0<br>0<br>%                     | 0                          |
| <b>University of Hradec Králové</b>   |                                 |                            |                                 |                            |                                 |                            |                                 |                            |                                 |                            |

|   |                  |             |                       |        |                       |             |                       |   |                       |             |
|---|------------------|-------------|-----------------------|--------|-----------------------|-------------|-----------------------|---|-----------------------|-------------|
| Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days | 9<br>.<br>8<br>% | 1<br>1<br>6 | 2<br>1<br>.<br>2<br>% | 1<br>4 | 2<br>1<br>.<br>8<br>% | 1<br>1<br>2 | 3<br>5<br>.<br>7<br>% | 5 | 1<br>3<br>.<br>9<br>% | 2<br>4<br>7 |
|---|------------------|-------------|-----------------------|--------|-----------------------|-------------|-----------------------|---|-----------------------|-------------|

|   |                  |             |                       |        |                       |             |                       |   |                       |             |
|---|------------------|-------------|-----------------------|--------|-----------------------|-------------|-----------------------|---|-----------------------|-------------|
| Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days) |                  |             |                       |        |                       |             | 3<br>5<br>·<br>7<br>% | 5 | 3<br>5<br>·<br>7<br>% | 5           |
| <b>University of Hradec Králové</b>   | 9<br>·<br>8<br>% | 1<br>1<br>6 | 2<br>1<br>·<br>2<br>% | 1<br>4 | 2<br>1<br>·<br>8<br>% | 1<br>1<br>2 | 3<br>5<br>·<br>7<br>% | 5 | 1<br>3<br>·<br>9<br>% | 2<br>4<br>7 |

Note: \* = Faculty or other university part implementing the accredited degree programme.

Note: \*\* = The total values for faculties (the last boxes in the faculty's upper line) and for the university (all blank boxes for the university in the Annual Report structure) are not sums or average values of the previous data in the lines or columns. The values for such boxes should be calculated separately.

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

| University of Hradec Králové          | Number of attendants exceeding 60 | International conference** |
|---------------------------------------|-----------------------------------|----------------------------|
| Faculty of Education                  | 3                                 | 5                          |
| Faculty of Informatics and Management | 4                                 | 1                          |
| Philosophical Faculty                 | 1                                 | 1                          |
| Faculty of Science                    | 1                                 | 1                          |
| Other units total                     | 1                                 | 1                          |
| <b>TOTAL</b>                          | <b>10</b>                         | <b>9</b>                   |

Note: \* = Faculty or other university part implementing the accredited degree programme

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.



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

| University of Hradec Králové          | Persons in employment relationship with the university or its part |   |   | Persons not in employment relationship with the university or its part |   |  |
|---------------------------------------|--|---|---|--|---|--|
|                                       | Number of persons participating in teaching                        | Number of persons participating in final paper guidance | Number of persons participating in practical training | Number of persons participating in teaching                            | Number of persons participating in final paper guidance | Number of persons participating in practical training**<br>* |
| Faculty of Education                  | 83   | 17  | 647   | 0  | 0   | 0  |
| of which: women                       | 45   | 11  | 588   | 0  | 0   | 0  |
| Faculty of Informatics and Management | 15   | 3   | 0   | 2  | 7   | 25   |
| of which: women                       | 4  | 1   | 0   | 1  | 2   | 9  |
| Philosophical Faculty                 | 107  | 36  | 8   | 0  | 0   | 52   |
| of which: women                       | 30   | 10  | 1   | 0  | 0   | 35   |
| Faculty of Science                    | 15   | 14  | 4   | 2  | 0   | 15   |
| of which: women                       | 2  | 5   | 1   | 1  | 0   | 5  |
| UHK - apart from faculties            | 31   | 16  | 1   | 0  | 0   | 35   |
| of which: women                       | 12   | 10  | 1   | 0  | 0   | 30   |
| <b>TOTAL</b>                          | <b>251</b>   | <b>86</b>   | <b>660</b>  | <b>4</b>   | <b>7</b>  | <b>127</b>   |
| of which: women                       | 93   | 37  | 591   | 2  | 2   | 79   |

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 advisors of students' final papers. If the worker is a regular employee of the university/faculty in question, he/she should have at least the same teaching load outside the university/faculty.

Note: \*\* = Faculty or other university part implementing the accredited degree programme/branch.

Note: \*\*\* = These are the persons having direct responsibility for the performance of the student's practical training.

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

| University of Hradec Králové          | Numbers of study branches /degree programmes**** | Numbers of active studies |
|---------------------------------------|--|---------------------------|
| Faculty of Education                  | 149  | 2475                      |
| Faculty of Informatics and Management | 1  | 304                       |
| Philosophical Faculty                 | 7  | 239                       |
| Faculty of Science                    | 5  | 204                       |
| UHK - apart from faculties            | 4  | 382                       |
| <b>TOTAL</b>                          | <b>166</b>                                       | <b>3604</b>               |

Note: \* = The period of duration of individual obligatory practical training runs can be shorter but should make at least 1 month in total.

Note: \*\* = Faculty or other university part implementing the accredited degree programme/branch.

Note: \*\*\* = The term "obligatory practical training" means such practical training which is part of the accreditation of the degree programme in question either as part of a subject or as a separate subject. It concerns professional practical training.

Note: \*\*\*\* = The university will provide data relating to the lowest accredited unit – branch of study; if the degree programme is not divided into study branches, then data for the degree 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*                                    |           |        | 1            |                    |
| Patent applications submitted  | 3         | 2      | 5            |                    |
| Patents granted**  | 0         | 0      | 0            |                    |
| Utility designs registered   | 0         | 4      | 4            |                    |
| Licence contracts valid as of 31. 12.  | 4         | 0      | 4            |                    |
| Licence contracts newly entered into   | 1         | 0      | 1            | CZK 0              |
| Contractual research***, advisory and counselling services ***                   |           |        | 20           | CZK 29,699,000     |
| <b>Paid educational courses for employees of application sphere subjects ***</b> |           |        | <b>4</b>     | <b>CZK 213,000</b> |

Note: \*= These are newly established spin-off/start-up enterprises supported by the university in 2018 (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 2018 Annual Report on Economic Management for public higher education institutions (Tab. 6). The private higher education institutions will complete such items at their discretion.

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, a 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.

### Summarized Information to Tab. 8.4

|   |                          |                |
|---|--------------------------|----------------|
| Newly concluded licence agreements, contractual research, advisory and counselling services and paid educational courses for employees of application sphere subjects | Total number             | Total income   |
|   | 25                       | CZK 29,912,000 |
|   | Average income per order |                |
|   | CZK 1,196,480            |                |

**Tab. 12.1: Accommodation, Catering**

| University of Hradec Králové  | Number                                    |
|---|---|
| Total capacity of university halls of residence (beds)                | <b>869 (of which: 61 beds in hotels)*</b> |
| Capacity of rented facilities (beds)                                  | <b>0</b>                                  |
| Number of accommodation requests/reservations submitted by 31/12/2018 | <b>984</b>                                |
| Number of accommodation requests/reservations settled by 31/12/2018   | <b>808</b>                                |
| Number of bed-days in 2018  | <b>199,991</b>                            |
| Number of main dishes served to students in 2018                      | <b>16,904</b>                             |
| Number of main dishes served to university employees in 2018          | <b>0</b>                                  |
| Number of main dishes served to other diners in 2018                  | <b>0</b>                                  |

Note: \* The university has 61 beds reserved for short-term accommodation (students in the combined form of study, university employees or guests).

**Tab. 12.2 University Libraries**

| University of Hradec Králové                                 | Number  |
|--|---------|
| Library collections accessions in 2018                       | 6,236   |
| of which: accessions in physical units                       | 5,900   |
| of which: accessions in e-books permanently purchased        | 336     |
| Library collection in total                                  | 285,140 |
| of which: physical units                                     | 284,640 |
| of which: e-books permanently purchased                      | 500     |
| "Number of titles of periodicals subscribed:<br>- physically | 103     |
| " - electronically (estimate)* "                             | 2       |
| - 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.

**Tab. 12.3: University's 2018 Institutional Plan (public higher education institutions only)**

| University of Hradec Králové   | Funds granted in CZK'000 |                      | Fulfilment of set objectives/indicators |             |
|--|--------------------------|----------------------|---|-------------|
|  | Investment funds         | Non-investment funds | Initial balance                         | End balance |
| Institutional development plan   |                          |                      |   |             |
| Support to establishment of didactic aid labs for PdF students (number of supported students)                              |                          | 31                   | 0                                       | 320         |
| Students' domestic working internships, practical training and professional activities (number of facilities)              |                          | 23                   | 0                                       | 12          |
| Support to development of new Ph.D. studies at the PdF and support for students' activities (number of supported students) |                          | 36                   | 0                                       | 6           |

|   |             |              |   |          |
|---|-------------|--------------|---|----------|
| Internal grant competition (number of supported projects)   |             | 2056         | 0 | 34       |
| Support to and development of Pedagogical Research Centre and other PdF research activities (number of supported academic workers)  |             | 367          | 0 | 25       |
| Further building of top research teams including staffing (number of teams)   |             | 242          | 3 | 4        |
| Mobility of students with focus on non-EU countries (number of student-months)  |             | 2822         | 0 | 199      |
| Mobility of students at the UHK with focus on non-EU countries (number of student-months)   |             | 4013         | 0 | 630      |
| Summer schools for international students, support for the Centre for Language Learning (number of registered international students)   |             | 366          | 0 | 141      |
| PR for programmes in English language (events for international students)   |             | 171          | 0 | 1        |
| Provision of cooperation with academic facilities especially in non-EU countries including legislative anchoring (number of person-weeks of sent out workers)                                 |             | 971          | 0 | 32       |
| Presentations at international students' fairs, seminars at trips (number of events)  |             | 109          | 0 | 11       |
| Participation of UHK scientists at prestigious scholarly meetings abroad (number of visited conferences)  |             | 306          | 0 | 6        |
| Participation of foreign experts in conferences organized by the UHK, support for the stays of renowned foreign experts at the UHK (number of hosted person-weeks)                            |             | 350          | 0 | 23       |
| Solution of spatial deficits and disrepair of some buildings (project documentation drawn up)   |             | 0            | 0 | 0        |
| Modernization of equipment and facilities for teaching students in order to upgrade the study contents (number of supported students)   |             | 911          | 0 | 320      |
| Reconstruction of facility hardware equipment (number of supported workers)   |             | 420          | 0 | 17       |
| Organization of job opportunity fairs, seminars with employers (number of events)   |             | 136          | 0 | 2        |
| Creation of a university-wide database of graduates for closer contacts with them in the future (new database)  |             | 35           | 0 | 1        |
| Support to sporting activities (number of events)   |             | 116          | 0 | 3        |
| Cooperation with secondary schools to win applicants for study. Promotion of study at the UHK, PR, support for applicants and future students (number of applicants/activities)               |             | 1675         | 0 | 500 / 11 |
| Support for collaboration with regional schools, promotion of the UHK and its degree programmes, promotion of natural sciences, support for K-LaMPa centre (number of lectures and workshops) |             | 10           | 0 | 12       |
| Support to project activities (number of supported workers)   |             | 427          | 0 | 2        |
| Transfer to FPP   | 2100        | 2863         |   |          |
| <b>TOTAL</b>  | <b>2100</b> | <b>18456</b> |   |          |

Note: \* = Please add lines if needed.

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UNIVERSITY OF HRADEC KRÁLOVÉ  
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