

ANNUAL ACTIVITY REPORT

University of Hradec Králové 2019

HRADEC KRÁLOVÉ
2020

Presented by:

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Rector's foreword

Dear colleagues and friends of the University of Hradec Králové,

A whole year has elapsed and, again, there is time for me to render an account, so please find attached the Annual Activity Report of the UHK for the Year 2019. The atmosphere surrounding me when I am writing the foreword is absolutely new and unprecedented. The university campus is empty and lifeless. The covid-battling measures only gradually being relieved are only badly masking the suspended operation of the university and activities which would be taking place at this time in the UHK. Everything is in a standstill. In the present day, I mainly have in mind the health of our students and their nearest, our academics and the university employees and their families. Much as I am looking forward to the life of the UHK to return back on the rails and to the moment the campus starts pulsing again as it did in 2019, now it is time to think of the health of all of us. On the other hand, this situation, paradoxically, gives me the opportunity to slow down for assessment and for thinking retrospectively of the last year. I am sure that the pages that follow are a proof of what we at the University of Hradec Králové have managed. And I also believe that we are able to keep the pace and direction set by the UHK in this year as well, despite being slowed down by the coronavirus pandemics. We have a solid basis to build on.

The Year 2019 was in the spirit of celebrations in the University of Hradec Králové. Proudly, we commemorated the Year 1959 in which the Pedagogical Institute, the predecessor of the today's university, started its operation. Therefore, we celebrated our 60th anniversary, and there were prominent personalities including the Minister of Education, Youth and Sports to congratulate us on the occasion of our Social Evening. The university's commemoration of the anniversary was not the only celebration of the previous years ending in the number 9. Our students organized a reconstruction of the march held as a tribute to the self-immolation of Jan Palach in January 1969, managing to attract an attendance of more than three hundred people on Masaryk Square in Hradec Králové to recall together this heroic sacrifice which made an indelible mark in the history of our nation and of the Czech and Czechoslovak higher education system. Similarly, we at the university also commemorated the Year 1989. The velvet days were remembered by the construction of a wall of cardboard boxes being erected by the UHK students for one week on Ulrich Square. Again, it was a reconstruction of the authentic event through which the people of Hradec Králové protested thirty years ago in a peaceful manner against the regime being literally on its last legs at that time. The November celebrations organized by the University of Hradec Králové culminated in a meeting held in the campus on the eve of the velvet revolution anniversary and in naming the so far nameless space as Václav Havel Square with the unveiling of a commemorative plaque. Again, hundreds of people came to recall and rename the square in the middle of the campus with us. All the above-mentioned activities were always supported actively by our students, who thus played an important role in the smooth running of the events. It was just the activities of the students' clubs and associations that we supported actively also in 2019, and we intend to continue the support as we consider students to be the cornerstones of the university's life in the "At the Confluence" campus.

I am much delighted that all the preparatory works on the project documentation for the reconstruction of the historical buildings of the Faculty of Education and of the Philosophical Faculty of the UHK were finished in 2019. Funding was secured and project registration was issued for the FF reconstruction. In 2020, our university will face a challenging task: to transfer the FF capacities and start the building works. Due to this development activity, teaching will be relocated temporarily for the next years to the fully convenient rooms in Building E on Vít Nejedlý Street. In the last year, the UHK also undertook minor investment activities, such as the reconstruction of the Na Flošně gym and another phase of renovation of the interiors and furniture equipment of Palach Halls of Residence and of the heat-exchanger station in the House of Joint Education. We also managed to start up a new university web, which is much more user friendly now and has almost seven thousand pages. We definitely would not have such a good responsive web without the dedicated work of all the editors and other responsible persons.

I consider it to be an absolutely crucial achievement that the Quality and Strategy Department was established in the UHK, with its principal task being to provide administrative support in controlling, monitoring and evaluating the issues of quality and strategy in all the key processes of our university. The foundations for the establishment of this department were laid just in 2019. Another, also very important initiative, was the preparation and subsequent awarding of a project focused on human resources development with the aim to be granted the prestigious HR Award certificate. The care of human resources also materialized in the intensive work on the UHK Career System and evaluation of other non-academic employees of the UHK, with the full implementation and commencement thereof being expected to take place in 2020. The UHK brand quality can also be seen in our progress as regards the various university rankings. The UHK strengthened its “green” position again by being placed in THE’s UI Green Metric and in the European Teaching Ranking 2019 as the best one of the Czech universities. In my opinion, the university reached the highest success towards the international metrics by its premiere placement in the prestigious World University Rankings list of the same company.

In 2019, the UHK was engaged in a so far record number of projects funded by external providers, namely 52, which was a fivefold increase in the number of running R&D projects from external providers in comparison with the period five years ago. We laid down three main university-wide research directions which represent a unique opportunity for the development of the multidisciplinary and transdisciplinary research. The topics were Healthy Ageing and Quality of Life, Security and Sustainable Development in Digital Society, and New Challenges in Education. In 2019, we also believed in the support of excellent projects and young researchers. Two university-wide projects were under way to support excellence, and 10 young and promising experts worked in their post-doctoral positions in a university-wide project to support them. Considerable also was the increase in the proportion of our publication results in Q1 and Q2 magazines in the WoS and Scopus databases. The emphasis put on internationalization was also fruitful in the publication outputs, with more than one half of the results published in WoS being achieved in international cooperation.

The increase in scientific cooperation with foreign institutions was accompanied by a growing number of partner institutions and by the still considerable growth of students arriving to study at the UHK. Given the number of UHK students, the university keeps the excellent level of outgoing students. The university succeeded again for a couple of times already in the Erasmus+ International Credit Mobility project where it was awarded a grant amounting almost to EUR 700 thousand. It is focused predominantly on cooperation with universities in Latin America, Africa, and Asia. This made the UHK a receiver of the second highest financial support. For the first time, we succeeded in the role of a principal researcher in the Erasmus+ project titled Strategic Partnership, and the numbers of self-payers and summer school attendants were also developing in a promising way.

In 2019, the decrease in the number of applicants for study at our university stopped, with the total number of study applications being 7,232. On the basis of their entrance examination results, 2,552 new students enrolled, which is by a couple of tens more than in the previous year. This, naturally, resulted in stabilization or a slight increase in the number of students (studies) at the UHK as against 2018. At the end of 2019, the UHK had 6,344 students, which is 1.6 % more than in the previous year. The numbers of applicants and students have also stabilized owing to the fact that the faculties managed to pass the accreditation procedures for the crucial degree programmes.

Another area where we started being more active in 2019 was our graduates. Through the UHK Alumni Club, we are in contact with fifteen hundred former students who, for that matter, promote our university best with their current work. Two of them really sparkled in 2019 by having consolidated their new working positions. I am mentioning them also in relation to the current situation, for they are both representatives of the “first line” which combats the pandemics of the new coronavirus type within the Integrated Rescue System. Our graduate Jan Švejdar became the new president of the Police of the Czech Republic, and another of the UHK graduates, Aleš Černohorský, is a new chief of the Regional Directive of Pardubice Fire Brigade. And as for the question whether

our graduates like returning to us, it can be clearly answered by the first wedding ever taking place in the university campus. Both being UHK graduates, Mr and Mrs Sofka could not imagine other place than this for saying their “I do’s”; after all, but for the UHK’s existence, they would not meet each other.

But 2019 was also a year of great losses. The lines of the friends and personalities of the university’s life were abandoned by the last eyewitness of the round-up in the student’s halls of residence in Prague on 17 November 1939 Vojmír Srdečný, who had been sent by the Nazis to a concentration camp. Vojmír Srdečný died at his 99 years of age. At the University of Hradec Králové, the Faculty of Education, he taught the whole generations of teachers for more than thirty years. Much to our sorrow we also received the message of the death of the emeritus dean of the Faculty of Education Vladimír Wolf, who belonged among the most revered academics of our university. This East-Bohemian historian was a dean of the PdF in the years 1999–2005.

The lines above cannot describe by far all the activities which took place in 2019, not providing enough space for me to thank to all those people who contribute to the still growing level of the University of Hradec Králové. But please believe me that I keep following your work, know it and hold it in high regard. In 2019, we did a lot of work, for which my sincere thanks go to you all.

In the upcoming days, weeks and months, I wish you all mainly good health, peace of mind and the detached point of view befitting to all academics, researchers, and university employees and students.

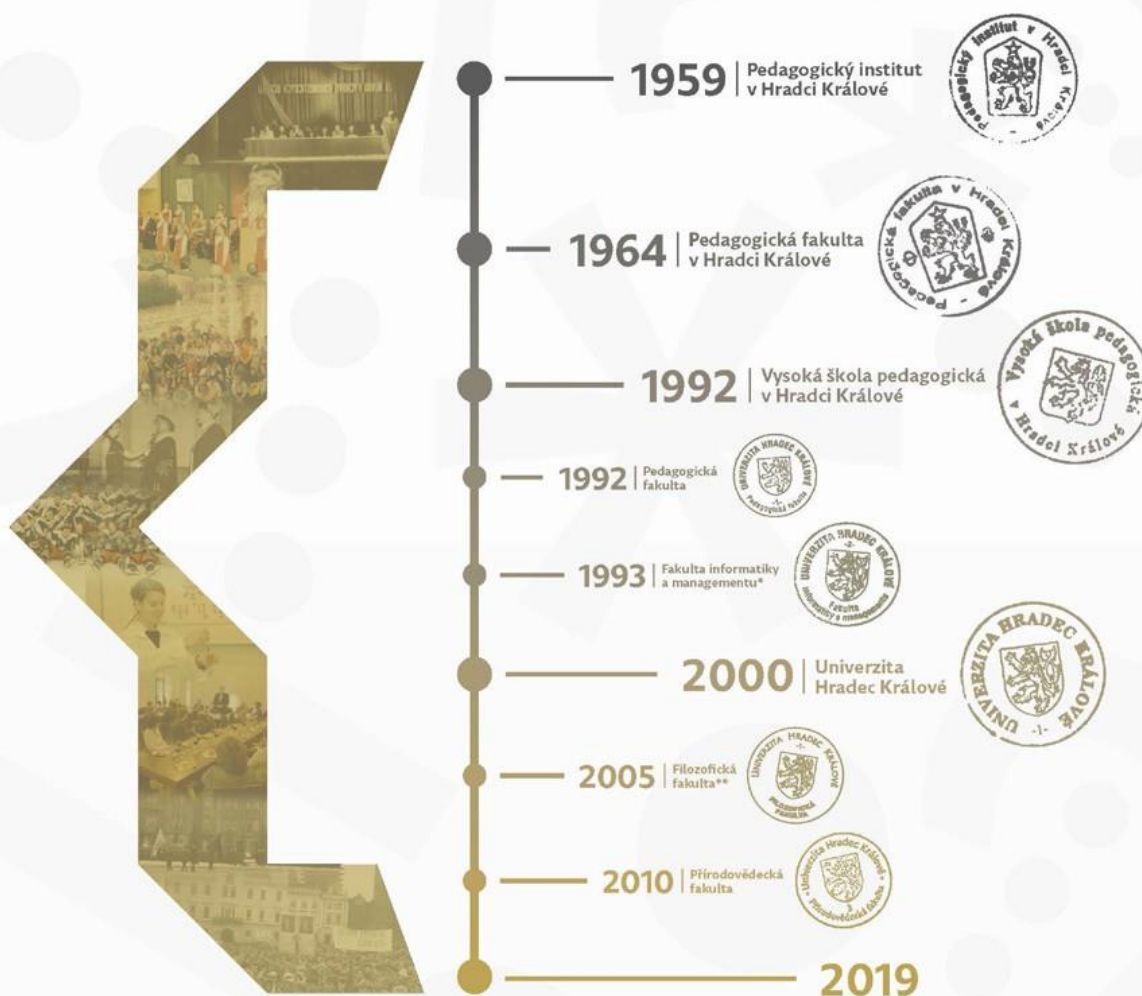
Respectfully yours

Kamil Kuča

PART I – MAIN PART

1 UHK history, present day and objectives

60 let Univerzity Hradec Králové a jejích institucionálních předchůdců



{ } Univerzita Hradec Králové

{*} Univerzita Hradec Králové
Pedagogická fakulta

{=} Univerzita Hradec Králové
Fakulta informatiky a managementu

{...} Univerzita Hradec Králové
Filozofická fakulta

{~} Univerzita Hradec Králové
Přírodovědecká fakulta

* Fakulta řízení a informační technologie do roku 2000

** Fakulta humanitních studií do roku 2007



The University of Hradec Králové (“UHK”) is a public higher education institution of a university type per Act No. 111/1998 Coll., 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 Coll., which changed the name of the then College of Education in Hradec Králové. But the history of the university in Hradec Králové reaches as far back as to 1959 when the Pedagogical Institute in Hradec Králové was established. But the tradition of education of teachers in the town is even much longer, starting as early as in 1775 within Maria Theresa’s educational reform.

The UHK offers studies in accredited Bachelor’s, Master’s, post-Bachelor’s and doctoral degree programmes in both full-time and combined forms. The range of the teaching activities covers the economic, informatics and management subjects at the Faculty of Informatics and Management (“FIM”), teaching, artistic, philological and humanistic fields of study at the Faculty of Education (“PdF”), natural and technical subjects at the Faculty of Science (“PřF”), and the social and humanistic sciences at the Philosophical Faculty (“FF”).

The university enjoys a constant interest in studies and a relatively stable demand for graduates from most degree programmes.

As of 31 December 2019, the UHK had 6344 active studies in total, of which 4169 were in Bachelor’s degree programmes (2828 in the full-time and 1341 in the combined form of study), 740 in Master’s degree programmes (634 in the full-time and 106 in the combined form of study), 1216 in post-Bachelor’s degree programmes (704 in the full-time and 512 in the combined form of study) and 219 in doctoral degree programmes (135 in the full-time and 84 in the combined form of study).

In 2019 (as of 31 December), the UHK employed 522 members of academic and scientific staff in total, of which 36 were professors (6.9 %), 79 were associated professors (15.1 %) and 99 were scientific and research workers (19 %).

The UHK works together with the bodies of the town and of the region and establishes close relationships with enterprises and institutions in the region and with other universities in the Czech Republic. The university is also engaged in a wide international cooperation implemented within the bilateral treaties and programmes of the European Union.

The main objectives set up by the UHK in its strategic documents (especially in the “Long-term Plan of UHK Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities for the Period 2016–2020” and in the 2019 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 and Research
- Internationalization – the international dimension
- Infrastructure and human resources
- UHK’s Third Role and Interconnection with the Application Sphere

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 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 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 learning, whereby creating opportunities for the wide public interested in developing further their abilities and skills, to enable such development by providing top-quality educational programmes, and to contribute to increasing competitiveness of the region and the quality of life of the local people.

The quality of the educational activities within the degree programmes is increased especially through the comprehensive evaluation of the degree programmes; through feedback from the members of the academic community and graduates as to the teaching quality, study organization, study facilities and infrastructure; through evaluation of the qualification and possibly also of the 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 the talented youth.

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.

Optimization of degree programmes is taken care of by the individual faculties, reflecting the needs and requirements of the application sphere. The institute of the Student Internship Boards is mainly used for cooperation with the application sphere. The Student Internship Boards are established at the individual faculties to discuss, among other things, the preparation of degree programmes. The members of the degree programme boards reflect the subject orientation of the individual faculties. Subsequently, knowledge obtained from the Student Internship Board members and other cooperating professionals is discussed with the degree programme boards and/or with the relevant departments and shown in the plans of study.

Another factor which allows optimizing degree programmes is the data and analyses providing information on employability of the graduates of the respective programmes. They follow from the empirical enquiries made and from the data obtained from the UHK Information, Counselling and Career Centre ("ICCC").

The faculties also pay attention to the statistical data concerning the courses and results of the admission examinations, which allow assessing the prospects of the individual degree programmes.

On the basis of thus obtained data, the faculties amend the structure of the offer of their degree programmes continuously, usually in connection of the procedure of obtaining new accreditations.

In 2019, the UHK was granted accreditation by the National Accreditation Bureau (“NAB”) for 42 degree programmes in total, of which 29 received accreditation for ten years and 13 for five years.

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 2019, the Career Web provided 183 work, temporary job or internship offers.

2.2 LIFELONG LEARNING

The UHK pursues the lifelong learning (“LL”) scheme at all faculties, although the typology and extent of the offered courses differ. Traditionally, the most extensive offer is provided by the PdF. In 2019, implementation of the “Lifelong Learning at the UHK” project funded by the Operation Programme Research, Development and Education (“OP RDE”) was started. The project is focused primarily on setting an integral lifelong learning system at the institution level including the necessary internal control documents and quality assurance in LL. The project also includes increasing the competences of the UHK employees for lifelong learning assurance. To verify the function of the set-up LL system, four new lifelong learning programmes focused on job performance will be established within the project. The project will cover two faculties (FF and PŘF) where the said pilot programmes will be developed.

All faculties evaluate and update their offers of LL courses regularly. Typically, they are mainly the University of the Third Age (“U3A”) courses, further education of teachers (“FET”), and qualification deepening and compensatory courses for students.

In 2019, 124 courses (interest- or job-focused and U3V) were offered and attended by 2188 people.

For more information please see also “Other Educational Activities” in the Texts and Tab. 2.6 and 2.7 in the Charts.

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 postgraduate 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 of the Czech Science Foundation (“GACR”) and Technological Agency of the Czech Republic (TACR), and in the Programme aiming to support applied research and experimental development of national and cultural identity (“NAKI”). The faculties also support actively the trips of postgraduate students to conferences abroad and motivate them in the form of rewards to publishing activities beyond the scope of their obligations under their individual plans of study. Further, the faculties support students in the form of methodical support when they submit their projects (science departments or Educational Research Centre). Students are also involved in the faculty research teams. The motivational

programmes of the faculties also apply to postgraduate students similarly as to the members of the academic staff. The study and research activity results are evaluated regularly by the supervisors and, subsequently, by the subject-area boards, with the scholarship amount for the full-time students being dependent on the evaluation results.

Obligatory research internships abroad are incorporated in all the plans of study for the doctoral degree programmes when preparing for new accreditations. 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 postgraduate students are concerned. Requirements keep increasing for the minimum number and quality of publications as preconditions for the successful completion of studies.

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

The ICCC provides support, assistance and information to UHK students, applicants and graduates in its effort to further their professional and personal development and to ensure quality conditions for their studies, for finishing them successfully and for subsequent successful integration in the application sphere.

The Centre is divided into five mutually interconnection sections: contact point and information service, social counselling, psychological and therapeutic support, support to students with specific needs called Augustin, and the Career Centre.

The ICCC Contact Point is located in the UHK's House of Joint Education and is available to students five days a week. In 2019, the ICCC provided 221 pieces of information of a study and operational nature and references to the counselling services within the information service (questions concerning the same topic received in one day are summarized under a single information piece provision in the current service database version).

The ICCC workers deepen their knowledge continuously as regards the current topics with the aim to improve and extend the services.

In order to improve the awareness of the services provided, the ICCC gave presentations on the UHK Open Days and on a separate ICCC's open day, and took part on the Night of Scientists. The ICCC's facebook was in active use and the Centre's activities were presented on the UHK web page. The ICCC also introduces itself to the first-year students in the period of their getting familiarized with the university. The UHK's Career Centre builds a database of employers and students/graduates to prepare for their functional interconnection.

In addition to the individual services tailored to clients' needs, the ICCC also carries out group activities which allow all interested students to develop their potential.

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

In 2019, the UHK formulated university-wide research directions as multidisciplinary and transdisciplinary opportunities to interconnect and strengthen the potentials of the individual faculties. The definition of the areas followed a detailed analysis of the research focus and potential of the faculties and of the social challenges formulated in the strategic documents at the levels of the EU, CR, and region. Thus, the university-wide topics became Healthy Ageing and Quality of Life, Security and Sustainable Development in Digital Society, and New Challenges in Education.

3.1 ANALYSIS AND SELECTION OF RESEARCH AREAS OF EXCELLENCE BY UHK FACULTIES

The UHK analyses continuously its potential in science and research and the scientific outputs and the running projects are evaluated regularly by the faculties and individual units. In 2019, the results in science and research were also evaluated using the internal methodology of UHK budget allocation within the so-called “quality bonus”. The selection process of prospective science and research areas is conducted in a consistent way at the UHK as a whole and at the individual faculties.

In 2019, the UHK recorded a considerable increase in the number of research projects awarded by the leading grant agencies. The UHK had 25 projects awarded by the GACR and 16 projects awarded by the TACR, 2 projects by the Ministry of Culture in the NAKI programme, 3 projects by the Ministry of Education, Youth and Sports, and 2 projects by the Ministry of Health. Further, the UHK took part in the solution of 3 projects of the Ministry of Industry and Trade and 1 project of the Ministry of Agriculture.

The Year 2019 saw the continuation of two university-wide excellence support projects at the UHK, within which 4 results were achieved in quartile Q1 according to the Web of Science (“WoS”), 1 result in decile D1 according to the WoS, 3 results in Q1 according to SCImago Journal Rank (“SJR”), and 2 in D1 according to the SJR. In 2019, the university reflected the excellence of the research results also through the evaluation of the Council for Research, Development and Innovations published during the year, which concerned the results for the period 2016–2017. When evaluating the selected results in 2019 in Module I, the university received the best evaluation with marks 1 and 2 in seven selected publications, i.e. in 20 % of those sent for evaluation. The bibliometric evaluation showed a growing proportion of Q1 and Q2 outputs for the period of two years 2016 and 2017 and also separately for 2017, when the proportion of the UHK results according to the Article Influence Score reached 52 % and 60 % respectively. The proportion of international cooperation results in WoS also showed a growing tendency, reaching 52 % in 2017.

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

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

The 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 2019. 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

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.

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. The UHK focuses on recruiting, employing and receiving foreign experts to stay as "invited professors" on the basis of their being prospective for excellent research. Such activities were supported in 2019 by the "International Mobility of Research Workers" project. In 2019, the UHK entered into 139 new employment relationships with foreign experts and, as of 31 December 2019, there are 128 foreign workers in employment relationship. The FF and PŘF have their own motivation frameworks in place to support foreign scientists at the UHK. They are often those coming from the partner universities with which the UHK has cooperation established based on common projects (e.g., the University of Novgorod, Saratov University, Yangtze University, Nanjing Agricultural University, Huazhong Agricultural University, Florida International University, etc.). The faculties make use of the possibility to send their leading researchers to prestigious facilities abroad. The FIM had three international teams operating within the IT4Neuro(degeneration) project, which was also being researched at the PŘF. Eight international research teams worked at the FF. The university received a significant support for the development of international scientific teams owing to the success achieved in the Erasmus+ programme in KA107 International Credit Mobility.

Organizing international conferences at the UHK within which it was possible to promote effectively the science and research performed by the expert teams at the university was also important for building the UHK international teams. The most relevant events of 2019 were the 3 international conferences organized in early July at the UHK. The already twentieth year of the traditional eLearning conference was held together with the international conferences International Conference on Blended Learning 2019 (ICBL 2019) and International Symposium on Educational Technology 2019 (ISET 2019). That they were highly prestigious events was testified by the fact that both the ICBL and the ISET were held on the European continent for the first time in their histories. The meeting of 130 experts from 15 countries all over the world brought interesting topics mainly from the areas of using state-of-the-art technologies in adaptive game-based learning, virtual reality and smart forms of education. Another very important events in 2019 were the mathematical conference Differential Geometry and Its Application hosted by the UHK for the first time, which attracted 160 mathematicians from 6 continents, and the science-oriented international Czech-Polish Border Area conference attended by more than eighty experts. Prominent foreign specialists also gave their lectures at other extraordinary events (such as the Conference on Youth Literature, the Dialog of Cultures, within the Hradec Králové Anglophone Conference, Hradec Economic Days, Pedagogical Days, and Hradec Days of Social Work).

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 has also joined the worldwide Erasmus Days. These university-wide activities are accompanied by the faculties with their own promotional events. The promotion of the UHK also included trips of university and faculty delegations and reception of the representatives of (new) partner institutions in Hradec Králové. UHK representatives visit the renowned international fairs of higher education (NAFSA, EAIE, APAIE) and specifically oriented students' fairs regularly. Within the both mobility directions, the Erasmus+ programme including the International Credit Mobility is used in most cases (2017–2019: Russian Federation, Colombia, Nicaragua, Chile, Peru, Kenya, Ghana, Cape Verde, Nigeria, South Korea; 2018–2020: Armenia, Russian Federation, Malaysia, Nicaragua, Brazil, Colombia, Mexico, Ethiopia, Kenya, Japan, Tai-wan, USA, Nigeria; 2019–2021: Argentina, Armenia, Bolivia, Ecuador, Ethiopia, Ghana, Kenya, Colombia, Mexico, Namibia, Nigeria, Zambia, Brazil, China, South Korea, Russia, Tai-wan, Thailand, Malaysia), followed by the bilateral contracts predominantly made with European universities.

At the UHK, in the last years, the number of incoming students rather outnumbered the outgoing mobilities; in 2019, there were 702 incoming students (1635 student-months) as against the outgoing ones, which were 420 (1182.5 student-months). This fact, on the one hand, testifies to the increasing attractiveness and internationalization of the university (where the number of partnerships based on Erasmus contracts reached 197 towards the end of the academic year 2018/2019) but, on the other, emphasizes the need to make use of this trend in favour of mobilization of the UHK students to go out abroad in higher numbers. For this reason, the outgoing mobilities of students are supported at all UHK faculties by purpose-oriented bursaries provided beyond those in the Erasmus+ programme and, at the PdF, FIM and PĚF, also by study credits for every month of mobility passed.

In 2019, the UHK started implementing the “Education Internationalization at the UHK” project including an infrastructure-complementary project titled Education Internationalization at the UHK – Infrastructure (within the OP RDE), which is focused on preparation of double degree programmes in cooperation with foreign partner institutions. In 2019, the faculties started negotiations with the partner institutions and intermediate visits abroad were organized with the aim to set up a procedure in preparation of the said programmes. Further, faculty representatives attended thematic training courses (such as The Central European Joint Infoday, Czeducon), discussed with the Czech institutions experienced in double/multiple/joint degree implementations, actively searched for good-practice examples from foreign institutions, and studied the relevant methodologies and other publications in the subject matter. Opening of the following programmes is being prepared within the project:

- Bachelor's: Political Science I, Political Science II, Fundamentals of Technology with Focus on Education, Music Culture with Focus on Education, Graphic Art with Focus on Education, English Language with Focus on Education of Other Language Speakers, Biology and Ecology, Biology with Focus on Education, Informatics with Focus on Education, Mathematics with Focus on Education, and Physics with Focus on Education;
- Post-Bachelor's: History, Biology and Ecology, Chemistry and Information Management.

The university runs a yearly update of the catalogue of courses for incoming students. The outgoing students, academic and non-academic workers engaged in promoting studies at the UHK. The faculties use a bursary support to incoming students within their own motivation schemes. All faculties took part in the preparation of summer schools, during which the UHK hosted 219 international students in the summer months. The development of scientific cooperation and personal contacts of the UHK workers is also important for the development of mobilities. The specific UHK's feature is the developed and still developing contacts with universities in Latin America, Africa and Southeast Asia. Students are kept informed about the mobility opportunities on the social networks, web pages, information screens and notice boards located in the faculty rooms. The UHK strives actively to place itself and advance higher within the international ratings; see the Texts section, 10.3 "UHK's International Ranking".

4. 2 INTERNATIONAL SCIENTIFIC COOPERATION IN RESEARCH

The UHK workers visited the foreign universities with which they already have joint research activities running or where such activities could be expected (for instance, Korean Research Institute of Chemical Technology, Malaysia University of Technology, etc.). PrF scientists are involved in international teams for cooperation in the area of mathematics and physics within two GACR grants. The establishment of Yangtze University-University of Hradec Kralove Joint Laboratory of Toxicology is highly important for further development of the international scientific teams. In the area of toxicology and medicinal-chemical topics, the most important cooperation was with the partner institutions in China (Yangtze University, Nanjing Agricultural University, Huazhong Agricultural University, etc.) and in the USA (namely the Florida International University). The best results of UHK workers' involvement in international teams include the increasing common publication outputs of our scientists with their colleagues from abroad where teams of authors coming from many countries are established. We expect high citation responses from such outputs. In 2019, the UHK worked together on the below-listed international research projects: EU COST Action (CA) CA17136 "Indoor Air Pollution Network", CA15135 "Multi-target Paradigm for Innovative Ligand Identification in the Drug Discovery Process", CA16226 "Indoor Living Space Improvement: Smart Habitat for the Elderly". In 2019, four new international teams were established at the FF within the internal grant competition titled "International Research Teams". Further, the UHK is member of the international consortium Time Machine, within which a project for Horizon 2020 was elaborated. The current links to the foreign institutions are cultivated further through doctoral internships and/or shorter (monthly) internships of academics. The university offers its academics and administrative workers an opportunity to take part in a number of international conferences, fairs and foreign projects. The results of the cooperation on the level of international research teams are recorded continually in the Personal Bibliographic Database ("PBD") and sent to the Register of Information on Results ("RIR").

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 “At the Confluence” 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 “AT THE CONFLUENCE”

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 preparations and on calling 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. The activities were transferred partly within the infrastructure priority to those 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

All the works carried out on the preparation of projects for the buildings owned by the university, namely the PdF and FF buildings, were finished in 2019. Project documentation for building permit and engineering activities, construction documentation and bill of quantities for the building contractor selection procedure were finished and submitted. Works on documentation for the reconstruction of interiors in both buildings were also finished. On the basis of the above-mentioned documentation, documents were drawn up for submitting investment intentions within the program financing scheme of the Ministry of Education, Youth and Sports. Partial activities were also performed when coordinating the planned reconstructions by the contractual technical supervisor and occupational safety coordinator. Other activities concerned elaboration of tendering documentation and a contract for work for the selection of a building work contractor for the reconstruction of the FF building.

In order to enhance instrumentation quality and capacity, the below-mentioned projects funded by the OP RDE were carried out at the UHK. The subsidy funds made it possible in a considerable way to develop the instrumentation intended primarily for teaching; in the IT4Neuro(degeneration) project, they concerned infrastructure for research activities. The modernization of facilities has also been scheduled for the years to come in which the projects will continue being implemented.

In 2019, the acquisition of instrumentation continued with the aim to modernize the faculty departments and laboratories and to improve conditions for the research and artistic activities with the help of the resources of the OP RDE operation programme, namely the projects titled Infrastructure for Strategic Development of the University Hradec Králové – ERDF, Support to UHK Study Environment Development, Internationalization Of Education at the UHK – Infrastructure, and IT4Neuro(degeneration). At the FF, for instance, the laboratory instrumentation was modernized further in the area of measuring instruments in archaeology and digitization. The PdF innovated the equipment of the faculty facilities (e.g., the instrumentation of the Department of Technical Education, equipment of the departments of arts for the preparation of artistic outputs, etc.). In 2019, reconstructions also took place on the ground floor of the PŘF building due to preparation for the installation of a nuclear magnetic resonance device to take place. The power input of the building had to be increased for the said device and for the planned installation of a calculation cluster. The faculty invested further financial means to complete the equipment of the teaching and research rooms with computers and laboratory instruments. In 2019,

a sum of almost CZK 31 million was invested in the PŘF equipment. The FIM also continued in facility modernization. The study zones in the faculty premises were innovated and the infrastructure was enhanced (WiFi equipment, mobile equipment charging sockets in the classrooms and study zones). The equipment of the computer network laboratory is renovated regularly and a new laboratory of mobile and smart technologies was established.

5.3 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). The faculties support qualification growth typically by creating specific reliefs from the conventional employment obligations (and/or other types of reliefs from work obligations) to all those who are finishing their qualification works in the given academic year. Motivation for qualification growth also consists in the system of bonuses introduced at the central level and specified and developed further at some faculties. The faculties also use financial initiatives to encourage their employees to submit (and mainly to obtain) research grants (GACR, TACR, departmental grants, etc.).

All faculties have their own motivational systems in place in the form of deans' decrees (with emphasis put on excellent outputs) and financial bonuses for meeting results in creative activities. The bonuses are paid out either continually (such as the "Instantaneous bonus for a scientific article in WoS and Scopus" at the PŘF) or in the fixed phases of the year. Every year, the best scientists of the faculties are nominated for the UHK's Rector's award. Excellent results in teaching are also appraised at the faculty levels.

The non-academic workers can enhance their competences through their professional internships within ERASMUS+ (mobilities for administrative workers, so-called Staff Weeks, exchanges of admin workers, shadowing) and training courses (e.g., in the legislation area) organized by various entities (APUA, among others). Courses were also held for the non-academic workers to increase their ICT competences. And, last but not least, the staff of the project and research departments and offices attend regularly the workshops for applicants and receivers organized by different subsidy providers (OP RDE, GACR, TACR, etc.).

Professional courses were organized in 2019 within the OP RDE projects to increase the teaching, language and ICT competences. Language internships of academic workers (courses organized in Great Britain) were also supported. In language education, some of the faculties allow their employees (both academic and non-academic workers) to attend free courses of English, Spanish and Chinese languages (at various levels). The PŘF also held methodical workshops given by the Pedagogical Research Centre and the FIM organized a four-day weekend off-site course led by experienced lecturers to improve communication skills and general development of soft skills.

In connection with the support to and development of the university's employees, a draft Career System was finished in 2019 to support the career growth of the academic workers as an important part of quality assurance in the teaching activities and, especially, to assure staffing for the accredited degree programmes. Discussing the draft Career System should be finished in the first months of 2020.

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

disabilities. Other support system elements include the motivation incentives encouraging publication and creative activities and counselling and advisory support to career and personality growth through the ICCC.

In 2019, the UHK also prepared a proposal for appraisals of non-academic workers to be discussed completely in the first months of 2020.

5. 4 SUPPORT OF DEVELOPMENT AND INNOVATIONS IN SUPPORTING PROCESSES

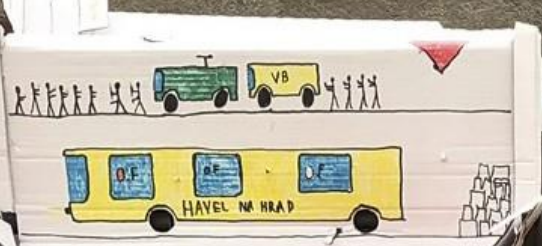
The UHK responds continuously to the suggestions of users and implements the latest legislative measures. The following topics in particular were addressed in 2019:

- Electronization of the study and related paperwork in the information systems of schools and electronic signature application to study documents in various phases of study;
- Preparation for or execution of administrative paperwork handover to registers and data format proposals;
- Accessibility of web pages and support to mobile devices for study and related works in the school information systems according to the legislation;
- Personal data protection in the study and related information systems;
- Revisions and new implementations according to the legislation;
- Modifications of economic-administrative works for eIDAS implementation;
- GDPR implementation in the information systems of public higher education institutions – personal data in the operating systems and integration interfaces, historical data and documents;
- Analysis of modifications and extension of VAT records;
- Development of tools for effective administration of employee access authorizations to information and functions.

LA'DA
LOUŽIT
LIDU.

PYRAMIDY
A KSC
VZDORU.
JI
ČASU!

ZACHOVEJTE
SVOBODU



ZA TEBE

HRDÝ BUDŽES
VYTRVAL!

Ž VOT *****
PŘIHLAŠKY



NAŠE ZEM
NAŠE
ZODPOVĚDNOST

SVOBODA
ZODPOVĚDNOST

KŘÍŽKY JSOU NÁS

BYLO
NACASE

La Lorraine
Baking passion

KOMU MÍSTI
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ML - 45 1000 TEM
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KOMUNIST.



6 UHK's third role, interconnection with the 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.

The UHK's Career Centre analyses continuously the unemployment of the UHK graduates, using the data provided by the Czech Statistical Office and by the Ministry of Labour and Social Affairs. Data on registered graduates from universities is available from the Employment Offices twice a year. On the basis of the processing of such data and comparison with the numbers of UHK graduates, a graduate unemployment analysis was made as a basis for making modifications in the degree programmes.

In 2019, the UHK's Career Centre made two unemployment analyses based on the data provided by the Ministry of Labour and Social Affairs ("MPSV"). The fundamental research of unemployment using the MPSV data available shows that the UHK graduate unemployment rate decreases, being within the average zone in comparison with other universities. According to the analysis of September 2019, the number of unemployed graduates registered by the Employment Offices in the period from 1 May 2019 to 30 September 2019 was as low as 30 out of the total number of 1066 graduates, i.e. 2.81 %, which is a considerable decrease as against the comparable period of 1 October 2018 – 30 April 2019 (5.84 %).

In 2019, the UHK took part in the EUROSTUDENT research to map out the socioeconomic conditions of the students attending classes during the survey period.

A number of practical workshops dealing with the topics of preparation for entry to the labour market were organized to increase the employment rate of our graduates. However, planning group activities is problematic due to the low activeness of students. Emphasis is put on providing individual career consultancy services focused predominantly on the topics of orientation in the labour market, preparation for selection procedures, and choosing further career advancement directions.

Activity planning by means of questionnaire research was introduced, for instance to ascertain the requirements for the group activities of the Career Centre.

Documents were drawn up for extending the functionalities of the Career Web (kariera.uhk.cz) to take place in 2020. The most important extension will concern the introduction of the self-coaching system "My Skills", the possibility to enter the profiles of students and graduates, and introducing the possibility to enter and view vacancies, temporary jobs and internships also for not registered users.

As a standard, the UHK faculties operate Student Internship Boards to identify and reflect the demands of the application sphere. The resulting needs and demands are then taken into account when drawing up study plans for the next academic years or for accreditation applications. Faculty students also have the opportunity to attend practically focused subjects; the FIM, for instance, allows students to work within the optional subject Practical Project on real projects managed by partner enterprises. The faculties also support students' participation in practical training home and abroad, and some of them motivate students under specific decrees, mainly as regards internships outside the territory of the CR. In addition to the practical training of students at potential employers

in teaching and non-teaching degree programmes, the FIM organizes an every-year fair of job opportunities called HIT Career where other possibilities are presented for cooperation with the business sphere and where a feedback is obtained from the application sphere as to the degree programmes and the graduates' profiles. In 2019, another year of the university-wide labour fair JobStart took place, aiming at providing employers and students with opportunities to meet in one place and to start working together.

6.2 PUBLIC RELATIONS, PUBLICITY AND COMMUNICATION

The activities aimed at strengthening the UHK's brand continue in the region, in the CR and abroad. Within the region, the brand was being reinforced predominantly through more intensive cooperation with the Statutory City of Hradec Králové, Hradec Králové Region, the Library of the Town of Hradce Králové, the public benefit corporation Post Bellum, the Art Activities Support Centre of Hradec Králové, and other institutions. During the whole year, the university organized commemoration ceremonies well-attended by the wide public. In January, the UHK took part in the students' reconstruction of the march held as a tribute to Jan Palach. In November, the university organized a reconstruction of the cardboard box wall of the year 1989 in which approximately 1200 attendees took part, and, on 17 November, the nameless space in the university premises was named Václav Havel Square in a ceremony before 500 attending people. The UHK also took part in the composed programme "Road to Freedom" culminating with an open-air concert at Pivovarské Square. The year of 2019 was also the beginning of the pilot cooperation with the Statutory City of Hradec Králové within the popular Night of Scientists, which took place under the auspices of the Mayor of the Town and where Dopravní podnik města HK (HK Public Transport Enterprise) became one of the participants.

The targeted promotion of the UHK continues on the social networks to strengthen the brand and to build the university's prestige, with attention being newly also focused on Instagram. In addition to this, targeted online advertising through the most widespread browsers such as Seznam and Google was started in 2019. The university appears in the press and on the online social networks regularly, organizes discussions and round tables, and contributes actively to the cultural, educational and sports sectors of the town and region. Suitable scientific topics receiving the attention of the media are selected regularly together with the PR workers of the faculties. Scientific topics are also presented at the events such as The Night of Scientists and The Week of Science and Technology. High attention was also paid to the UHK's identity and uniform visual style, which underwent a change in 2019, consisting in changing the proportion of typography and graphic signs in the logotypes in favour of the text part and in the codification of other composition variants of the logotypes. Almost all parts of the uniform visual style were subject to minor modifications from the university typeface and new screens to the graphic layout of mercantile printed materials. A minor change was also made in the colours of the faculties. The UHK communication strategy is prepared and updated at regular meetings with the PR workers of the faculties with the aim to communicate effectively the scientific and other university topics. In 2019, we managed to finish the UHK's international web, which is crucial for building the prestige and brand of the university abroad. Activities are under way to strengthen the UHK Facebook in English language, videos are being recorded for the UHK Guide cycle which enjoys over 40,000 views on YouTube and more than 170,000 views on Facebook.

Thanks to a new web set up in 2019, the university presents itself nationwide through topical articles distributed electronically by means of a newly established e-mail newsletter sent every quarter to 10,000 e-mail addresses. Once yearly, the UHK issues a selection of the best events which took place at the university in the form of the "Year of/with the UHK" magazine as a successor of the former UHK Newsletter. Close cooperation with journalists, broadcasting and press continues as well.

Study potential communication continues in the context of keeping interest in study and developing activities and cooperation with study applicants. The UHK has constructed a new representative stand to be presented to potential applicants for study at the Gaudeamus fairs in Brno and Prague. The PR campaign was being strengthened actively all over the Czech Republic, focusing on study applicants especially by means of the

www.dofouknisimozek.cz (Inflate Your Bran) signpost. An Open Day was organized in January 2019, aiming just at potential applicants, and the university associations were addressed newly to take part in preparing the Open Day. The Department of Publicity and Communication initiated a meeting of UHK students with secondary school pupils. The department's staff and UHK students also visited secondary schools, trying to awaken an interest in study at the university in the pupils.

When working with study applicants, the UHK pays attention to those with specific needs. The ICCC prepares regular visits at the UHK just for these students, opening ways for them to the possibility of study at the university.

Cooperation with secondary schools is being developed further; see Cooperation with Secondary Schools in Publicity in the Texts.

The year 2019 saw dozens of events to promote and strengthen the UHK's brand, organized for the wide public, people interested in study, and UHK students and graduates. The most relevant events include: the Open Day, the Week of Science and Technology, the Night of Scientists, JobStart, the Academic Movie Club, the Festival of Science and Technology, the HK Rag Days, the UHK Ball, and many others.

6.3 EU SUBSIDIES

UHK representatives attend the regular meetings of the ITI Hradec-Pardubice Agglomeration and the activities of the minor ITI working groups focused on education, science and research. In addition to this, the UHK is part of the Regional Standing Conference of Hradec Králové Region and of the Council for Research, Development and Innovations of Hradec Králové Region. By working in the above-mentioned bodies, the university representatives contribute to the synergetic development and cooperation of the institutions of our town and region.

In the year in question (2019), the Department of Projects and Creative Activities was divided organizationally into the Department of Strategic Projects and Department of Creative Activities and Transfer of Knowledge. Fulfilment of the partial strategic objective was within the competences of the Vice-Rector for Strategy and Development and of the Department of Strategic Projects ("DSP"). In the period, the DSP provided for complete project management of the projects being executed, namely those financed from the OP RDE of the Ministry of Education, Youth and Sports. In 2019, the challenges were monitored actively, especially those in the OP RDE, within which 4 new projects were prepared for the UHK, of which two were started in 2019 and the remaining two will be started in 2020 (all four being approved by the subsidy provider).

The set targets, i.e. increase in the number of OP RDE projects being implemented or finished, were fulfilled, namely through 23 projects currently implemented in 2019 (of which 3 were finished in 2019). As already mentioned above, two new approved projects will be started in 2020, and preparation of two new OP RDE projects is scheduled, with commencement being expected in 2020.

Univerzita Hradec Králové



7 UHK development projects

7.1 UHK INVOLVEMENT IN THE DEVELOPMENT PROJECTS OF THE MINISTRY OF EDUCATION, YOUTH AND SPORTS

In 2019, the UHK took part in the solution of ten centralized MŠMT development projects with funding provided in an amount of CZK 5.877 million, of which capital funds amounted to 208 thousand.

- The subsidy was granted to implement the following partial projects:
- EIS harmonization with the requirements of the legislation and 2019 technology standards in the network of universities
- Advanced electronization of study and administration documents in universities with respect to the new national and European legislation
- Development of a nationwide portal of science, research and higher education – Universitas magazine
- The issue of internationalization in public higher education institutions with focus on human resources II (PILZ II)
- Effective university communication platforms
- Strengthening the leading role of universities in the process of preparation and nationwide implementation of the Night of Scientists in the CR
- KPP!!! VŠ Competences, projects and processes of universities!!!
- Joint procedure of philosophical faculties in enhancing quality and prestige of humanistic and social sciences
- Popularization of the range of IT subjects
- Intercultural and international networking (3uni interNET).

The UHK worked as a coordinator in the projects “Joint procedure of philosophical faculties in enhancing quality and prestige of humanistic and social sciences” and “Popularization of the range of IT subjects”.

The course of the solution, outputs and results of all parts of the centralized development projects of the UHK for the year 2019 were evaluated according to the methodology and rules set up in advance by the provider. Final reports were submitted to the subsidy provider. The goals, outputs and results set for all the projects were achieved.

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

7.2 UHK INSTITUTIONAL PLAN

Within the UHK institutional plan for the years 2019–2020, the UHK received an amount of CZK 21,277 thousand in 2019. The amount was used to achieve the objectives of all UHK priorities following from the Long-term Plan of UHK Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities for the Period 2016–2020 and from its updates for the year 2019.



8 Conclusion

The Annual Activity Report of the University of Hradec Králové for the year 2019 including annexes provides 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 2019, this opportunity was taken at the UHK by a total number of 6,344 students, of whom 2,856 were registered by the PdF, 1,546 by the FIM, 962 by the FF, 660 by the PřF, and 320 were not registered by any of the faculties. The number of students increased by 1.59% as against 2018. 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 2019, the study departments of all university parts registered a total number of 7,232 applications, and 2,552 students enrolled for their first year of study). The UHK 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.

The members of the academic staff were engaged successfully in the process of solution of scientific-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 UHK's development. Cooperation with the regional administration bodies, namely the Municipal Council of the City of Hradec Králové and the Office of Hradec Králové Region, is 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 2019 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 Hradec Králové Region.





1 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 Coll. of 21 June 2000, which changed the name of the then **College of Education in Hradec Králové**.

University of Hradec Králové

Abbreviation: UHK
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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

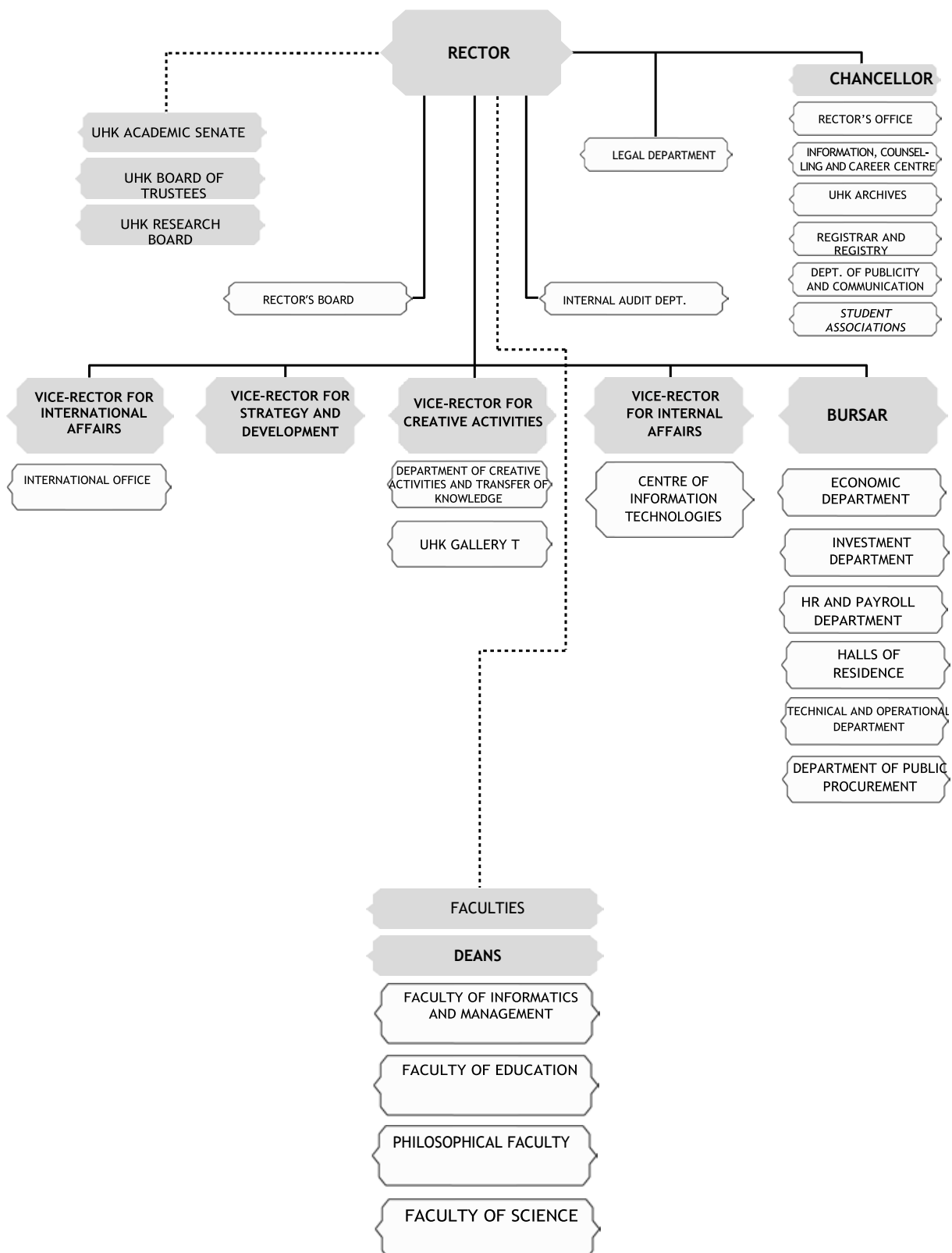
Abbreviation: PřF
Address: Hradecká 1285, Hradec Králové

UHK BUILDINGS

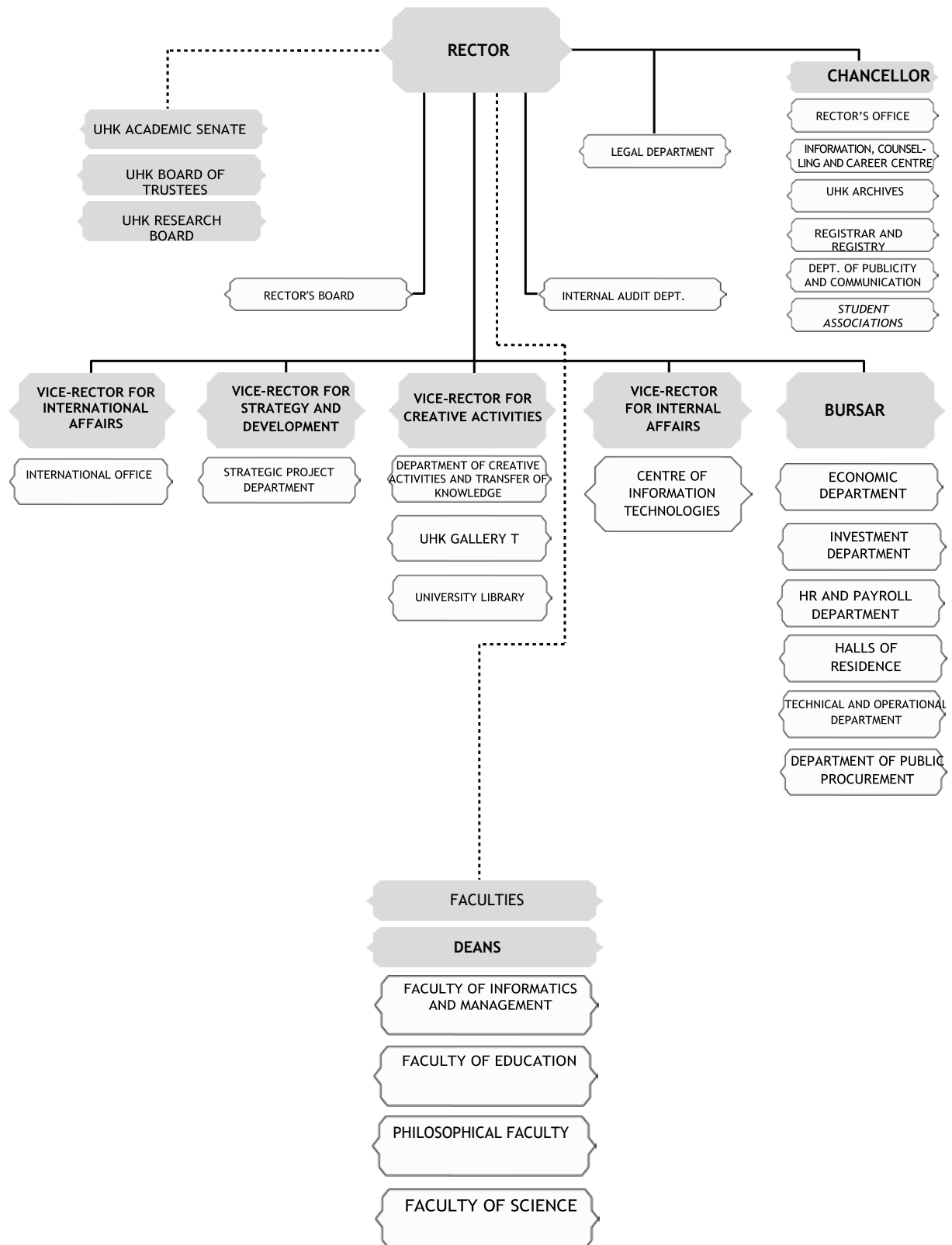
A – Hradecká 1227 – House of Joint Education
B – nám. Svobody 331 – FF Dean's Office
C – nám. Svobody 301 – PdF Dean's Office
E – Víta Nejedlého 573
F – Velké náměstí 32 – New Adalbertinum
H – U Pivovarské flošny 296
J – Hradecká 1249/6 – FIM Dean's Office
K – Palachova 1129 – Halls of Residence Administration
P – Pivovarské náměstí 1244
R – Rokitanského 62 – UHK Rectorate
S – Hradecká 1285 – PřF Dean's Office

1.2 UHK ORGANIZATION CHART

Organization Chart until 9 May 2019



Organization Chart from 10 May 2019



1.3 UHK SCIENTIFIC BOARD, BOARD OF TRUSTEES, ACADEMIC SENATE AND INTERNAL EVALUATION BOARD

UHK Scientific board

Chairman of the Research Board:

prof. Ing. Kamil Kuča, Ph.D.

Members:

doc. RNDr. Martin Balej, Ph.D.

prof. PhDr. Beáta Balogová, Ph.D.

PhDr. Zdeněk Beran, Ph.D.

doc. RNDr. Miroslav Brzezina, CSc.

prof. RNDr. Josef Hynek, MBA, Ph.D.

doc. Ing. Václav Janeček, CSc.

doc. PharmDr. Daniel Jun, Ph.D.

prof. Ing. Jiří Kraft, CSc.

prof. Ing. Ondřej Krejcar, Ph.D.

doc. RNDr. Jan Kříž, Ph.D.

prof. PhDr. Robert Kvaček, CSc.

prof. PhDr. Milena Lenderová, CSc.

prof. Ing. Miroslav Ludwig, CSc.

prof. RNDr. Eva Milková, Ph.D.

PhDr. Nella Mlsová, Ph.D.

prof. PharmDr. Kamil Musílek, Ph.D.

prof. PhDr. Dana Musilová, CSc.

prof. Dr. Michal Pěchouček, MSc.

prof. RNDr. Jaroslav Peregrin, CSc.

prof. PhDr. Tomáš Petráček, Ph.D., Th.D.

doc. RNDr. Petra Poulová, Ph.D.

doc. Mgr. Vladimír Richter

Mgr. et Mgr. Pavlína Springerová, Ph.D.

Mgr. Leona Stašová, Ph.D.

prof. PharmDr. Tomáš Šimůnek, Ph.D.

doc. RNDr. PaedDr. Pavel Trojovský, Ph.D.

Mgr. Zuzana Truhlářová, Ph.D.

doc. Ing. Pavel Tuleja, Ph.D.

doc. PhDr. MgA. František Vaníček, Ph.D.

doc. Mgr. art Dušan Zahoranský

Rector of the University of Hradec Králové

J. E. Purkyně University in Ústí nad Labem, Faculty of Science

University of Prešov, Faculty of Arts

University of Hradec Králové

Technical University of Liberec, Faculty of Science, Humanities and Education

University of Hradec Králové, Faculty of Informatics and Management

University of Hradec Králové

University of Defence, Faculty of Military Health Sciences

Technical University of Liberec, Faculty of Economics

University of Hradec Králové, Faculty of Informatics and Management

University of Hradec Králové, Faculty of Science

Charles University in Prague, Faculty of Arts

University of Pardubice, Faculty of Arts and Philosophy

University of Pardubice, Faculty of Chemical Technology

University of Hradec Králové, Faculty of Science

University of Hradec Králové, Faculty of Education

University of Hradec Králové, Faculty of Science

University of Hradec Králové, Philosophical Faculty

Czech Technical University in Prague, Faculty of Electrical Engineering, until 31 October 2019 (resigned)

University of Hradec Králové, Philosophical Faculty

University of Hradec Králové, Faculty of Education

University of Hradec Králové, Faculty of Informatics and Management

Masaryk University, Faculty of Education

University of Hradec Králové

University of Hradec Králové

Charles University in Prague, Faculty of Pharmacy in Hradec Králové

University of Hradec Králové, Faculty of Science

University of Hradec Králové, Institute of Social Work

Silesian University in Opava, School of Business Administration

University of Hradec Králové, Faculty of Education

Academy of Performing Arts in Prague

UHK Board of trustees

Chairman of the Board of Trustees:

Ing. Oldřich Vlasák

Sdružení oboru vodovodů a kanalizací ČR, z.s.

(Water Supply and Sewerage Association of the Czech Republic,
Registered Association, Director)

Members:

Mgr. Zuzana Ceralová-Petrofová

Petrof, spol. s r.o., President

prof. Ing. Jiří Drahoš, DrSc.

Senator of the Parliament of the CR

MUDr. Zdeněk Fink

Medical doctor, Hradec Králové

doc. MUDr. Leoš Heger, CSc.

Medical doctor, the Teaching Hospital in Hradec Králové

JUDr. Jan Holásek, LL.M.

Owner of a Law Office

(member of the UHK Board of Trustees from 13 December 2019)

Mgr. Martin Horák

Section Director of the Regional Branch of the Employment Office
of the Czech Republic in Hradec Králové

František Kinský

Mayor, Kostelec and Orlicí

Ing. Tomáš Mertlík, MBA

Managing Director, Batist Medical

(member of the UHK Board of Trustees from 11 October 2019)

Ing. Miroslav Procházka, Ph.D.

Director, Oblastní nemocnice Trutnov a.s.

(District Hospital Trutnov)

Mons. Josef Socha

Vicar General, Diocese of Hradec Králové

(member of the UHK Board of Trustees until 26 May 2019)

Ing. Josef Středa

Regional Business Centre Manager, AutoCont CZ a.s.

doc. Ing. Zdeněk Trojan, CSc.

Chairman of the Czech Committee of the European Federation of
National Engineering Associations

UHK Academic Senate – until 3 december 2019

Chairman:

- 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, until 1 October 2019

Vice-Chairman for the Student Chamber:

- Mgr. Matyáš Strnad, from 2 October 2019

Other members of the Chamber of Academic Staff:

- PhDr. Miroslav Joukl, Ph.D.
- JUDr. Filip Rigel, Ph.D., until 31 August 2019
- Mgr. Karel Kouba, Ph.D., M.A., from 6 November 2019
- doc. PhDr. Martin Šandera, Ph.D.
- doc. Ing. Mgr. Petra Marešová, Ph.D.
- doc. PhDr. Blanka Klímová, M.A., Ph.D.

- doc. PhDr. Václav Bělík, Ph.D.
- PhDr. Ivan Růžička, Ph.D.
- Mgr. Lukáš Vízek, Ph.D., until 1 October 2019
- dr. Petr Voborník, from 2 October 2019
- RNDr. Daniel Jezbera
- RNDr. Martin Kuneš, Ph.D., until 1 October 2019
- doc. Dušan Bednařík, from 2 October 2019

Other members of the Student Chamber:

- Lucie Grundmannová, until 12 February 2019
- Gabriela Jezberová, from 13 February 2019
- Bc. Matyáš Strnad
- Sabina Zdráhalová
- Bc. Václav Kňourek, until 21 May 2019
- David Grinberg, from 22 May 2019
- Jan Špriňar, until 23 April 2019
- Dominik Horníček, from 24 April 2019
- Bohumil Franc, until 1 October 2019
- Ing. Bc. Lucie Novotná, from 16 October 2019
- Bc. Tomáš Rell, until 12 February 2019
- Dominik Šípoš, from 13 February 2019
- Jan Stonawski, until 1 October 2019
- Markéta Havlová
- Adam Plachý Anežka Novotná
- Bc. Martin Knytl, from 6 November 2019

UHK Academic Senate – from 4 december 2019

Chairman:

- doc. Ing. Hana Tomášková, Ph.D.

Vice-Chairman for the Chamber of Academic Staff:

- Mgr. Karel Kouba, Ph.D., M.A.

Vice-Chairman for the Student Chamber:

- Dominik Šípoš

Other members of the Chamber of Academic Staff:

- doc. Mgr. Martin Paleček, Ph.D.
- doc. PhDr. Martin Šandera, Ph.D.
- doc. Ing. Mgr. Petra Marešová, Ph.D.
- Ing. Libuše Svobodová, Ph.D.
- doc. PhDr. Václav Bělík, Ph.D.
- PhDr. Lukáš Zábranský, Ph.D.

- Mgr. art Mária Hromadová, ArtD.
- RNDr. Jiří Lipovský, Ph.D.
- Mgr. Jitka Kühnová, Ph.D.
- PharmDr. Adam Skarka, Ph.D.

Other members of the Student Chamber:

- Mgr. Marcela Turay
- Mgr. Matyáš Strnad
- Vít Bednář
- Radek Cvejn
- Bc. Dominik Horníček
- Ing. Bc. Lucie Novotná
- Michal Pajer
- Nikola Blahynková
- Mgr. Žofia Chrienová
- Mgr. et Mgr. Dominik Miškář
- Bc. Karolína Štěpánková

UHK internal evaluation board – until 19 june 2019

IEB Chairman:

prof. Ing. Kamil Kuča, Ph.D.

University of Hradec Králové

IEB Vice-Chairman:

doc. Ing. Václav Janeček, CSc.

University of Hradec Králové

Members:

doc. Ing. Hana Tomášková, Ph.D.

University of Hradec Králové,

Faculty of Informatics and Management

Bc. Matyáš Strnad

University of Hradec Králové, Philosophical Faculty

Mgr. Pavla Dočekalová, PhD.

University of Hradec Králové, Philosophical Faculty

doc. Mgr. Petr Grulich, Ph.D.

University of Hradec Králové, Philosophical Faculty

doc. PhDr. Martin Šandera, Ph.D.

University of Hradec Králové, Philosophical Faculty

doc. Mgr. Art. Zuzana Hromadová

University of Hradec Králové, Faculty of Education

PhDr. Dana Soušková, Ph.D.

University of Hradec Králové, Faculty of Education

doc. PhDr. Tomáš Petráček, Ph.D., Th.D.

University of Hradec Králové, Faculty of Education

Mgr. Daniela Vrabcová, Ph.D.

University of Hradec Králové, Faculty of Education

doc. RNDr. Tatiana Gavalcová, CSc.

University of Hradec Králové,

Faculty of Informatics and Management

doc. Mgr. Tomáš Kozel, Ph.D.

University of Hradec Králové,

Faculty of Informatics and Management

doc. Ing. Hana Mohelská, Ph.D.

University of Hradec Králové,

Faculty of Informatics and Management

doc. Mgr. Petr Bogusch, Ph.D.

University of Hradec Králové, Faculty of Science

doc. PharmDr. Kamil Musílek, Ph.D.	University of Hradec Králové, Faculty of Science
PhDr. Michal Musílek, Ph.D.	University of Hradec Králové, Faculty of Science
PhDr. Martin Smutek, Ph.D.	University of Hradec Králové, Institute of Social Work

UHK internal evaluation board – from 20 June 2019

IEB Chairman:

prof. Ing. Kamil Kuča, Ph.D.	University of Hradec Králové
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IEB Vice-Chairman:

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

Members:

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

1.4 UHK REPRESENTATIVES IN HIGHER EDUCATION AUTHORITIES

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

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

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

UHK representatives in the CHEI for the faculties:

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

UHK representative in the Student Chamber of the CHEI:

Dominik Šípoš

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

Aneta Kulbová

1.5 UHK MISSION, VISION AND STRATEGIC OBJECTIVES

The mission of the University of Hradec Králové is to provide tertiary education in Bachelor's, Master's and doctoral degree programmes, as well as in general lifelong learning, whereby creating opportunities for the wide public interested in developing fully their abilities and skills, to enable such development by providing top-quality educational programmes, and to contribute to increasing competitiveness of the region and the quality of life of the local people. The UHK's strategic objectives follow from the Long-term Plan of UHK Educational and Scientific, Research, Development and Innovation, Artistic and Other Creative Activities for the Period 2016–2020 and its implementation schedule for the year 2019 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's vision is to be a respected university firmly incorporated in the nationwide educational system, making use of a well-developed network of international scientific and educational cooperation which follows the excellent directions of research conducted in an up-to-date and inspirational environment.

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

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

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

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

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

- To cooperate actively with public and private subjects in science, applied research, development and innovations and to assist universally in transferring the knowledge gained into practice;

- To support the regional and local educational system at the pre-school, primary, secondary and vocational school levels;
- To take part in the regional and local social and cultural development by organizing cultural, sporting, social, public-beneficial and other activities enriching the lives of people both in the town and in the region;
- To develop international cooperation allowing a wide exchange of students and employees while using the partnerships of the town and region efficiently.

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

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

1.6 CHANGES IN UHK INTERNAL REGULATIONS

During 2019, the following new UHK's internal regulations were introduced:

Study and Examination Code of the UHK, approved by the AS UHK on 22 May 2019 and registered by the Ministry of Education, Youth and Sports on 12 November 2019 under Ref. No. MSMT-36347/2019-1.

The following new faculty internal regulations were introduced:

PřF UHK Statute, approved by the AS PřF UHK on 29 January 2019 and by the AS UHK on 13 February 2019

Student Disciplinary Code of the Faculty of Science of the UHK, approved by the AS PřF on 20 November 2019 and by the AS UHK on 4 December 2019.

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

To provide information per Act No. 106/1999 Coll., on free access to information, the UHK has a process in place through which requests for information provision can be submitted orally, by phone or through an electronic communication network or service directly to any UHK employee being competent in respect of his/her position. Where possible, such employees are obliged to provide the requested information immediately or refer the person submitting the request to already published information. If no information is provided to the requester as an answer to his/her submitted request or if he/she does not consider the provided information to be sufficient, the request must be submitted in a written form. Written submittals of employees, students and citizens are received by the Rectorate of the UHK, and the requests are then attended to in collaboration with the Rector's Office, Legal Department and Economic Department of the Rector's Office. Other university's parts and workplaces provide the above-mentioned departments with assistance as required. In 2019, no information provision request was filed per Act No. 106/1999 Coll., on free access to information, and, therefore, is not kept in the records.

2 Degree programmes, study organization and educational activities

2.1 ACCREDITED DEGREE PROGRAMMES

The total number of accredited degree programmes provided by the UHK is 156, of which 44 are full-time and 18 are combined degree programmes at the PdF, 12 and 12 respectively at the FIM, 27 and 14 respectively at the FF, 18 and 7 respectively at the PŘF, and 2 and 2 respectively at the UHK (from 1 September 2017, these last ones are taught by the Philosophical Faculty), as follows from Tab. 2.1 Accredited Degree Programmes (counts).

In 2019, the PdF was granted accreditations for 30 degree programmes, of which 25 were Bachelor's ones (Cizí jazyky pro cestovní ruch – anglický jazyk, Cizí jazyky pro cestovní ruch – francouzský jazyk, Cizí jazyky pro cestovní ruch – německý jazyk, Cizí jazyky pro cestovní ruch – ruský jazyk, Český jazyk a literatura se zaměřením na vzdělávání, Anglický jazyk se zaměřením na vzdělávání, Etická výchova se zaměřením na vzdělávání, Francouzský jazyk se zaměřením na vzdělávání, Hra na nástroj se zaměřením na vzdělávání, Hudební kultura se zaměřením na vzdělávání, Jazyková a literární kultura, Náboženská výchova, Německý jazyk se zaměřením na vzdělávání, Playing a Musical Instrument Focused on Education, Ruský jazyk se zaměřením na vzdělávání, Sbormistrovství chrámové hudby, Sbormistrovství se zaměřením na vzdělávání, Solo Singing Focused on Education, Sólový zpěv se zaměřením na vzdělávání, Tělesná výchova se zaměřením na vzdělávání, Textile Production, Textilní tvorba, Učitelství praktického vyučování, Výtvarná tvorba se zaměřením na vzdělávání, and Základy techniky se zaměřením na vzdělávání) a 5 navazujících magisterských programů (Transkulturní komunikace, Učitelství pro 2. stupeň ZŠ, Učitelství pro SŠ, Učitelství pro ZUŠ – hra na nástroj a sólový zpěv and Teaching at Basic Art School –Playing a Musical Instrument and Solo Singing).

In 2019, the FIM was granted accreditation for one Bachelor's degree programme titled *Ekonomika a management*.

In 2019, the FF was granted accreditations for 3 degree programmes, of which 2 were Bachelor's ones (*Společenské vědy se zaměřením na vzdělávání* and *Historie se zaměřením na vzdělávání*) and one was a post-Bachelor's degree programme (*Central European Studies*).

In 2019, the PŘF was granted accreditations for 8 degree programmes, of which 5 were combined Bachelor's degree programmes with focus on education (*Biologie se zaměřením na vzdělávání*, *Fyzika se zaměřením na vzdělávání*, *Chemie se zaměřením na vzdělávání*, *Informatika se zaměřením na vzdělávání* and *Matematika se zaměřením na vzdělávání*), one post-Bachelor's degree programme (*Fyzikální měření a modelování*), and 2 Master's degree programmes (*Toxikologie* and *Informační a komunikační technologie ve vzdělávání*).

2.2 PARTICIPATION OF APPLICATION SPHERE IN CREATION AND IMPLEMENTATION OF DEGREE PROGRAMMES

The institute of the Student Internship Boards is mainly used for cooperation with the application sphere. The Student Internship Boards are established at the individual faculties to discuss the process of preparation of degree programmes. The composition of the Degree Programme Boards reflects the subject orientation of the individual faculties. The application sphere takes part in the implementation of the degree programmes by teaching some subjects through professionals, by assisting in leading qualification papers or in the form of practical projects in the course of which students are enabled to work on real projects led by partner enterprises. In 2019, 149 practitioners took part in teaching and other 43 experts led students' final papers. Students' internships which, in

2019, were ensured in the respective institutions by more than 600 experts, are an integral part of the contribution of the application sphere to the implementation of degree programmes. Invited lectures and workshops focused on selected topics are another form of the application sphere's involvement. The conferences which are organized regularly by the individual parts of the UHK and to which experts from the specific spheres are invited to speak represent important opportunities for students to meet with professionals.

The involvement of the application sphere in the implementation of degree programmes is appraised by means of regular evaluation of the lectures taught by the application sphere professionals. A feedback is also provided to the faculties by the graduates of their study branches, which allows the faculties to assess the involvement of the application sphere in the study and in students' readiness for subsequent practical work with a hindsight after obtaining practical experience.

2.3 OTHER EDUCATIONAL ACTIVITIES

In addition to the implementation of degree programmes, the UHK also carried out other educational activities in 2019. 124 life-long learning courses were organized, and they were attended by 2188 people.

The life-long learning offer also includes the University of the Third Age which, with its offer of 28 courses, attracted 833 people in 2019. The U3A offers both programmes extended over several years and one-year courses, which enable, among other things, to acquire foreign languages and skills in using the latest technologies and also offer a line of lecturing cycles aimed at presenting knowledge in various scientific subjects to the students. The multi-year programmes offer two thematical frameworks, namely the Spiritual-Personal Principles of European Culture and the Art Treasures of Selected European Cities.

The educational activities of the faculties also covered study preparatory courses, enhancement and compensatory courses for students, lectures for the public, lectures and workshops for primary and secondary schools, and lectures given by international experts.

The PdF offered a wide range of further education programmes concerning studies aimed at meeting the qualification preconditions, studies for qualification enhancement which include programmes to gain qualifications for direct pedagogical activities in other types of school or at other school levels, and programmes to achieve qualification for teaching other subjects. Further, the PdF provided education to gain further qualifications (for work as an education adviser in schools and prevention methodology studies) and also programmes focused on qualification deepening.

In 2019, the FIM's Institute for Further Education entered into cooperation with Hradec Králové Region and, in the course of the year, FIM lecturers provided training courses and examinations for the Hradec Králové Region employees in ICT competences. The FIM also belongs among the few higher education institutions authorized to provide CCNP courses, and it allows not only the interested students but also the wide public to prepare for the commercially recognized CISCO certifications. The faculty is one of the twelve examination points organizing tests of Czech language, life and institutions for the purposes of granting Czech citizenship. In 2019, 193 and 128 applicants were examined in the aspects of Czech life and institutions and in Czech language respectively.

3 Students

As of 31 December 2019, the total number of active studies was 6344, of which 2856 studies were at the PdF, 1546 studies were at the FIM, 962 studies were at the FF, 660 studies were at the PŘF, and 320 active studies in total were registered for the degree programmes focused on social work (where the UHK is the accreditation holder and the teaching is provided by the FF); see Tab. 3.1 Students in Accredited Degree Programmes (numbers of studies). The number of active studies increased by 1.59% as against the previous year.

3.1 REDUCING STUDY FAILURE RATES

The Information, Counselling and Career Centre continues its activities at the UHK, providing a whole number of counselling services including social counselling, support to students with specific needs, career counselling, and psychological and therapeutic advisory centre services. In addition to providing support, the UHK concentrates on increasing awareness of the degree programmes for the applicants to have as comprehensive idea as possible of the study offered at the university, including information about the potential employment of the graduates in the application sphere. Publishing the relevant study plans is an integral part of the information provided. Preparatory courses are also offered to applicants in some subjects.

The faculties also organize activities to help students to enter the higher education studies successfully (such as the online course titled First Steps at the FIM, the every-year introductory lecture Welcome to the FIM, and the STAR(T) event at the PdF), whereby doing their best to facilitate students' transition from the secondary school level to the university study system. On the day of enrolment, students obtain the Freshman's Guide updated every year to help the first-year students to find their feet in the university environment, with useful hints and a calendar of events. The brochure includes QR codes with links to the different points on the university's web page for the students to orientate themselves more easily and quickly on the UHK web.

The information support was innovated in 2019 by launching a new university web to provide study applicants and students with comprehensive information on the degree programmes, study conditions, enrolment dates, etc. The criterion for the new web was, among other things, to develop a well-arranged environment, making it possible for students and study applicants to find easily and quickly all information they needed about important dates, key documents, and other relevant events organized by the university.

When implementing the degree programmes, the use of e-learning platforms increases considerably and study supports are innovated or new ones are prepared. The students of Bachelor's degree programmes focused on preparation of future teachers are offered to study the subject Selected Competencies for Mother-Tongue Teachers, which is aimed at compensating the level of secondary-school knowledge of Czech language. The FIM's Institute for Further Education offers compensatory courses to students.

3.2 INVALIDITY OF STATE FINAL EXAMINATIONS, THEIR PARTS OR OF DISSERTATION DEFENCE

No proceedings were held in 2019 at the University of Hradec Králové for bringing in a verdict of invalidity of a state final examination or of a part thereof or of a dissertation defence per Sections 47c, 47f and 47g, or of appointment as associate professor per Sections 74a, 74d and 74e of Act No. 111/1998 Coll.

3.3 MEASURES TAKEN TO RESTRICT STUDY PERIOD EXTENSION

In 2019, the new Study and Examination Code of the UHK came to force, setting up the rules for the course of study and amending some procedures. 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.

The achievement bursary is the motivational component paid out for excellent study results and, hence, also for finishing one's studies on time. Students can use the services of the UHK's Information, Counselling and Career Centre.

Other measures are taken by the individual faculties, such as the setting of study plans (especially on accreditation of new degree programmes), which define the prerequisite subjects more rigorously. When finishing one's studies, the measures against study extension also concern the way of determining the dates and organization of the state final examinations. Finishing one's Bachelor's degree studies within the standard study period can be taken into account in the rules set up for the admission procedure for the post-Bachelor's degree programmes to increase students' motivation to finish their studies on time.

3.4 BURSARY PROGRAMMES

The UHK's Bursary Code governs the provision of achievement, extraordinary, doctoral, accommodation, and social bursaries. Extraordinary bursaries are awarded for the solution of research and development tasks, for excellent scientific, research, development, artistic or other creative achievements, excellent results in sports, for prominent activities performed in favour of the university, faculty and the academic community, etc. Bursaries are also paid out to students for their work on specific research projects and to support specialist internships and study stays abroad (financed predominantly from the Erasmus+ programme and from the UHK Institutional Plan), while some faculties have their own specific motivation schemes set up to support mobilities.

In 2019, the FIM reintroduced the bursary programme for talented students from developing countries and from those affected by natural disasters or conflicts. Thus, the academic year was entered by two Bachelor students from Transcarpathian Ukraine and two post-Bachelor students from Bosnia and Hercegovina. They study at the expenses of the faculty within the degree programmes accredited in English language. In 2019, the FIM also continued the "Superdoktorand" programme aimed at supporting financially the students who are active in doctoral studies, allowing them to concentrate on the solution of their research tasks associated with the subjects of their dissertations. The FF has a system of extraordinary motivational bursaries, which is intended to increase study quality and to extend preparation of graduates for their employability in the application sphere. The 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, and faculty representation in the form of promotional activities and students working as assistant researchers.

3.5 COUNSELLING SERVICES

The UHK provides its students with counselling services focused on supporting their personality and professional development and on clearing away barriers possibly causing study interruption or premature termination. In particular, such services develop the student's potential and provide him or her with support in overcoming difficulties they may have encountered. The student counselling services are centralized by the UHK in the ICC. The scope of the services is concentrated on supporting students' and graduates' personality and professional development and on searching for and eliminating barriers which could lead to complications in study or in finishing studies successfully.

The specific counselling services are focused on the following areas:

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

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

In addition to the individual services tailored to clients' needs, the ICCC also carries out group activities which enable all interested students to develop their potentials.

The ICCC Contact Point is located in the UHK's House of Joint Education and is available to students five days a week. In 2019, 221 pieces of information of a study and operational nature and references to the counselling services were provided within the ICCC information service (repeated queries concerning the same topic in one day are consolidated under a single provision in the current version of the database of services).

3.6 STUDENTS WITH SPECIFIC NEEDS

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

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

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

In 2019, 133 coordination meetings were organized in the area of setting up support to students with specific needs. 183 jobs for support during studies, 48 counselling jobs before submitting applications, and 172 jobs of support during admission procedures were performed.

3.7 EXCEPTIONALLY TALENTED STUDENTS AND STUDY APPLICANTS

At the UHK, talented students are engaged in specific research projects, are offered opportunities to join projects of applied and basic research, or they can take part in other professional activities. For their excellent study results, students are granted achievement bursaries, and the UHK faculties also award prizes for best final papers. Extraordinary students were also among the university personalities awarded by the UHK Rector on the social evening held on the occasion of the Day of Fight for Freedom and Democracy and of the International Students' Day. Musically talented students can become members of the UHK's chamber orchestra or mixed choir. Students talented in arts can present their works in the gallery of the university. PdF students concentrating on arts are supported in their presence at competitions, shows, fairs, exhibitions and concerts both in the CR and abroad.

Supported also are the sporting activities of students, who can obtain extraordinary bursaries for their excellent results in representing the UHK at sports contests.

Achievements of secondary school students can be taken into account in the admission procedure. UHK's academic workers engage as leaders and assessors of secondary-school students' professional activities on the district and regional levels of the competition.

In the long term, the FIM supports and co-organizes the programming competition for primary and secondary school pupils organized by the National Institute for Further Education (NIDV). Another similar activity is co-organizing the competition Hackathon Open Data of Hradec Králové Region, "Prezentiáda" and the Logical Olympiad.

The P&F strives to aim at talented applicants with above-standard interest in the natural sciences by co-organizing Olympiads in natural sciences (biology, chemistry, physics and mathematics), and provides its classrooms and laboratories for the competitions including the practical laboratory parts thereof (in physics, biology and chemistry). In 2019, the Faculty of Science of the UHK hosted the Regional Round of the Festival of Science and Technology for Children and Youth in Hradec Králové Region organized by the Association for Youth, Science and Technology (AMAVET). In 2019, the FF started organizing the Philosophy Olympiad.

3.8 STUDENTS WITH SOCIO-ECONOMIC DISADVANTAGES

In compliance with the law (Section 91(3)) and the UHK's Scholarship and Bursary Rules (Article 8), the university provides the social bursary to those students who prove their meeting of the conditions for granting it. Students submit requests for social bursaries. According to the Scholarship and Bursary Rules (Article 4(1c)), an extraordinary bursary can also be granted to help in student's extraordinarily grave social situation.

The socio-economic situation of UHK students is also taken into account in the event they have been charged a fee for study extension. Within an appeal procedure, the fee can be reduced or exempted completely for social reasons, or its payment date can be postponed. The social situation of UHK students is also taken into account when attending to the requests which can be submitted by them according to the Study and Examination Code of the UHK and which concern the study matters.

Students with socio-economic disadvantages are supported through the services provided by the ICCC. They concern fundamental social counselling and information needed to cope with problems connected with an unfavourable socio-economic situation, social-legal issues, welfare support, financial literacy, study financing, indebtedness problems, etc. UHK students can use all the services offered free of charge.

3.9 PARENTS AMONG STUDENTS

The UHK supports the parents among students in line with the rules set by the law and by the UHK Study and Examination Code. The recognized parenthood period is deducted from the number of days of study when setting up fees for extended study. Students always have the right to interrupt their studies due to pregnancy, childbirth, or parenthood, and this study interruption period is not counted in the total study interruption period. In connection with the care of their children, students are entitled to have their time limits for meeting their study obligations or for passing their state final examinations extended by the period of taking their maternity leave or by the period for which the maternity leave would otherwise last. Students are informed about their rights concerning parenthood through the web pages, among other things.

Parenthood and care of children can also be taken into account within a procedure of appeal against the charging of a fee for extended study, which can be reduced or exempted completely or its payment date postponed.

Parenthood and care of children can also be taken into account when attending to other requests which can be submitted by them according to the Study and Examination Code of the UHK and which concern the study matters.

Some UHK buildings have children's corners with equipment (such as a diaper changing table) available. Students-parents can also use the services of the ICCC especially in social counselling and psychological-therapeutic support to match parenthood with their studies and/or parenthood with studies and work.

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 2019, the total number of UHK graduates was comparable with that of 2018. 1,324 students finished their studies.

4.1 COOPERATION AND CONTACTS WITH GRADUATES

The university does its best to keep in contact with its graduates mainly through the Alumni Club, which offers activities to graduates all the year round, encouraging them to keep in contact with their alma mater. Graduates are offered to take part both in free-time and expert lectures and workshops, as well as cultural events. Members of the Alumni Club are provided with various discounts and benefits. In addition to this, graduates are also offered the opportunity to take active part in the events organized by the UHK, such as the Night of Scientists and UHK Social Evening, as well as those organized by the individual faculties. The communication channels are the alumni web, professional social network LinkedIn, Facebook, and electronic mail. Via e-mail, the Club was sending newsletters with invitation cards for events organized for the public or was aiming at particular groups of graduates with suitable offers of events. The LinkedIn social network is used to keep strong relationships with the UHK brand in one's professional life and to offer suitable vacancies at the UHK. New members are recruited by the Club primarily from the currently graduating classes, to whom a special invitation to register for the Alumni Club is sent together with the invitation to the graduation ceremony. The Alumni Club also presents itself right in the graduation ceremony place. Members from the previous graduate classes are recruited secondarily in promoting "more exclusive" events where attendance is conditioned by registration. On 31 December 2019, 1497 graduates throughout the faculties were registered in the Alumni Club. Activities for graduates are also offered by the ICCC, which also takes care of graduates within two years of finishing their studies within their individual career preparation and counselling. All graduates irrespective of their graduation date can use the offers of the group activities organized by the Centre, such as the professional workshops and seminars focused both on general topics (for instance, how to prepare for a selection procedure, drawing up curricula vitae, the labour law, etc.) and on insights into the application sphere of the studied branch intermediated by the cooperating employers through practical workshops and lectures.

The faculties also cooperate intensively with their graduates through social networks. Graduates are invited regularly to take part in events organized by the faculties. For instance, in 2019, the PdF organized the traditional Pedagogical Days, to which the graduates employed in the particular study branches were invited to attend, and the meeting of the graduates of the Institute of Social Work was part of the Hradec Days of Social Work. 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 to make cooperation with them more intensive.

4.2 GRADUATE'S EMPLOYMENT AND EMPLOYABILITY

In 2019, the UHK Career Centre made an analysis of unemployment based on the data provided by the Ministry of Labour and Social Affairs ("MPSV"). The fundamental research of unemployment based on the sources available from the MPSV shows that the unemployment rate of the UHK graduates decreases, ranging around the average in comparison with the other higher education institutions. According to the results of the analysis of September 2019, the number of unemployed graduates registered by the Employment Office in the period from 1 May 2019 to 30 September 2019 was only 30 out of the total number of 1066 graduates, i.e. 2.81 %.

This is a considerable decrease as against the comparable period of 1. 10. 2018–30. 4. 2019, with the unemployment rate being 5.84 %.

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.

Further, the faculties maintain and develop relationships and cooperation with the partner and contracting institutions to secure an adequate system of internships for their students.

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

In 2019, the UHK take part in the EUROSTUDENT research, mapping out the socio-economic conditions of students attending the university during the research period.

4.3 COOPERATION WITH FUTURE EMPLOYERS OF UHK STUDENTS

The UHK is well aware of the great importance of active and bilaterally profitable cooperation with enterprises and institutions both in the region and beyond. Such cooperation is a precondition for students to be able to take part within their studies in the solution of practical issues and to obtain corresponding positions after graduating. The university establishes and develops relationships and cooperates actively with a number of enterprises and institutions in the areas of research and development (especially in the joint solution of projects within the programmes opened by the ministries of the CR, TACR and EU programmes), in the solution of 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 UHK has cooperation contracts concluded with state institutions, other higher education institutions both in the CR and abroad, and with businesses. The regular meetings of the student internship boards established at all UHK faculties are an important element for external evaluation of education quality at the UHK. Further, the UHK is member of the Regional Economic Chamber of Hradec Králové Region and of several clusters (e.g., the Hradec IT Cluster). It also cooperates closely with the Technological Centre of Hradec Králové.

The UHK Career Centre aims at entering into cooperation with employers who require education in the branches taught by the University of Hradec Králové. In 2019, cooperation was concluded with 59 new subjects and negotiations were held with the existing partners. When entering employers in the database, the UHK Career Centre specifies the areas of cooperation and characteristic activities. Placing free advertisements concerning full-time jobs, temporary work and internships for students and graduates was started well on the UHK career web. 183 vacancies were posted in 2019. The advertising effectiveness is further increased on the facebook profile. The ICCC makes it possible for employers to meet with students through workshops and seminars. In 2019, students were offered 14 workshops focused on interconnecting students and graduates with the application sphere and on personality development topics. The total number of participants was 176. Further, a third year of the JobStart labour fair took place, being attended by 39 employers throughout branches from all over the Czech Republic.

Further cooperation is ensured by the faculties themselves; for instance, representatives of the PdF take part regularly in negotiations with those of the future employers of their students, such as meetings of school

headmasters, cooperation with the Local Action Groups, etc. The FIM uses the concept of the so-called Practical Projects, owing to which students have the opportunity to work during their studies on actual projects placed by the faculty's partner enterprises.

Since 2008, the FIM has been organizing yearly fairs of job opportunities called HIT Career. Accompanying events of the fair were meetings and discussions with the representatives of firms in the Blue Faculty – Your Partner event.

5 Interest in study

5715 applicants filed 7232 applications for study at the UHK in the academic year 2018/2019, which is by 3.03 % less than in the previous year. 3398 applicants were admitted, and 2552 registered for their first year of study, which is an increase of 1.23 % as against 2018. 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 can differ in the individual faculties, study branches and degree programmes, with the degree programme type (Bachelor's, Master's or doctoral) also being taken into consideration. In 2019, the most frequent way of admission was on the basis of the entrance examinations which verified the level of knowledge in the given branch, study qualifications, and motivations to study. In a majority of cases, the entrance examinations took place in a written form or through a face-to-face interview, or the written and oral parts were combined. Specific branches of study also included an aptitude test (in the branches of art or music at the PdF) or a special part (the branches in physical education at the PdF)).

Within the pre-determined and published criteria, students' interest in the selected branch and motivation to study was taken into account in some study branches or degree programmes in addition to the entrance examinations. For instance, in the admission procedure for Bachelor's study branches, the FF took into account applicants' involvement in the events organized by the faculty in the FF Index project. In some study branches or degree programmes, there was an option of exemption from the entrance examination (e.g., on the basis of excellent achievements in previous studies, secondary school leaving examination results, results of the National Comparative Exams, international language certificates, adequate practical work documents, etc.).

5.2 COOPERATION WITH SECONDARY SCHOOLS IN PUBLICITY

The UHK has 53 partner secondary schools in total located not only in Hradec Králové Region but also in other regions of the Czech Republic (such as Pardubice, Liberec, and Moravian-Silesian Regions). The university offers them the possibility to organize professional lectures given by the members of the academic staff. An offer of lecture topics is sent every year to the partner secondary schools to choose from. The lectures take place right in the schools.

Another form of cooperation is the possibility of leading works of secondary school students in their professional activities, organizing or co-organizing various Olympiads and competitions, and preparing workshops for secondary school students. PdF students are involved in the project titled Stories of Our Neighbours (Post Bellum), and they provide methodical leadership to secondary school students in preparing for presentations of their project results.

Secondary school students and also teachers are invited regularly to different university or faculty presentation events such as the Night of Scientists, Pedagogical Days, Let's Use Our Heads to Play, Devil's Experiments, etc.

The UHK takes part regularly in the education fairs Gaudeamus in Brno and Prague and organizes the every-year UHK Open Days where secondary school students and other people interested in study can inform themselves about the study at the university.

Within its cooperation with the secondary schools and to attract student ambassadors, the UHK took part for the first time in the event titled Education Fair organized by the Academy of Commerce, Technical College and School of Languages with the right of state language examinations, Hradec Králové. This event was used to present the university degree programmes to the secondary school students in Hradec Králové. The UHK also communicates with secondary school students on the social network Instagram, where study applicants can get into contact with the university even before becoming its students.

6 Employees

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 2019, the UHK had 817 employees, of whom 436 (53.4 %) were women. The number of the UHK academic and scientific staff was 522, of whom 42.3 % were women.

Tab. 6.4 shows the numbers of the executives 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 numbers of the associate professors and professors appointed in 2019.

6.1 ACADEMIC STAFF CAREER SYSTEM AND MOTIVATION TOOLS

In connection with the support to and development of the university employees, a draft career system was finished during 2019 to support the career growth of the academic workers as an important part of quality assurance in educational activities and as a link mainly to ensure staffing in the accredited degree programmes. Discussing the career system is scheduled to be finished in the first months of 2020.

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

In addition to the tariff wage component, employees can receive incentive payments depending on their knowledge, abilities and excellent work results. The extent, relevancy of the assigned tasks and achievement quality are the decisive elements when deciding on the amounts of personal bonuses to be paid out. In the members of the academic staff, the extent and quality of results of their scientific, research, development or artistic works are taken into account. The personal bonus amounts are reassessed regularly, and they depend on the immediate superior's decision. The managing employees are entitled to a bonus for leadership and performance in their positions according to the leadership level and difficulty of the managing work.

As regards employee motivation to qualification increase, the university has a bonus system in place for all workers who have passed their doctoral studies, have reached their post-doctoral teaching qualifications or were appointed professors. This bonus is fixed as a target one and is not affected by the length of study or procedure or the interval from the granting of the previous grade.

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. The regular evaluation also makes it possible to take into account any interruptions in performance in one's position due to parenthood or prolonged illness

(possibility to modify the required outputs, support in the form of methodical assistance in case of the said interruptions, etc.). The new career system will just address the above-mentioned issues in a systematic manner.

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 2019 also, the best UHK's scientists were awarded 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.

6.2 DEVELOPMENT OF PEDAGOGICAL SKILLS OF ACADEMIC STAFF

Every year, the UHK and the individual faculties provide a relatively broad offer of workshops, lectures and training courses from different sources (such as OP RDE projects) focused on development of the pedagogical skill of their academic staff. In 2019, courses were given for the members of the academic staff to improve them in modern forms of teaching and e-learning, such as the courses of Micro-teaching, Project Teaching, Portfolio Evaluation at the PŘF. High attention was paid mainly to the area of didactic subjects and branch didactics. In the case of the latter, in 2019, the PdF implemented activities enabling development in mentor skills and reflection through practice. Meetings of branch didacticians were also held. Preparation was started for development of skills needed for joint and inclusive education.

Academics also develop their pedagogical skills within the Erasmus+ employee mobilities.

Extensive role is played at the UHK by feedbacks from the employees, who can identify certain drawbacks or initiate demands for further education themselves. Great attention is then also paid to the correct and effective usage of equipment, supporting tools, and e-learning in particular.

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

The basic parameters of matching the personal and professional lives of research workers are included in the Collective Bargaining Agreement 2017–2019 where parents have, inter alia, the opportunity to file a request for one day of unpaid leave of absence in a month to care for their children up to 15 years of age. Every parent taking care provably of a child up to 15 years of age can ask to be granted not more than 10 days of unpaid leave of absence during the summer holidays, and every UHK employee will be allowed, in agreement with the head of his/her workplace and in compliance with the operating conditions, to take a leave on the spring holidays, providing there is at least one child of school age he/she takes care of provably in his/her family. Another support is provision of a leave of absence of 6 weeks to the non-academic employees and of 8 weeks to the academic staff. The UHK makes it possible for working parents of especially children up to 12 years of age to modify their working hours within the capacities of their workplaces. Modification of working hours can also be allowed to other employees, for instance those who take care of physically handicapped patients or those suffering from long-term illnesses and/or in case of specific operation conditions occurring in their workplaces. Another option is modification of operation conditions for workers returning from their maternity or parental leaves as provided in the career system for academic workers drawn up in 2019.

Within the application of gender equality in remuneration, the UHK joined the MPSV's "22% to Equality" project in December 2019 (using the "Logib" tool).

6. 4 ISSUES OF SEXUAL AND GENDER-BASED HARASSMENT

Elimination of negative behaviour occurrences at the university is addressed mainly in the Code of Ethics of the UHK, which stipulates the equal attitude of academics to all workers without exception as to their peers, regardless of any differences and with respect to their rights. On the basis of the Code, the academic does not tolerate any verbal attacks, physical or otherwise prominent behaviour which would create an unfavourable or unfriendly environment, and does not downgrade the personalities of other people. The academic worker, whether acting as a supervisor or a subordinate, respects the organizational arrangement and does not tolerate disrespect and arrogant or humiliating treatment.

The Code of Ethics also deals with the relations of academic workers to students, defining the bases of correct behaviour in their mutual relationships.

Procedure for settling employee suggestions and complaints is included in the Collective Bargaining Agreement (<https://www.uhk.cz/file/edee/univerzita-hradec-kralove/uhk/uredni-deska/vnitrni-predpisy-a-ridici-akty/ridici-akty/rektor/dalsi-ridici-akty/kolektivni-smlouva-2017-2019.pdf>).

This issue is also addressed by the ICCC 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's Information, Counselling and Career Centre attends the meetings of the Multidisciplinary Team for Victims in Hradec Králové regularly.

7 Internationalization

7.1 SUPPORT TO STUDENTS' PARTICIPATION IN INTERNATIONAL MOBILITY PROGRAMMES

The UHK supports students' mobilities at both the administrative and study levels, promoting them actively and searching for optimal opportunities for students to carry out international mobilities. Every year, the UHK organizes the International Day, aiming to present the students' experience gained abroad and the opportunities to go out to the different areas of the world, as well as the offer of bursaries. Further, the faculties organize partial activities on their own (such as the "Erasmus Student's Story", Blue Faculty – the Right Choice, etc.) and enable presentations of the student internships offered in the form of entries in lectures. The presentation also takes the form of printed materials, screens and notice boards in the university premises, web pages, social networks and through the contributions of students' associations ESN Hradec Králové (Erasmus Student Network Hradec Králové) and Aiesec, with which the UHK cooperates closely. The development and publicity of the students' mobilities are assisted by the system of departmental internationalization coordinators introduced by most university workplaces.

Students' participation in the mobility programmes is supported by the means taken from the Erasmus programme or in the form of an extraordinary bursary received for every mobility month. Mobility candidates from students are selected according to clear, fair and pre-determined criteria. At present, the setting of the system of recognition of international results is governed by the faculty regulations and by the study branch specificities. In general, however, there are the rules of full recognition; thus, students leave for their internships abroad with their previously agreed plans (Learning Agreement), which specify the subjects to be recognized in their study plans after their return. Under bilateral contracts, study abroad is accepted by the UHK and all subjects successfully passed at foreign universities are recognized fully together with their evaluation. This recognition takes place to the Transcript of Records document. Information on the subjects passed within mobilities are also entered in additions to degree certificates. Students are also encouraged to fulfil their study plans in the amount of 30 ECTS per term, with the minimum number being 15 ECTS per term. Internships completed by students abroad are also fully recognized within their studies. Doctoral programmes have the duty stipulated to take at least a monthly mobility abroad, with this obligation being considerably higher in the case of some programmes.

7.2 SUPPORT TO INTERNATIONAL MOBILITIES OF ACADEMIC AND NON-ACADEMIC WORKERS

International mobilities of UHK's academic and non-academic workers are supported mainly by the Erasmus programme, by the Institutional Plan of the UHK, and through scientific projects. Selection procedures are held regularly and the workers are informed about them in a timely manner. Academic workers are motivated to take part in international mobilities to enhance their teaching and language competencies, to develop scientific cooperation, and to cooperate in education and personal career growth. The faculties use their own regulations to support extraordinary trips abroad. Non-academic workers have the opportunity to use mobilities in the Erasmus programme. Selected workers were enabled to improve in foreign language communication in the form of language courses in Great Britain and Spain. Further, the UHK offers its academics and administrative workers to engage in a number of international projects and supports their participation in international conferences, fairs, etc.

7.3 INTEGRATION OF FOREIGN MEMBERS OF THE UHK ACADEMIC COMMUNITY

The university strives to incorporate all the arriving foreign members of the academic community. The basic precondition for integration of the foreign members of the academic community into UHK's life is the continual "Internationalization at Home" process covering the continuous improvement of the language and intercultural

competencies of all the community members, which is helped considerably also by the increasing number of mobilities recently directed towards the UHK. Integration of the foreign members of the academic community into the university's life takes place mainly at the levels of individual departments, research teams, and faculties during their regular teaching activities, scientific experiments, lectures, workshops, and free time activities (such as the UHK Ball, the Night of Scientists, the Pedagogical Days, UHK Erasmus Staff Training Week, UHK International Day). The university creates an information environment in English language (translations of internal regulations into English, degree programmes in English, web pages, university Facebook, videos on YouTube, etc.) and uses other ways in its effort to facilitate adaptation of international students and academics to the Czech environment with the aim to strengthen the international orientation of the university. Supported also are the mobilities of persons with specific needs who are assisted in this integration effort by the UHK's Information, Counselling and Career Centre.

ESN Hradec Králové, the relevant faculties and the university-wide facilities are the important components in the integration of international students. The information system for study agenda administration 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 with an integral offer of subjects for the next academic year. All international students are offered accommodation in the University Halls of Residence. ESN 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". The "UHK Guide" web guide also serves students for better orientation in the new environment.

An EURAXESS regional centre is also active at the UHK, helping to create a suitable environment for the mobility of scientific and research workers.

7.4 ACTIVITIES STRENGTHENING INTERNATIONALIZATION OF UNIVERSITY'S WORK

Activities strengthening internationalization are accentuated in all the segments of the university's work. The UHK started systematizing its bilateral contacts, among which the strategic partners are being identified gradually. The UHK specificities include highly developed relationships with extra-European institutions, which we manage to develop mainly thanks to supporting the Erasmus KA107 – International Credit Mobility program and the UHK Institutional Plan. Another group consists of foreign universities with which the UHK started a preparatory phase of opening common degree programmes (double degree). A relevant factor further is the developing scientific activity, which allows joining international consortia (e.g. COST Action) and scientific projects (e.g. V4-Korea project). The UHK also hosts the international Czech-Chinese Toxicological Centre operated together with the Yangtze University. Owing to the scientific activities, contacts are being extended gradually to international institutions and partners who can receive and send out students and academic workers in a reciprocal manner.

The UHK is involved in the following professional networks and associations:

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

The university sends delegations regularly to important worldwide higher education (NAFSA, EAIE, APAIE) and student fairs and organizes reciprocal visits of the partner or newly contacted institutions. The centralized

development programme titled “Intercultural and International Networking (3uni interNET)” was among the means of support. Every year, the UHK organizes international conferences Hradec Economic Days and Hradec Days of Social Work. In 2019, moreover, the university co-organized two world conferences: the 12th International Conference on Blended Learning (proceeding in Springer LNCS) and the 5th International Symposium on Education Technology (IEEE).

8 Research, development, artistic and other creative activities

8.1 INTERCONNECTION OF CREATIVE AND EDUCATIONAL ACTIVITIES

Measures are taken at the UHK to interconnect creative and educational activities at several levels. One of them is support to the research activities carried out by academic workers and postgraduate students and to transferring knowledge to teaching and educational activities. The faculty motivation systems support the preparation and acceptance of internal and external scientific and research projects, especially in the areas which correspond with the subjects taught and the study branches of the workplaces. The need of implementation of the science and research results is considered in respect of the needs of teaching and presentation of new science and research results in the given area to enhance teaching topicality by new knowledge.

The quality of the educational activities is also improved by the work of the visiting international faculty professors and researchers who taught their subjects in foreign languages and also make it possible for students to extend their views of specific scientific and research topics and methodological approaches. This practice has been developed especially extensively by the FF. Another aspect is the involvement of students of Master's and doctoral degree programmes in the solution of scientific and research projects, focused especially on specific research projects, internal grant competition, and external projects. The PŘF, for instance, has the obligation of teachers to file applications regularly for external scientific projects and to engage their postgraduate students in them.

All the faculties interconnect the creative and educational activities in a natural way, especially in the specific subjects concerning creative activities (professional text writing methodology, etc.), in which students acquire a number of practical and creative skills.

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

The principal way of involvement of Master's degree programme students in creative activities is their participation in the students' grant competition within a specific research. Together with the academic and scientific workers, some of them also take part in the solution of strict science grant projects. At the PŘF, approximately 50 % of Master's degree programme students are usually involved in the faculty research teams and about 2 % of them also in external projects granted by the GACR, TACR, etc. The faculties also support other forms of creative activities and use other sources, such as the Long-Term Conceptual Development of Research Organization ("DKRVO").

Involvement of Bachelor's degree programme students in faculty creative activities is rather exceptional, depending on the type of the faculty degree programme studied by them. At the PŘF, for instance, Bachelor's degree students of selected branches engage in collecting samples during field practices or in operating some simpler instruments to assist in the first phases of research. At the FIM, exceptionally talented students can choose a "selective project" subject already at the Bachelor's degree and use their results subsequently to implement the science and research outputs of creative activities or in their Bachelor's degree theses.

Students also find a space for presenting their creative activity results every year at several student conferences, which also contribute to the development of their presentation skills.

FF students also gain experience in the specializations of their study branches within the faculty's contractual research, which is represented most significantly by sociological surveys and archaeological research projects.

Further, students are supported with extraordinary bursaries for important scientific, research, development, artistic and other creative results, for participation at professional conferences, etc. Extraordinary bursaries to support students are stipulated through decrees issued by the individual faculties.

8.3 FUNDS EARMARKED FOR RESEARCH, DEVELOPMENT AND INNOVATIONS AT THE UHK

The most important UHK's scientific projects include the grants obtained from the GACR, TACR, MŠMT and NAKI of the Ministry of Culture. The amount granted to the UHK to implement the GACR projects in 2019 was CZK 24,668 thousand, the amount for co-researchers was CZK 5,416 thousand, and the UHK as a co-researcher also obtained CZK 6,386 thousand. In 2019, the UHK implemented 25 projects of the Czech Science Foundation (GACR). The UHK received CZK 6,873 thousand for 16 TACR projects, of which CZK 1,279 thousand were for co-researchers, and the UHK as a co-researcher in TACR projects also received CZK 9,989 thousand.

To implement 2 projects of the Ministry of Culture within the NAKI programme, the UHK received CZK 9,138 thousand, of which CZK 4,061 thousand were sent to co-researchers. In 2019, the UHK implemented 3 MŠMT projects worth CZK 2,599 thousand, of which CZK 113 thousand were for project partners, and 2 projects of the Ministry of Health, with the amount received by the UHK for the projects being CZK 3,230 thousand. Further, the UHK took part in the solution of 3 projects of the Ministry of Industry and Trade, for which it received CZK 1,728 thousand, and 1 project of the Ministry of Agriculture with the amount of CZK 733 thousand.

The subsidies for a specific UHK higher education research in 2019 amounted to CZK 11,968 thousand.

8.4 SUPPORT TO POSTGRADUATE STUDENTS AND WORKERS IN POST-DOCTORAL POSITIONS

In compliance with the Long-Term UHK Objectives 2016–2020, the support provided to doctoral degree students and graduates is concentrated towards the area of gaining international experience and development of skills in the course of scientific work and involvement in research projects. An important role in respect of stimulation of scientists-beginners is played by the motivation system of financial support to publication activities, active participation in international scientific conferences, and work within internships abroad. Since 2018, the UHK has been implementing an internal programme called POSTDOK financed from the DKRVO for its doctoral degree graduates to support science and research at the UHK. In 2019, 10 post-doctoral students in total of all UHK faculties worked in the post-doctoral positions within the programme. In their motivational and supporting programmes, the faculties accentuate some specific areas to meet their current needs. In its doctoral degree students, for instance, the FF supports systematically the submission of junior GACR projects. The PŘF has mechanisms in place to support its academic workers (i.e., also post-doctoral students) on the basis of their engagement in the faculty's research teams, in which they can draw funds for their further education (such as the courses of advanced statistical methods for biologists and chemists and courses focused on work with highly sophisticated instruments).

The PdF provides a systematic methodical support to project submittals (Office for Science and Arts, Educational Research Centre). It has an internal system of remuneration for scientific and research activities in place which allocates financial support to providing scientific and research outputs (translation of texts into world languages, publication fees, trips to prestigious conferences abroad with active participation, etc.).

The FIM continues in supporting talented doctoral degree students with the "Superdoktorand" statute, aiming to support financially those active doctoral degree students who can then concentrate on the solution of research tasks connected with the subjects of their dissertation works.

Support to doctoral degree students and graduates is also provided by the ICCC as they enter the labour market with respect of their branch of study, by means of individual career counselling, coaching, contacts with employers, and by sharing vacancy and internship advertisements. The Centre also offers support to students with specific needs, social counselling, and psychological and therapeutic support to UHK students and employees. Further support takes place in the form of organization of seminars by the university-wide facilities, such as the University Library (seminars to databases, OBD, etc.). The possibilities of matching the work, study and personal life are stipulated in the Wages Regulation of the UHK and in the Collective Bargaining Agreement of the UHK, as already mentioned in the “Employees” chapter above. The regular reviews of the personal career plans of workers are discussed individually with the leading workers and deans of the faculties. Such discussions allow to take into account individually any interruptions due to parenthood or prolonged illness (possibility to amend the required outputs, support in the form of methodical assistance in case of interruption in work, etc.). The career system being developed will stipulate systematically the support to be provided to post-graduate students and workers in post-doctoral positions and define the rules for taking a creative time off.

8.5 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 of Transfer of Biomedicine Technologies (CTBT), which is a facility shared by the UHK, the Teaching Hospital of Hradec Králové 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 model applications or informal protection from know-how concealment to finding a commercial partner interested in the results being offered.

The CTBT performs the transfer of technologies in line with a previously set up effective system according to the Rector’s Decree “Intellectual Property Exploitation at the University of Hradec Králové” amended in 2019 (to supersede the original Rector’s Decree No. 8/2018 with amended version No. 6/2019). The new Decree brings a deeper insight into the situation concerning the foundation of spin-off firms; specifies the “Proof of Concept” activities; deals more consistently with the cases of failure to execute patent rights in time and with the licence agreements approving processes; implements a second (internal) technology transfer facility; stipulates the activities of two commercialization boards for a transitional period of time; and distributes and specifies tasks in technology transfer among the individual technology transfer facilities by means of specialized Rector’s Decree No. 07/2019 which superseded the former version 09/2018. The UHK is involved in the whole technology transfer process specifically through its technology transfer facilities, from searching for commercially interesting research results to their formal protection by means of patent or utility model applications or informal protection through keeping know-how secret and to finding a commercial partner interested in the offered results. A very important role in the whole process is then played just by the feedback received from the contacted commercial partners, on the basis of which, in some cases within the Proof of Concept projects, the technologies are finished, prototypes are produced and tested and the technologies are otherwise moved nearer towards the application sphere and to real application in the market. Analyses of the technologies are made by the technology transfer facilities to find out market opportunities and competitive technologies. When making the said analyses, companies are always sought for which could be interested in the particular technologies. Czech and foreign companies are contacted in dependence on the expected results of the technologies. For every technology, the defined technology transfer facility always tries to contact several potential interested parties simultaneously to be able to compare their potential offers at the same time and at the same technology readiness level. Licence contracts are the preferred ways of commercialization at the UHK, and they are made mainly with the companies of the participating authors/originators or with regional/Czech companies. Another crucial precondition is the licence holder’s

obligation to ensure a more significant social/economic impact in contrast with other parties interested in the licence.

All UHK parts employ scouts whose task is to monitor the faculty potential and transfer opportunities.

The Student Internship Boards which work at each of the UHK faculties contribute to the support of cooperation with the application sphere. In addition to this, other opportunities are used as well. The university and its facilities cooperate with the Technology Centre HK, Centre for Investments, Development and Innovations of Hradec Králové Region, regional branch of Czechinvest, Council for Science, Research and Innovations of Hradec Králové Region and other regional authorities and institutions.

In 2019, the university was the researcher of 7 partial GAMA Proof of Concept projects of the TACR, the results of which had the potential of commercialization. Following the results of one of the projects, company Deeplab, s. r. o. was established as a spin-off firm of the UHK with focus on automotive and smart furniture.

At the FF, opportunities for cooperation with the application sphere are sought for actively through the Centre of Field Archaeology at the Department of Archaeology and the Centre for Sociological Studies of the City and Region established by the Department of Sociology. Through the Department of Sociology, the FF carries out a number of surveys and researches, of which the most extensive one in 2019 was the survey focused on satisfaction of people with the services provided by the Regional Office of Hradec Králové Region. Another important activity based on cooperation with the public and private sectors in 2019 was the processing of the data and of the findings of the rescue archaeological research conducted on the construction site of the D11 Motorway, where the FF took part in the field works in the previous years.

The PřF makes use of the Technology Centre workshops which help it in searching for new contacts in the application sphere, and in the transfer of innovations and commercialization results. In 2019, the PřF managed to sell a licence for patents and utility models declaring the procedures of lupin hydrolysate and fibre production to the company MARKUS LUPINUS s.r.o.

At the FIM, as a rule, cooperation with the application sphere and in the development, transfer and commercialization of innovations is covered by the Centre for Basic and Applied Research or by the individual departments in the form of innovation vouchers or joint TACR projects.

8. 6 INTER-SECTOR MOBILITY OF STUDENTS AND ACADEMIC STAFF

Each of the UHK faculties employs one scout, whose task is to work in direct contact with the faculty academics and scientists and to assist them in developing their competencies for the innovation business. Educational activities in the area of transfer and innovations towards students and academic staff were covered by the CTBT as a workplace assigned to deal with technology transfer. In the long term, UHK students are offered to study the subject titled Transfer of Knowledge and Technologies provided for by the FIM. The faculties also taught subjects aimed at supporting the students' practical competencies, such as Business in Practice, E-technologies in Trade and Business, and Fundamentals of Economy and Retail Trade.

The faculties entered into and developed relationships with enterprises and institutions according to their branch identity. Every year, the FIM organizes a job fair titled HIT Career. The eleventh year thereof hosted 42 partner companies from startups to leading supranational corporations. The exhibiting companies included IT firms such as UNICORN, eBrána and Quadient, banks and insurance companies (Česká spořitelna, MONETA Money Bank and Česká pojišťovna) and others, for instance ŠKODA AUTO, EY, as well as the Security Information Service (BIS). Students had a unique chance to meet the representatives of the companies personally and the exhibition stands, learn about the current offers of part- or full-time jobs or agree on particular topics of their theses to meet

the companies' needs. In addition to these opportunities, the firms prepared twenty thematically diversified lectures for students. The faculty also includes the TRIANGL competition in the fair programme, with its aim being to support other forms of cooperation of the three subjects – students, the companies and the university. Within the section, students presented their interesting works reaching with their importance over to the application sphere.

In 2019, the ICCC organized a third year of the JobStart event, in the course of which UHK students could meet attractive employers from different branches of the whole CR. The aim of the event is to provide direct contact between students, graduates and employers, to encourage students and graduates to start their careers, and to offer the opportunity to the representatives of firms and institutions to start or develop cooperation with the UHK. Representatives of companies such as Continental, Quanti, VZP, SZIF or ČD – Informační systémy were among the exhibiting participants.

The faculties also extend the opportunities of practical training and internships even with their partners from abroad. The frequent forms of cooperation include lectures and workshops given by invited external experts, practical projects, cooperation in announcing topics 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 FIM 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 administering Practical Projects and for collecting subjects for final papers and job offers from the partner firms.

9 Quality assurance and evaluation of activities

The UHK's quality assurance and internal evaluation system is implemented in the internal regulations and in their associated managing acts. In 2019, the new Study and Examination Code of the UHK, which has also amended some provisions concerning quality assurance in education, such as the role of the degree programme guarantor, the rules for appointing qualification paper advisers, addition of provisions concerning studies executed in cooperation with a foreign university, etc.

In 2019, preparatory works took place for amendments to other internal regulations crucial for the quality assurance and internal evaluation system, namely the Constitution of the UHK, Rules of the System of Quality Assurance and Internal Quality Evaluation at the UHK, UHK Accreditation Code (which still forms an annex to the Rules of the System of Quality Assurance and Internal Quality Evaluation at the UHK), and the Code of the Internal Evaluation Board of the UHK. The amendments of the internal regulations responded to the results of the evaluation of the request for UHK's institutional accreditation in 2018 and reflected the current experience of the UHK with the quality assurance and internal evaluation system. The process of preparation for and discussing the amendments in the said internal regulations was not finished in 2019 yet, and the amendments are expected to be approved in the first half of 2020.

Another change was the establishment of a new department of the UHK Rectorate (Quality and Strategy Department) to support organizationally the UHK's Internal Evaluation Board ("IEB") and other relevant bodies in the quality assurance and internal evaluation system as regards the educational, creative and related activities.

The IEB is the guarantor of the quality assurance and internal evaluation system. It was set up as a body of eighteen members appointed mainly from the academic staff of the faculties in respect of representation of the education areas and scientific branches, and from the university (Vice-Rector) and faculty (Vice-Deans) managements. As the IEB also included members who occupied their positions in the university or faculty management simultaneously and as the rules did not stipulate any precautions to prevent any conflict of interest in voting, the composition of the IEB has been changed. Since June 2019, the IEB has been holding its meetings in the new composition, with the representatives of the university and faculty managements not being its members any more, except for those whose membership follows from the Higher Education Institutions Act. The number of IEB members was reduced to twelve.

In 2019, the IEB held seven meetings in total (24 January, 13 March, 15 May, 20 June, 2 October, 12 November and 17 December), of which three were in the old and four were in the new composition. At its meetings during 2019, the IEB approved 33 accreditation requests (of which 31 were for accreditation granting and 2 were for accreditation extension) and amendments in 4 accreditation requests. The IEB also approved several accreditation intentions of the faculties and drew up an amendment to the 2018 Internal Evaluation Report. At its meetings, the IEB also dealt with the establishment of a new quality department and with the contents of its activities, and discussed proposals for new relevant internal regulations (the Rules of the System of Quality Assurance and Internal Quality Evaluation at the UHK, the UHK Accreditation Code and the Code of the Internal Evaluation Board of the UHK) and other topics in relation to quality assurance and evaluation.

In 2019, most of the UHK faculties undertook evaluation of the education activities by the Bachelor's and Master's degree students. The evaluation is organized by the individual faculties separately in the form of evaluation of the individual subjects of study either through the STAG information system or on printed forms. Feedback was also provided by the international students (e.g., evaluation of mobilities at the FF and PdF, evaluation of summer

schools at the FF, PdF and PřF), by study applicants (e.g., the participants of the Gaudeamus fair in Prague), and by graduates (surveys among the PdF and FF graduates).

As regards the creative activities, the UHK and its faculties organized evaluation of scientific outputs, pending projects and university or faculty programmes focused on science and research support. The every-year evaluation of the academic staff also took place, which should be associated in the future with the career system the draft of which was prepared in 2019 for discussing in the relevant university bodies.

In 2019, the UHK was evaluated within the monitoring of internationalization of the Czech higher education system (Monitoring Internationalization of Czech Higher Education – MICHE), and a system audit of the Erasmus+ programme took place.

A survey was conducted among the representatives of the consumer sphere, in which the FF together with the faculties of art of the University of Ostrava and Jan Evangelista Purkyně University in Ústí nad Labem had a sociological research made with the aim to ascertain the positions of the graduates of arts and social-science branches in the labour market. The survey made by the STEM/MARK agency covered more than thousand firms with five and more employees.

10 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

The UHK develops international and national research, development and creative activities in the individual scientific and research areas on which the faculties and their facilities are concentrated. In 2019, the UHK conducted the highest number of external scientific and research projects so far, namely 25 GACR projects, 16 TACR projects, 3 MŠMT projects, 2 projects of the Medical Research Agency of the CR, 2 projects of the Ministry of Culture, 2 projects of the Ministry of Industry and Trade, and 1 project of the Ministry of Health.

The listing of the important creative activities is provided by faculties. The PdF is involved through its staff in the activities of the Czech Educational Research Association, the Government Committee for People with Physical Disabilities, the Czech section of INSEA – International Society for Education through Art, the Association of Germanists of the Czech Republic, the Literary and Scientific Society, and the Association of Universities of the Third-Age (Asociace univerzit třetího věku, z. s.).

In 2019, the Department of Cultural and Religious Studies (within the OP RDE project titled International Mobilities of Research Scientists) started the Overheating in the High Arctic project, with the host institution being the Department of Social Anthropology of the prestigious University of Oslo and with the project mentor being prof. Thomas Hylland Eriksen.

The PdF also gained the highest score in the Register of Artistic Outputs (“RAO”) both for the year 2019 and in the summary for the last five years among the faculties of education in the Czech Republic.

Within its international cooperation, the FIM develops long-term cooperation in informatics with the University of Technology of Malaysia, with the Addis Ababa University, Ethiopia, and with the holder of the prize Most International Universities in the World 2020 (The World University Ranking) – the City University of Hong Kong. Thanks to its involvement in four H2020 Action COST international projects, intensive cooperation is under way with a number of European facilities.

The Department of Philosophy and Social Sciences of the FF cooperates with prominent researchers from the USA, Canada, Austria and other countries. In 2019, the FF worked in international cooperation on a bilateral Czech-Austrian grant from the GACR and one UHK Excellence project. The faculty also obtained funds for a grant excellence project within the basic EXPRO research to be started in 2020. The Department of Political Science also has a strong potential as regards international research, as it builds intensive contacts in Latin America and Africa in the long term.

The development of international scientific cooperation was also supported at the FF in 2019 through the new internal grant competition titled “International Research Teams” aimed at stimulation of and support to the basic research performed by prospective international teams having great ambitions to produce excellent outputs.

Since 2015, the FF has been part of the international network of research organizations grouped in the International Centre for Archival Research ICARUS. In 2019, it became one of the founding members of the

international organization Time Machine concentrated on the development of utilization of digital technologies in the service of historical sciences.

In the area of biomedicine, the PĚF engages successfully in cooperation with the CTU, the Czech Academy of Sciences in Prague, the University of Defence, Palacký University in Olomouc, and University of Pardubice on the basis of jointly implemented GACR, TACR and OP RDE grants. In 2019, the faculty established an international joint research centre focused on research in toxicology and titled "University of Hradec Kralove-Yangtze university/ Yangtze university-University of Hradec Kralove Joint Laboratory of Toxicology".

10. 2UHK'S NATIONAL AND INTERNATIONAL AWARDS

The FIM was awarded 1st place in the field of Economy in the Faculty of the Year 2019 competition.

Further, the following workers of the UHK received individual awards:

Prof. PharmDr. Kamil Musílek, Ph.D. was awarded the prize Young Medicinal Chemist in Academia from the European Federation for Medicinal Chemistry.

Mgr. Lukáš Vízek, Ph.D. obtained a Fulbright-Masaryk scholarship for six months' research at the Harvard University.

Prof. PhDr. Ondřej Felcman, CSc. received the "Bene Merito" honorary badge awarded by the Polish Minister of Foreign Affairs to persons who helped strengthen the international position of Poland.

PhDr. Miroslav Kudláček, Ph.D. was placed second in the competition of the Governmental Committee for Persons with Physical Disabilities in the category of publicist work focused on the topic of physical impairment.

10. 3UHK'S INTERNATIONAL RANKING

The UHK is placed in the regional ranking of the company Quacquarelli Symonds QS EECA University Rankings, which compares universities from selected European and Central Asian countries (EECA = Emerging Europe and Central Asia) mainly on the basis of their academic reputation, reputation among employers, publication outputs and citations in the WoS database, on the number of students in relation to the number of teachers, and on the numbers of international academics and students. In the QS EECA University Rankings 2019 chart published in 2018, the UHK appears in the shared 151st to 160th place. In the QS EECA University Rankings 2020 chart published at the end of 2019, the year in which the number of the involved universities increased by approximately fifty, the UHK was placed 168th. Although the UHK experienced a slight decline in the chart, it moved from the best 50% group to the leading 45% group in respect of the total number of the institutions being appraised. The UHK still has no place won in the QS World University Ranking chart.

Further, the UHK appears in the chart which evaluates the sustainable approach of the universities to the environment (UI GreenMetric). The evaluation criteria include, for instance, the size and location of the university, transport and infrastructure, energy and water consumption, waste handling and also education and research connected with the topics of the environment and sustainable development. In the 2019 chart, the UHK was placed 314th from the count of 780, whereby achieving a higher rank than in the previous year, in which it was 350th.

In 2019, the UHK engaged newly in other worldwide university charts. In the Times Higher Education (THE) World University Rankings 2020 chart published in 2019, it received a 1001+ position. The indicators compared by the THE when creating the chart concern education, research, transfer of knowledge and internationalization. In THE

European Teaching 2019 chart, the UHK shared the 101st –125th place, with the comparison taking into account, among other things, also a survey among students and teaching efficiency. THE also prepares several charts with different topics. Of them, the UHK was placed 401+ in the THE by Subject 2020 – Education chart.

In 2019, an international counselling body of the Philosophical Faculty (International Advisory Board) having seven members was established, with its main mission being evaluation of the fundamental activities of the faculty using the knowledge and experience of independent experts from various countries. The first meeting of the Board will be held at the beginning of 2020.

11 UHK's third role

11.1 UHK'S ROLE IN TRANSFER OF KNOWLEDGE INTO PRACTICE

In 2019, transfer of knowledge was performed by the Centre for Transfer of Biomedical Technologies, whose activities were focused on processing research and development outcomes, namely in connection with their application in the commercial sphere. The CTBT activities consist in intellectual property protection, entering into contracts for customized research, communication with the corporate sector in common research, and in organizing educational events for researchers in intellectual property protection.

In 2019, the UHK ensured filing 4 invention applications and 1 utility model application, was granted 2 patents, and registered 2 utility models. The UHK also maintained its previously granted patents, utility models and industrial designs, and made assessments of their further utilization options. In 2019, a licence was signed for a set of UHK intellectual property items and an industrial protection portfolio was sold in connection with lupin food production (patent applications including international ones, patents and utility models). The CTBT assisted in contracting for customized research for the commercial sphere, namely in negotiating research terms and conditions, cost calculation, solution concerning the co-ownership of the intellectual property created with the commercial partners, etc.

In 2019, 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 2019, the UHK continued as a partner with a financial contribution to implement the OP RDE technology transfer project titled "Centre for Transfer of Biomedical Technologies – Proficiency Development" (CZ.02.2.69/0.0/0.0/16_014/0000647), which supports the development of proficiency in human resources. The Teaching Hospital in Hradec Králové and the Faculty of Military Health Sciences were the recipients in the project. The project is intended to educate not only the CTBT employees but also the technology scouts chosen from the current research workers of all three institutions. In 2019, several educational events were organized within the project in the areas of intellectual property protection and technology transfer to increase the awareness of this issue among the UHK academic community.

The faculties active in social and human sciences are FF and PdF; in 2019, they continued in strengthening the UHK position as a cultural, educational and social centre of the town and region through events focused on young people, study applicants, present students, graduates, and the lay and professional public including seniors.

Archeopark Všečary, o. p. s., of which the UHK is the co-founder, traditionally fulfils the popularization tasks in archaeology and organizes standing expositions and workshops for the wide public, whereby representing a unique example of transfer of scientific knowledge and presentation of archaeological findings to the public. Regularly, it organizes thematic Live Archaeology Days and educational programmes for nursery, primary and secondary school pupils, in the preparation of which the academic staff and students of the Department of Archaeology of the FF take part. In 2019, the company set up an exhibition to show the archaeological findings made within the rescue archaeological research conducted at the D11 Motorway route between Hradec Králové and Jaroměř. The total number of visitors of the Archeopark every year ranges around fifteen thousand.

At the PdF, a specific role in the area of transfer of knowledge into practice is played by the Pedagogical Days, with their guests and visitors traditionally being experts from the teaching and assisting professions from the region and the whole Czech Republic.

At the FIM, the Basic and Applied Research Centre and the individual departments are also active in technology transfer, which usually takes place in the form of innovation vouchers and joint TACR projects. The FIM's Institute of Further Education is active in the sphere of further education.

11.2 COOPERATION WITH REGIONAL SELF-GOVERNMENT BODIES AND LEADING REGIONAL INSTITUTIONS

The UHK takes an active part in the life of the town and region. In 2019, it became the central organizer (together with other institutions, such as the East-Bohemian branch of the Memory of Nations, the Statutory City of Hradec Králové and Hradec Králové Region) of the November 1989 commemorative activities within the composed programme "Road to Freedom". Another activity to commemorate the 1989 events organized together with the Centre of Artistic Activities and the East Bohemian Museum was the reconstruction of the wall built of cardboard boxes on what today is Ulrich Square.

Active cooperation also takes place in relation to the management of the town and region, dealing especially with the issue of the "At the Confluence" campus and the need to resolve the problems of land ownership, among other things. During 2019, negotiations were also held to discuss the current topics concerning the lack of applicants for certain jobs in the town and region (nurses in hospitals, social workers). The UHK worked out two studies, which showed the gravity of the situation and the negative trends, and is ready to cooperate with the representatives of the town and of the region in their effort to resolve the issues.

UHK representatives attend the regular meetings of the ITI Hradec-Pardubice Agglomeration and the activities of the minor ITI working groups focused on education, science and research. In addition to this, the UHK is part of the Regional Standing Conference of Hradec Králové Region and of the Council for Research, Development and Innovations of Hradec Králové Region. By working in the above-mentioned bodies, the university representatives contribute to the synergetic development and cooperation of the institutions of our town and region.

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

The faculties also cooperate at different levels (mainly within joint projects and practical training) with the Czech National Bank, the Teaching Hospital in Hradec Králové, the Financial Authority for Hradec Králové Region and the Technology Centre of Hradec Králové. The UHK also cooperates with the self-governmental authorities as school founders, where the UHK (PdF, PŘF and FF) is the key "provider" of pedagogical workers (especially teachers) to schools.

The specific examples of cooperation with the Statutory City of Hradec Králové and Hradec Králové Region (as well as other partners) include the 16th year of the well-established international conference Hradec Days of Social Work, which represents an important platform for the meeting of practitioners and theoreticians in social work. The UHK (specifically, the FF) also keeps developing its cooperation with the leading public institutions and businesses in the region, especially in the areas of sociological surveys and rescue archaeological research. In respect of the preparation of strategies and plans for the development of the region, an important role is played by the TACR project titled "Analysis of Social Situation in Relation to Automotive Production in Solnice-Kvasiny-Rychnov n. K. Industrial Zone" implemented by the Department of Sociology of the FF. The project is focused on

identification of social risks associated with the establishment of industrial zones and aimed, among other things, at proposals of adequate solutions applicable at the level of public policy and administration.

11. 3 UHK SUPRA-REGIONAL OPERATION AND IMPORTANCE

The UHK together with its faculties organizes regular international conferences and workshops. In 2019, twelve international conferences were organized or co-organized. The members of the UHK's academic staff present their knowledge and scientific results through popularization lectures given both in the Czech Republic and abroad or through commentaries and interview in the media.

In 2019, the UHK cooperated with the National Museum in preparations for an exhibition on the women's voting rights. In the last year, the UHK formulated three university-wide research directions, namely Healthy Ageing and Quality of Life, Security and Sustainable Development in Digital Society, and New Challenges in Education. These directions were presented at a great press conference, and the wide public was informed about the research outcomes predominantly through the traditional media and online magazine of universities Universitas. Articles concerning science newly also form a majority of the contents of the regular quarterly e-mail newsletter and magazine "Year of/with UHK" (Rok (s) UHK).

The scientific activities of the university were also presented to the public at the Night of Scientists taking place right in the UHK campus, which was attended by two thousand people, and within the Week of Science and Technology of the Academy of Sciences of the CR.

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

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



PART III – ANNEX – CHARTS

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- 2.1** Accredited Degree Programmes
- 2.2** Degree Programmes in Foreign Languages
- 2.4** Accredited Degree Programmes Implemented Together with Other University or Public Research Institution Having Its Seat in the CR
- 2.6** Lifelong Learning Courses at the University (numbers of courses)
- 2.7** Lifelong Learning Courses at the University (numbers of students)
- 3.1** Students in Accredited Degree Programmes
- 3.2** Students – Self-Payers
- 3.3** Study Failure Rate in 1st 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

Tab. 2.1: Accredited Degree Programmes (counts)

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Postgraduate study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F fields	Cod									
Generic programmes and qualifications	00									0
Education	01	17	4	3	2	9	4	2	2	43
Arts and humanities	02	8	3			1		1	1	14
Social sciences, journalism and information	03	1								1
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	1	1	1	1					4
Services	10									0
Faculty total	X	27	8	4	3	10	4	3	3	62
Faculty of Informatics and Management										
Broadly defined ISCED-F fields	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04	2	2							4
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	3	3	1	1	3	3	3	3	20
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	5	5	1	1	3	3	3	3	24
Philosophical Faculty										
Broadly defined ISCED-F fields	Code									
Generic programmes and qualifications	00									0
Education	01	2								2
Arts and humanities	02	5	2			6	2	4	4	23
Social sciences, journalism and information	03	3	1			2	1	3	2	12
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	1	1							2
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	1	1							2
Services	10									0
Faculty total	X	12	5	0	0	8	3	7	6	41
Faculty of Science										
Broadly defined ISCED-F fields	Code									
Generic programmes and qualifications	00									0
Education	01								1	1
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	8	2			6	1	3	3	23
Information and communication technologies	06	1								1
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0

Faculty total	X	9	2	0	0	6	1	3	4	25
UHK – apart from faculties										
Broadly defined ISCED-F fields	Cod									
e										
Generic programmes and qualifications	0									
	0									
Education	0									0
	1									
Arts and humanities	0									
	2									
Social sciences, journalism and information	0									0
	3									
Business, administration and law	0									
	4									
Natural sciences, mathematics and statistics	0									0
	5									
Information and communication technologies	0									
	6									
Engineering, manufacturing and construction	0									0
	7									
Agriculture, forestry, fisheries and veterinary	0									
	8									
Health and welfare	0	1	1			1	1			4
	9									
Services	1									
	0									
Faculty total	X	1	1	0	0	1	1	0	0	4
University of Hradec Králové										
Broadly defined ISCED-F fields	Cod									
e										
Generic programmes and qualifications	0	0	0	0	0	0	0	0	0	0
	0									
Education	0	19	4	3	2	9	4	2	3	46
	1									
Arts and humanities	0	13	5	0	0	7	2	5	5	37
	2									
Social sciences, journalism and information	0	4	1	0	0	2	1	3	2	13
	3									
Business, administration and law	0	2	2	0	0	0	0	0	0	4
	4									
Natural sciences, mathematics and statistics	0	8	2	0	0	6	1	3	3	23
	5									
Information and communication technologies	0	5	4	1	1	3	3	3	3	23
	6									
Engineering, manufacturing and construction	0	0	0	0	0	0	0	0	0	0
	7									
Agriculture, forestry, fisheries and veterinary	0	0	0	0	0	0	0	0	0	0
	8									
Health and welfare	0	3	3	1	1	1	1	0	0	10
	9									
Services	1	0	0	0	0	0	0	0	0	0
	0									
UHK TOTAL	X	54	21	5	4	28	12	16	16	156
P = full-time										
K/D = combined/distance study										

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

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Postgraduate study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F fields	C									
Generic programmes and qualifications	00									0
Education	01	5	1			3	1			10
Arts and humanities	02	1	1							2
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	6	2	0	0	3	1	0	0	12
Faculty of Informatics and Management										
Broadly defined ISCED-F fields	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	3	2			3	2	3	3	16
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	3	2	0	0	3	2	3	3	16
Philosophical Faculty										
Broadly defined ISCED-F fields	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02					1		1	1	3
Social sciences, journalism and information	03	1				1		2	1	5
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	1	0	0	0	2	0	3	2	8
Faculty of Science										
Broadly defined ISCED-F fields	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	1								1
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0

Faculty total	X	1	0	0	0	0	0	0	0	1
UHK – apart from faculties										
Broadly defined ISCED-F fields	C									
Generic programmes and qualifications	00									
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09					1				1
Services	10									0
Faculty total	X	0	0	0	0	1	0	0	0	1
University of Hradec Králové										
Broadly defined ISCED-F fields	Cod									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	5	1	0	0	3	1	0	0	10
Arts and humanities	02	1	1	0	0	1	0	1	1	5
Social sciences, journalism and information	03	1	0	0	0	1	0	2	1	5
Business, administration and law	04	0	0	0	0	0	0	0	0	0
Natural sciences, mathematics and statistics	05	1	0	0	0	0	0	0	0	1
Information and communication technologies	06	3	2	0	0	3	2	3	3	16
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0
Health and welfare	09	0	0	0	0	1	0	0	0	1
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	11	4	0	0	9	3	6	5	38

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

University of Hradec Králové	
Title of degree programme	Specialization in Pedagogy
Broadly defined ISCED-F field	0111 (branch 7507V066)
Partner university/institution	University of South Bohemia in České Budějovice, University of Ostrava, University of West Bohemia in Plzeň
Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)	Postgraduate
Number of active studies at 31.12.	22
Title of degree programme	Specialization in Pedagogy
Broadly defined ISCED-F field	0111 (branch 7501V026)
Partner university/institution	University of Ostrava, University of West Bohemia in Plzeň
Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)	Postgraduate
Number of active studies at 31.12.	0
Title of degree programme	Applied Informatics
Broadly defined ISCED-F field	0613
Partner university/institution	University of Pardubice
Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)	Postgraduate
Number of active studies at 31.12.	18
Title of degree programme	System Engineering and Informatics
Broadly defined ISCED-F field	0688
Partner university/institution	University of Pardubice, Technical University of Liberec
Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)	Postgraduate
Number of active studies at 31.12.	18
Title of degree programme	System Engineering and Informatics
Broadly defined ISCED-F field	0688
Partner university/institution	University of Pardubice, Technical University of Liberec
Type of programme (Bachelor's, post-Bachelor's, Master's, Postgraduate)	Postgraduate
Number of active studies at 31.12.	5

Summarized information to Tab. 2.4

University of Hradec Králové	Bachelor's study	Master's study	Post-Bachelor's study	Postgraduate study	Total
Number of degree programmes				5	5
Number of active studies in the programmes				63	63

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

University of Hradec Králové		Job-oriented courses			Interest-oriented courses			U3A	TOTAL
		Less than 15 hours	16 to 100 hours	More than 100 hours	Less than 15 hours	16 to 100 hours	More than 100 hours		
Broadly defined ISCED-F fields	Code								
Generic programmes and qualifications	00								0
Education	01			25					25
Arts and humanities	02	13	12					22	47
Social sciences, journalism and information	03	3	4					2	9
Business, administration and law	04		8						8
Natural sciences, mathematics and statistics	05		7					1	8
Information and communication technologies	06	2	21					2	25
Engineering, manufacturing and construction	07								0
Agriculture, forestry, fisheries and veterinary	08								0
Health and welfare	09		1						1
Services	10							1	1
TOTAL	X	18	53	25	0	0	0	28	124

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 100 hours	More than 100 hours	Less than 15 hours	16 to 100 hours	More than 100 hours			
Broadly defined ISCED-F fields	Code									
Generic programmes and qualifications	00									
Education	01			434					381	7
Arts and humanities	02	338	66					861	1145	9
Social sciences, journalism and information	03	69	81					58	208	6
Business, administration and law	04		24						24	13
Natural sciences, mathematics and statistics	05		134					18	152	73
Information and communication technologies	06	17	184					25	226	26
Engineering, manufacturing and construction	07									
Agriculture, forestry, fisheries and veterinary	08									
Health and welfare	09		30						30	
Services	10							22	22	
TOTAL	X	424	519	381				833	2188	134

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

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Postgraduate study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F fields	Co									
de										
Generic programmes and qualifications	0									
	0									0
Education	0	761	533	634	106	265	164	18	11	2492
	1									
Arts and humanities	0	199	146			7		7	4	363
	2									
Social sciences, journalism and information	0									0
	3									
Business, administration and law	0									0
	4									
Natural sciences, mathematics and statistics	0									0
	5									
Information and communication technologies	0									0
	6									
Engineering, manufacturing and construction	0									0
	7									
Agriculture, forestry, fisheries and veterinary	0									0
	8									
Health and welfare	0	1								1
	9									
Services	1									0
	0									
Faculty total	X	961	679	634	106	272	164	25	15	2856
of which: number of women at the PdF	X	820	534	516	101	210	150	14	8	2353
of which: number of foreigners at the PdF	X	27	2	1	1	4	0	1	0	36
Faculty of Informatics and Management										
Broadly defined ISCED-F fields	Co									
de										
Generic programmes and qualifications	0									0
	0									
Education	0									0
	1									
Arts and humanities	0									0
	2									
Social sciences, journalism and information	0									0
	3									
Business, administration and law	0	318	165							483
	4									
Natural sciences, mathematics and statistics	0									0
	5									
Information and communication technologies	0	560	155	0	0	165	144	20	19	1063
	6									
Engineering, manufacturing and construction	0									0
	7									
Agriculture, forestry, fisheries and veterinary	0									0
	8									
Health and welfare	0									0
	9									
Services	1									0
	0									
Faculty total	X	878	320	0	0	165	144	20	19	1546
of which: number of women at the FIM	X	269	128	0	0	47	31	6	4	485
of which: number of foreigners at the FIM	X	37	3	0	0	11	1	2	1	55
Philosophical Faculty										
Broadly defined ISCED-F fields	Co									
de										
Generic programmes and qualifications	0									0
	0									
Education	0									0
	1									
Arts and humanities	0	175	32			72	44	50	17	390
	2									

Social sciences, journalism and information	03	203	68			38	63	20	2	394
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	14	21							35
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	55	88							143
Services	10									0
Faculty total	X	447	209	0	0	110	107	70	19	962
of which: number of women at the FF	X	262	134			71	62	24	7	560
of which: number of foreigners at the FF	X	17	2			5	6	14	2	46
Faculty of Science										
Broadly defined ISCED-F fields	Co de									
Generic programmes and qualifications	00									0
Education	01								8	8
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	441	8			107	12	20	23	611
Information and communication technologies	06	41								41
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	482	8	0	0	107	12	20	31	660
of which: number of women at the PpF	X	325	0			79	3	12	16	435
of which: number of foreigners at the PpF	X	10	0			1	3	3	4	21
UHK – apart from faculties										
Broadly defined ISCED-F fields	Co de									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	60	125			50	85			320
Services	10									0
Total	X	60	125	0	0	50	85	0	0	320
of which: number of women	X	56	109			47	76			288
of which: number of foreigners	X			0	0			0	0	
University of Hradec Králové										
Broadly defined ISCED-F fields	Co de									
Generic programmes and qualifications	00									0
Education	01	374	178	0	0	79	44	57	21	753
Arts and humanities	02									
Social sciences, journalism and information	03	203	68	0	0	38	63	20	2	394
Business, administration and law	04	318	165	0	0	0	0	0	0	483

Natural sciences, mathematics and statistics	05	441	8	0	0	107	12	20	23	611
Information and communication technologies	06	615	176	0	0	165	144	20	19	1139
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0
Health and welfare	09	116	213	0	0	50	85	0	0	464
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	2828	1341	634	106	704	512	135	84	6344
of which: total number of women	X	1732	905	516	101	454	322	56	35	4121
of which: total number of foreigners	X	91	7	1	1	21	10	20	7	158

P = full-time

K/D = combined/distance study

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

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Postgraduate study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F fields	C									
ode										
Generic programmes and qualifications	00									0
Education	01	2				1				3
Arts and humanities	02	4								4
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare										n
Faculty total	X	6	0	0	0	1	0	0	0	7
Faculty of Informatics and Management										
Broadly defined ISCED-F fields	Co									
de										
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	3	0			7	0	2	0	12
Engineering, manufacturing and construction	07									0
Faculty total	X	3	0	0	0	7	0	2	0	12
Philosophical Faculty										
Broadly defined ISCED-F fields	C									
ode										
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02							1		1
Social sciences, journalism and information	03	3				1		8		12
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Faculty total	X	3	0	0	0	1	0	9	0	13
Faculty of Science										
Broadly defined ISCED-F fields	C									
ode										
9										
Services	10									0
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	1								1
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0

Health and welfare	0									0
9										
Services	10									0
Faculty total	X	1	0	0	0	0	0	0	0	1

UHK – apart from faculties										
Broadly defined ISCED-F fields	C									
ode										
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	0	0	0			0	0			0
9										
Services	10									0

Faculty total	Faculty total	X	0	0	0	0	0	0	0	0	0	0	0
University of Hradec Králové	University of Hradec Králové												
Broadly defined ISCED-F fields	C												
ode													
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0	0	0	0
Education	01	2	0	0	0	1	0	0	0	0	0	3	
Arts and humanities	02	4	0	0	0	0	0	1	0	0	5		
Social sciences, journalism and information	03	3	0	0	0	1	0	8	0	0	12		
Business, administration and law	04	0	0	0	0	0	0	0	0	0	0		
Natural sciences, mathematics and statistics	05	1	0	0	0	0	0	0	0	0	1		
Information and communication technologies	06	3	0	0	0	7	0	2	0	0	12		
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0	0		
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0	0		
Health and welfare	0	0	0	0	0	0	0	0	0	0	0		
9													
Services	10	0	0	0	0	0	0	0	0	0	0		
UHKTOTAL	X	13	0	0	0	9	0	11	0	33			

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 determined.

P = full-time

K/D = combined/distance study

Tab. 3.3: Study Failure Rate* in 1st Year** of Study (in %)

University of Hradec Králové	Bachelor's study			Master's study			Post-Bachelor's study			Postgraduate study			TOTAL
	P	K/D	TOTAL	P	K/D	TOTAL	P	K/D	TOTAL	P	K/D	TOTAL	
Faculty of Education	21.0%	34.0%	26.0%	31.0%	42.0%	32.0%	16.0%	21.0%	18.0%	0.0%	67.0%	29.0%	26.0%
Faculty of Informatics and Management	36.0%	56.0%	42.0%	0.0%	0.0%	0.0%	8.0%	28.0%	17.0%	0.0%	33.0%	18.0%	37.0%
Philosophical Faculty	37.0%	58.0%	45.0%	0.0%	0.0%	0.0%	5.0%	38.0%	21.0%	0.0%	17.0%	5.0%	36.0%
Faculty of Science	35.7%	80.0%	37.7%	0.0%	0.0%	0.0%	19.6%	50.0%	23.1%	12.5%	25.0%	16.7%	34.2%
UHK – apart from faculties	14.0%	21.0%	19.0%	0.0%	0.0%	0.0%	11.0%	10.0%	10.0%	0.0%	0.0%	0.0%	16.0%
UHK TOTAL	30.0%	42.0%	34.0%	31.0%	42.0%	32.0%	13.0%	25.0%	18.0%	3.0%	28.0%	14.0%	30.0%

Note: ** = It concerns all students who registered to study at the university in calendar year *n*, whether or not registered at the university for the first time.

P = full-time

K/D = combined/distance study

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)	494	15,795
For excellent scientific, research, development, artistic or other creative results per S. 91(2b)	1,350	11,219
For research, development and innovation activities per special legal regulation, S. 91(2c)183	14,246	
In case of a student's difficult social situation per S. 91(2d)	24	21,208
In case of student's difficult social situation per S. 91(3)	0	0
In cases worthy of special regard per S. 91(2e)	2,672	4,962
of which: accommodation bursary	2,672	4,962
To support study abroad per S.91(4a)	269	60,011
To support study in the CR per S.91(4b)	174	44,753
For students of doctoral degree programmes per S.91(4c)	98	133,806
Other bursaries/scholarships	0	0
TOTAL***	5,264	14,507

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 natural 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.

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

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Postgraduate study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F fields	Co									
Generic programmes and qualifications	0									0
Education	0	164	113	71	11	131	42	2	2	536
	1									
Arts and humanities	0	45	15					1	1	62
	2									
Social sciences, journalism and information	0									0
	3									
Business, administration and law	0									0
	4									
Natural sciences, mathematics and statistics	0									0
	5									
Information and communication technologies	0									0
	6									
Engineering, manufacturing and construction	0									0
	7									
Agriculture, forestry, fisheries and veterinary	0									0
	8									
Health and welfare	0									0
	9									
Services	1									0
	0									
Faculty total	X	209	128	71	11	131	42	3	3	598
of which: number of women at the PdF	X	187	100	62	11	107	36	2	2	507
of which: number of foreigners at the PdF	X	4	0	0	0	2	1	0	0	7
Faculty of Informatics and Management										
Broadly defined ISCED-F fields	C									
	o									
	de									
Generic programmes and qualifications	0									0
	0									
Education	0									0
	1									
Arts and humanities	0									0
	2									
Social sciences, journalism and information	0									0
	3									
Business, administration and law	0	75	30							105
	4									
Natural sciences, mathematics and statistics	0									0
	5									
Information and communication technologies	0	74	19	0	0	59	21	0	5	178
	6									
Engineering, manufacturing and construction	0									0
	7									
Agriculture, forestry, fisheries and veterinary	0									0
	8									
Health and welfare	0									0
	9									
Services	1									0
	0									
Faculty total	X	149	49	0	0	59	21	0	5	283
of which: number of women at the FIM	X	80	23	0	0	16	6	0	2	127
of which: number of foreigners at the FIM	X	7	0	0	0	2	0	0	1	10
Philosophical Faculty										
Broadly defined ISCED-F fields	C									
	o									
	de									
Generic programmes and qualifications	0									0
	0									
Education	0									0

	1									
Arts and humanities	0 2	32	1			24	6	5	3	71
Social sciences, journalism and information	0 3	34	3			14	10	0	0	61
Business, administration and law	0 4									0
Natural sciences, mathematics and statistics	0 5									0
Information and communication technologies	0 6	2	8			0	0	0	0	10
Engineering, manufacturing and construction	0 7									0
Agriculture, forestry, fisheries and veterinary	0 8									0
Health and welfare	0 9									0
Services	1 0									0
Faculty total	X	68	12	0	0	38	16	5	3	142
of which: number of women at the FF	X	43	5			19	13	1	2	83
of which: number of foreigners at the FF	X	2	0			3	0	0	0	5
Faculty of Science										
Broadly defined ISCED-F fields	C o de									
Generic programmes and qualifications	0 0									0
Education	0 1									0
Arts and humanities	0 2									0

Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	108	2			49	1	6	5	171
Information and communication technologies	06	7								7
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	115	2	0	0	49	1	6	5	178
of which: number of women at the PrF	X	74	0			35	0	2	1	112
of which: number of foreigners at the PrF	X	60	0			18	0	5	0	83
UHK – apart from faculties										
Broadly defined ISCED-F fields	Cod e									
Generic programmes and qualifications	00									0
Education	01									0
Arts and humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	43	47			16	17			123
Services	10									0
Total	X	43	47	0	0	16	17	0	0	123
of which: number of women	X	40	40			15	16			111
of which: number of foreigners	X	15	0			5	1			21

University of Hradec Králové										
Broadly defined ISCED-F fields	Cod e									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	164	113	71	11	131	42	2	2	536
Arts and humanities	02	77	16	0	0	24	6	6	4	133
Social sciences, journalism and information	03	34	3	0	0	14	10	0	0	61
Business, administration and law	04	75	30	0	0	0	0	0	0	105
Natural sciences, mathematics and statistics	05	108	2	0	0	49	1	6	5	171
Information and communication technologies	06	83	27	0	0	59	21	0	5	195
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0
Health and welfare	09	43	47	0	0	16	17	0	0	123
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	584	238	71	11	293	97	14	16	1324
of which: total number of women	X	424	168	62	11	192	71	5	7	940
of which: total number of foreigners		88	0	0	0	30	2	5	1	126
X										

ry to 31 December.

Tab. 5.1: Interest in Studies at the University

University of Hradec Králové		Bachelor's study				Master's study				Post-Bachelor's study				Postgraduate study			
		Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study
Faculty of Education																	
Broadly defined ISCED-F fields	Cod																
Arts and humanities	02	420	448	172	112					10	8	8	8	4	4	3	3
Social sciences, journalism and information	03																
Business, administration and law	04																
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06																
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09																
Services	1																
Faculty total		2,016	2,507	822	617	605	678	303	214	371	419	199	177	15	15	11	11
Faculty of Informatics and Management																	
Broadly defined ISCED-F fields	Cod																
Arts and humanities	02																
Social sciences, journalism and information	03																
Business, administration and law	04	758	789	281	198												
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06	649	705	473	385	0	0	0	0	229	244	179	141	15	19	7	7

Social sciences, journalism and information 03		207	214	133	93					55	58	36	32	7	7	6	6
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09																
Services	1																
Faculty total		1,311	1,494	754	583	0	0	0	0	212	244	179	141	14	19	7	7
X																	
Philosophical Faculty																	
Broadly defined ISCED-F fields	C																
Code	~																
	1																
Arts and humanities	02	202	222	129	89					79	87	52	43	16	16	15	15
Business, administration and law	04																
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06	24	24	16	11												
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09	283	290	192	149												
Services	10																
Faculty total	X	679	750	470	342					134	145	88	75	22	23	21	21
Faculty of Science																	
Broadly defined ISCED-F fields	Code																
Generic programmes and qualifications	00																
Education	01																
Arts and humanities	02																
Social sciences, journalism and information	03																
Business, administration and law	04																
Natural sciences, mathematics and	05	527	602	363	209					91	97	61	56	15	15	14	12

University of Hradec Králové																		
Broadly defined ISCED-F fields	Cod																	
Construction	7																	
Agriculture, forestry, fisheries and veterinary	08																	
Health and welfare	09																	
Services	10																	
Faculty total	X	581	664	388	230		0	0	0	91	97	61	56	15	15	14	12	
UHK – apart from faculties																		
Broadly defined ISCED-F fields	Cod																	
Generic programmes and qualifications	00																	
Education	01																	
Arts and humanities	02																	
Social sciences, journalism and information	03																	
Business, administration and law	04																	
Natural sciences, mathematics and statistics	05																	
Information and communication technologies	06																	
Engineering, manufacturing and construction	07																	
Agriculture, forestry, fisheries and veterinary	08																	
Health and welfare	09									148	162	81	66					
Services	10																	
Faculty total	X									148	162	81	66					
Generic programmes and qualifications	00																	
Education	01	1,711	2,059	650	505	620	678	303	214	364	411	191	169	11	11	8	8	
Arts and humanities	02	622	670	301	201					89	95	60	51	20	20	18	18	
Social sciences, journalism and information	03	207	214	133	93					55	58	36	32	7	7	6	6	

Business, administration and law	0 4	758	789	281	198												
Natural sciences, mathematics and statistics	0 5	527	602	363	209					91	97	61	56	15	15	14	12
Information and communication technologies	0 6	734	791	514	417					212	244	179	141	14	19	7	7
Engineering, manufacturing and construction	0 7																
Agriculture, forestry, fisheries and veterinary	0 8																
Health and welfare	0 9	283	290	192	149					148	162	81	66				
Services	1 0																
UHK TOTAL	X	4,129	5,415	2,434	1,772	605	678	303	214	915	1,067	608	515	66	72	53	51

P = full-time

K/D = combined/distance study

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

University of Hradec Králové	Academic staff								Scientific staff**			Other employees *****	TOTAL employees
	TOTAL academic staff	Professors	Associate professors	Assistant professors	Assistants	Lecturers	Scientific, research and development workers taking part in pedagogical activities	Extra-ordinary professors	Post-doctoral students ("postdok")* **	Scientific staff not classified in other categories	Other scientific, research and development staff***		
Faculty of Education	144,770	8,740	26,190	80,930		28,910			1,750	1,110		37,270	184,900
Numbers of women at the PdF	82,850	1,010	11,560	53,460		16,820				0,910		34,020	117,780
Faculty of Informatics and Management	74,840	10,950	14,540	39,670		9,680			0,500	6,270		21,700	103,310
Numbers of women at the FIM	32,920	2,120	7,560	15,620		7,620			0,500	2,440		17,340	53,200
Philosophical Faculty	74,550	4,510	16,140	46,050		7,090	0,760		0,500	15,120	19,760	36,110	146,040
Numbers of women at the FF	28,850	1,700	5,350	16,490		5,310			0,500	4,040	10,900	28,430	72,720
Faculty of Science	50,080	4,250	9,470	30,880		5,480			1,370	22,280		19,650	93,380
Numbers of women at the PpF	16,880	1,000	0,350	13,010		2,520				4,730		16,780	38,390
Other facilities total	0,000									3,750		158,170	161,920
Numbers of women at other facilities	0,000									0,500		102,380	102,880
TOTAL	344,240	28,450	66,340	197,530	0,000	51,160	0,760	0,000	4,120	48,530	19,760	272,900	689,550
Total number of women	161,500	5,830	24,820	98,580	0,000	32,270	0,000	0,000	1,000	12,620	10,900	198,950	384,970

* = average number of working hours per employee working full working hours, and of the total annual number of working hours per employee working full working hours,

Note: ** = In this case, the term "scientific worker" means any scientific worker who is not an academic worker per S. 70 of Act No. 111/1998 Coll., on higher education institutions.

Note: *** = Any worker of a research or higher education institution within five years of defending his or her academic degree Ph.D. or its equivalent. He/she works as part of a scientific team of the institution in question under the guidance of experienced scientific workers on a specific assignment and publishes his/her results either separately or together with the creative team. He/she has an employment contract concluded with the research institution for a definite period of time (duration from 1 to 3 years) for one or three consecutive periods as a maximum. His/her pay is subject to the wage system rules of the given institution, and he/she can also receive bonuses within research grant projects.

Note: **** = The "Other 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. 6.2: Age Structure of Academics, Scientists and Other Employees (headcount*)

University of Hradec Králové																							
Academic staff		Scientific and expert staff**												Other employees *****		TOTAL	of which: women						
Professors		Associate professors		Assistant professors		Assistants		Lecturers		Scientific, research and development workers taking part in pedagogical activities		Extra-ordinary professors		Post-doctoral students (“postdok”)		Scientific staff not classified in other categories		Other scientific, research and development staff ****					
TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women		
Less than 29 years								12	5					1		20	7	15	7	36	20	84	39
30-39 years	1		11	3	84	38			32	15				5	1	21	4	6	3	85	60	245	124
40-49 years	2		21	6	96	43			19	17	1					19	3	1		74	53	233	122
50-59 years	4		17	8	35	24			4	2						5	1	2	2	53	44	120	81
60-69 years	1	4	15	6	16	10			6	4						3				41	33	97	57
Over 70	6	2	15	5	23	11	0	0	7	4	1	0	0	0	1	0	1	1	2	21	38	13	

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 “scientific worker” means any scientific worker who is not an academic worker per S. 70 of Act No. 111/1998 Coll., on higher education institutions.

Note: *** = Any worker of a research or higher education institution within five years of defending his or her academic degree Ph.D. or its equivalent. He/she works as part of a scientific team of the institution in question under the guidance of experienced scientific workers on a specific assignment and publishes his/her results either separately or together with the creative team. He/she has an employment contract concluded with the research institution for a definite period of time (duration from 1 to 3 years) for one or three consecutive periods as a maximum. His/her pay is subject to the wage system rules of the given institution, and he/she can also receive bonuses within research grant projects.

Note: **** = The “Other 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 Academic and Scientific Workers by Workload Extent and Highest Qualification Achieved (headcount by workload extent)

University of Hradec Králové	Academic staff								Scientific staff*	TOTAL of which: women		
Faculty of Education												
	Prof.		Ass. prof.		DrSc., CSc.	Dr., Ph.D., Th.D.	Other		TOTAL	Women		
Workload extent	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women				
Less than 0.3	1		2	1	7	5	10	5			20	11
0.31–0.5	2		4	1	13	8	7	4			26	13
0.51–0.7			1	1	20	18	4	3			25	22
0.71–1	8	1	21	9	54	29	24	13	1	1	108	53
More than 1											0	0
TOTAL	11	1	28	12	94	60	45	25	1	1	179	99
Faculty of Informatics and Management												
	Prof.		Ass. prof.		DrSc.,CSc.,Dr.,Ph.D., Th.D.		Other		TOTAL	Women		
Workload extent	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women				
Less than 0.3	1		2	2			2	1	11	3	16	6
0.31–0.5			2	1	4		3	2			9	3
0.51–0.7					2	1	1	1			3	2
0.71–1	10	2	12	6	35	15	6	5			63	28
More than 1											0	0
TOTAL	11	2	16	9	41	16	12	9	11	3	91	39
Philosophical Faculty												
	Prof.		Ass. prof.		DrSc., CSc.	Dr., Ph.D., Th.D.	Other		TOTAL	Women		
Workload extent	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women				
Less than 0.3	1		1		7	2	1		14	1	24	3
0.31–0.5	1		3	1	4	1	2	2	13	4	23	8
0.51–0.7	1	1					1	1	2	1	4	3
0.71–1	3	1	15	5	44	17	5	3	26	13	93	39
More than 1											0	0
Workload extent	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women				
Less than 0.3	2		4		9	5	1	1	19	4	35	10
0.31–0.5	1				2	1	1	1	4	1	8	3
0.51–0.7	1				3	1	1				5	1
0.71–1	4	1	12	1	31	11	6	3	5		58	16
More than 1											0	0
TOTAL	8	1	16	1	45	18	9	5	28	5	106	30
Ostatní pracoviště celkem												
	Prof.		Ass. prof.		DrSc., CSc.	Dr., Ph.D., Th.D.	Other		TOTAL	Women		
Workload extent	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women				
Less than 0.3											0	0
0.31–0.5											0	0
0.51–0.7											0	0
0.71–1									2		2	0
More than 1											0	0

TOTAL	0	0	0	0	0	0	0	0	2	0	2	0
University of Hradec Králové												
	Prof.		Ass. prof.		DrSc.,CSc.,Dr.,Ph.D., Th.D.		Other		TOTAL	Wo m.		
Less than 0.3	5		9	3	23	12	14	7	44	8	95	30
0.31–0.5	4		9	3	23	10	13	9	17	5	66	27
0.51–0.7	2	1	1	1	25	20	7	5	2	1	37	28
0.71–1	25	5	60	21	164	72	41	24	34	14	324	136
More than 1											0	0
TOTAL	36	6	79	28	235	114	75	45	97	28	522	221
UHK TOTAL	36	6	79	28	235	114	75	45	97	28	522	221

Note: The highest academic degree achieved is only provided.

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

Tab. 6.4: Chief Officers (headcount)

University of Hradec Králové Rector/ Dean	Vice- Rector/ Vice- Dean	Academic senate	Scientific / Artistic/ Academic Board	Bursar/ Secretary*	Board of Trustees	Director of Institute, University Agricultural or Forest Facility	Head of Department / Institute / Research Facility*	Chief officers TOTAL ***
University of Hradec Králové 1	4	24	31	1	12			73
of which: women	2	9	9		1			21
Faculty of Education 1	4	11	28	1			15	60
of which: women	3	4	10	1			10	28
Faculty of Informatics and Management 1	3	9	32	1			14	60
of which: women	1	2	8	1			7	19
Philosophical Faculty 1	4	11	22	1			8	47
of which: women	1	2	5	1			2	11
Faculty of Science 1	4	9	30	1			8	53
of which: women	0	7	4	1			1	13
UHK TOTAL*** 5	19	64	143	5	12	0	45	293
of which: women	7	24	36	4	1	0	20	92

The table only shows those parts of the university and facilities for educational and research, development and innovation, artistic or other creative activities or for the provision of information services or technology transfer.

Note: * = Per Section 25(2) of the Higher Education Act

Note: ** = Selected and similar facilities for educational and research, development and innovation, artistic or other creative activities or for the provision of information services or technology transfer per S. 22(c) of Act No. 111/1998 Coll., which is within the part of the university.

Note: *** = The total count may not reflect the actual headcount (as one person can have more than one position at the university or faculty)

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

University of HradecKrálové	Academic staff					Scientific, research and development workers taking part in pedagogical activities	Scientific and expert staff*			Other employees ****
	Professors	Associate professors	Assistant professors	Assistants	Lecturers		Post-doctoral students (“postdok”)*	Scientific staff not classified in other categories	Other scientific, research and development staff ***	
Faculty of Education										
of which: Germany	0.23									
Poland		0.8								
Austria										
Slovakia	0.04		3		0.1					
Other EU countries					0.23					
Other non-EU countries		0.96			0.33					
Women out of the total number (irrespective of citizenship)		0.96	2		0.33					
Faculty of Informatics and Management										
of which: Germany										
Poland										
Austria										
Slovakia					1					0.33
Other EU countries										
Other non-EU countries					1		0.5	1.27		
Women out of the total number (irrespective of citizenship)					1		0.5	0.16		0.33
Philosophical Faculty										
of which: Germany								1.28		
Poland								0.25		
Austria								0.46		0.02
Slovakia	0	1.5	1.5					1.66		1
	7									
Other EU countries								1.39		
Other non-EU countries			2			0.63	0.5	1.23		0.01
Women out of the total number (irrespective of citizenship)	0.7	0.5					0.5	1.7		1
Faculty of Science										
of which: Germany										
Poland								0.08		
Austria										
Slovakia			0.81		0.42			2.95		
Other EU countries	0.01	0.01	1				0.34	1.3		
Other non-EU countries		0.38	0.64				1.03	2.03		
Women out of the total number (irrespective of citizenship)			0.22					0.98		
Other facilities total										
of which: Germany										
Austria										

Other EU countries							0.66		
Other non-EU countries							1.34		
Women out of the total number (irrespective of citizenship)							0.5		
UHK TOTAL									
of which: Germany	0.23						1.28		
Poland	0.8						1.4		
Austria							0.46		0.02
Slovakia	0.74	1.5	5.31		1.52		5.12		1.33
Other EU countries	0.01	0.01	1		0.23	0.34	3.36		
Other non-EU countries		1.34	2.64		1.33	0.63	2.03	5.88	0.01
Women out of the total number (irrespective of citizenship)	0.7	1.46	2.22		1.33	1	3.34		1.33

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

Note: ** = Any worker of a research or higher education institution within five years of defending his or her academic degree Ph.D. or its equivalent. He/she works as part of a scientific team of the institution in question under the guidance of experienced scientific workers on a specific assignment and publishes his/her results either separately or together with the creative team. He/she has an employment contract concluded with the research institution for a definite period of time (duration from 1 to 3 years) for one or three consecutive periods as a maximum. His/her pay is subject to the wage system rules of the given institution, and he/she can also receive bonuses within research grant projects.

Note: *** = The “Other 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 At university*		Regular university employees appointed at other university **	Average age of newly appointed academics ***
	Total	of which: regular university employees		
Faculty of Education				
Professors appointed in 2019			1	
of which: women				
Associate professors appointed in 2019			1	
of which: women				
Faculty of Informatics and Management				
Professors appointed in 2019			1	
of which: women			1	
Associate professors appointed in 2019	1	1		39
of which: women				
Philosophical Faculty				
Professors appointed in 2019	1			60
of which: women				
Associate Professors appointed in 2019	1	1	2	40
of which: women				
Faculty of Science				
Professors appointed in 2019			1	
of which: women				
Associate professors appointed in 2019	3	1	2	33
of which: women			1	
Professors total	1		3	60
of which: women			1	
Associate professors total	5	3	5	37
of which: women			1	

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).

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

University of Hradec Králové	H2020/ 7 th framework programme of the EC		Other	TOTAL
	TOTAL Actions	of which: Marie-Curie		
Number of projects*	1	0	127	128
Number of outgoing students**	0	0	65	65
Number of incoming students ***	0	0	9	9
Number of outgoing academic and scientific workers****	0	0	209	209
Number of incoming academic and scientific workers *****	0	0	67	67
Subsidies in CZK ths*****	0	0	167,689	167,689

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

Note: ** = Outgoing students (i.e. numbers of trips) who went to a stay abroad in 2019, including those whose stay started in 2018. 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 2019, including those whose stay started in 2018. 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 academic workers (i.e. numbers of trips) who went to a stay abroad in 2019, including those whose stay started in 2018.

Note: ***** = Incoming academic workers (i.e. numbers of visits) who came for a visit in 2019, including those whose stay started in 2018.

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, Academic and Other Workers by Country (regardless of funding source)

Country	Number of outgoing students*		Number of incoming students*	Number of outgoing academic workers***	Number of incoming academic workers ****	Number of other outgoing workers***	Number of other incoming workers ****	TOTAL for the country
	Total	of which: graduate internships *****						
Islamic Republic of Afghanistan	0	0	0	0	0	0	0	0
Republic of Albania	0	0	0	0	0	0	0	0
People's Democratic Republic of Algeria	0	0	0	0	0	0	0	0
American Virgin Islands	0	0	0	0	0	0	0	0
Principality of Andorra	0	0	0	0	0	0	0	0
Republic of Angola	0	0	0	0	0	0	0	0
Anguilla	0	0	0	0	0	0	0	0
Antarctic	0	0	0	0	0	0	0	0
Antigua and Barbuda	0	0	0	0	0	0	0	0
Argentine Republic	0	0	7	1	0	0	0	8
Republic of Armenia	0	0	4	3	5	0	0	12
Aruba	0	0	0	0	0	0	0	0
Commonwealth of Australia	1	0	0	0	0	0	0	1
Republic of Azerbaijan	0	0	0	0	0	0	0	0
Commonwealth of The Bahamas	0	0	0	0	0	0	0	0
Bailiwick Guernsey	0	0	0	0	0	0	0	0
Bailiwick Jersey	0	0	0	0	0	0	0	0
People's Republic of Bangladesh	0	0	0	0	0	0	0	0
Barbados	0	0	0	0	0	0	0	0
Kingdom of Belgium	6	0	0	6	2	0	0	14
Belize	0	0	0	0	0	0	0	0
Republic of Belarus	0	0	2	0	0	0	0	2
Republic of Benin	0	0	0	0	0	0	0	0
Bermuda	0	0	0	0	0	0	0	0
Kingdom of Bhutan	0	0	0	0	0	0	0	0
Bolivarian Republic of Venezuela	0	0	7	0	0	0	0	7
Bonaire, Saint Eustatius and Saba	0	0	0	0	0	0	0	0
Bosnia and Herzegovina	1	0	0	0	0	0	0	1
Republic of Botswana	0	0	0	0	0	0	0	0
Bouvet Island	0	0	0	0	0	0	0	0
Federative Republic of Brazil	4	0	24	1	5	0	0	34
British Virgin Islands	0	0	0	0	0	0	0	0
British Indian Ocean Territory	0	0	0	0	0	0	0	0
Republic of Bulgaria	4	0	2	2	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
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	3	0	72	8	0	2	0	85
Republic of China (Taiwan)	52	0	124	5	3	0	0	184
Kingdom of Denmark	7	0	0	1	0	0	0	8
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	4	0	0	0	6
Republic of Estonia	3	0	0	0	0	0	0	3

Federal Democratic Republic of Ethiopia	1	0	2	0	0	0	0	3
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	0	0	0	5	0	5	0	10
French Guiana	0	0	0	0	0	0	0	0
French Southern and Antarctic Lands	0	0	0	0	0	0	0	0
French Polynesia	0	0	0	0	0	0	0	0
French Republic	12	0	14	12	3	0	0	41
Gabonese Republic	0	0	0	0	0	0	0	0
Republic of the Gambia	0	0	0	0	0	0	0	0
Republic of Ghana	1	0	4	0	0	0	0	5
Gibraltar	0	0	0	0	0	0	0	0
Grenada	0	0	0	0	0	0	0	0
Greenland	0	0	0	0	0	0	0	0
Georgia	1	0	0	0	0	0	0	1
Republic of Guatemala	0	0	0	0	0	0	0	0
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	2	0	2	0	0	0	0	4
Republic of Croatia	3	0	0	5	0	0	0	8
Republic of India	0	0	0	0	0	0	0	0
Republic of Indonesia	8	0	0	3	0	0	0	11
Republic of Iraq	0	0	0	0	0	0	0	0
Islamic Republic of Iran	0	0	0	0	0	0	0	0
Ireland	0	0	0	1	0	0	0	1
Iceland	0	0	0	1	0	0	0	1
Italian Republic	12	0	12	13	2	3	0	42
Jamaica	0	0	0	0	0	0	0	0
Japan	5	0	6	1	2	0	0	14
Republic of Yemen	0	0	0	0	0	0	0	0
Republic of South Africa	0	0	0	0	0	0	0	0
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	2	0	0	0	0	0	0	2
Republic of Cameroon	0	0	0	0	0	0	0	0
Canada	0	0	0	2	0	2	0	4
Republic of Cabo Verde	0	0	4	1	0	0	0	5
Republic of Kenya	0	0	7	1	1	0	1	10
Republic of Colombia	4	0	19	1	1	0	0	25
Union of the Comoros	0	0	0	0	0	0	0	0
Democratic Republic of the Congo	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	12	0	26	4	5	0	0	47
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	1	0	0	2	0	0	0	3
State of Kuwait	0	0	0	0	0	0	0	0
Republic of Cyprus	0	0	6	2	0	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	4	0	2	1	0	0	0	7
Republic of Latvia	1	0	0	3	1	0	0	5
Grand Duchy of Luxembourg	0	0	0	2	0	0	0	2
Republic of Madagascar	0	0	1	0	0	0	0	1
Hungary	0	0	0	1	4	2	0	7
Malaysia	1	0	4	9	0	3	0	17
Republic of Malawi	0	0	0	0	0	0	0	0
Republic of Maldives	0	0	0	0	0	0	0	0
Republic of Malta	0	0	0	3	0	0	0	3
Kingdom of Morocco	1	0	0	0	0	0	0	1
Martinique	0	0	0	0	0	0	0	0
Republic of Mauritius	0	0	0	0	0	0	0	0
Islamic Republic of Mauritania	0	0	0	0	0	0	0	0
United States Minor Outlying Islands	0	0	0	0	0	0	0	0
Plurinational State of Bolivia	0	0	13	2	0	0	0	15
Republic of Moldova	0	0	0	0	0	0	0	0
Principality of Monaco	0	0	0	0	0	0	0	0
Mongolia	0	0	0	0	0	0	0	0
Montserrat	0	0	0	0	0	0	0	0
Republic of Mozambique	0	0	0	0	0	0	0	0
Republic of Namibia	0	0	0	0	0	0	0	0
Federal Democratic Republic of Nepal	0	0	0	0	0	0	0	0
Independent State of Papua New Guinea	0	0	0	0	0	0	0	0
Independent State of Samoa	0	0	0	0	0	0	0	0
Federal Republic of Nigeria	1	0	5	0	1	0	0	7
Republic of Niger	0	0	0	0	0	0	0	0
Republic of Nicaragua	0	0	9	0	1	0	0	10
Niue	0	0	0	0	0	0	0	0
Kingdom of the Netherlands	2	0	3	2	0	0	0	7
Kingdom of Norway	12	0	0	8	1	0	0	21
New Caledonia	0	0	0	0	0	0	0	0
New Zealand	0	0	0	0	0	0	0	0
Isle of Man	0	0	0	0	0	0	0	0
Turks and Caicos Islands	0	0	0	0	0	0	0	0
Islamic Republic of Pakistan	0	0	0	0	0	0	0	0
Palestinian Territories	0	0	0	0	0	0	0	0
Republic of Panama	0	0	0	0	0	0	0	0
Republic of Paraguay	0	0	0	0	0	0	0	0
Republic of Peru	4	0	5	0	0	0	0	9
Pitcairn Islands	0	0	0	0	0	0	0	0
Republic of Poland	13	0	22	27	14	1	3	80
Commonwealth of Puerto Rico	0	0	0	0	0	0	0	0
Portuguese Republic	34	0	14	15	1	5	0	69
Åland Islands	0	0	0	0	0	0	0	0
Republic of Austria	6	0	0	17	2	1	0	26
Region Guadeloupe	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 Kazakhstan	0	0	6	0	0	2	0	8
Republic of China	0	0	0	0	0	0	0	0

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 North Macedonia	0	0	0	1	0	0	0	1
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	2	0	7	0	0	0	0	9
Russian Federation	24	0	41	8	8	0	0	81
Republic of Rwanda	0	0	0	0	0	0	0	0
Hellenic Republic	6	0	5	8	2	1	0	22
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	3	0	0	0	3
Slovak Republic	13	0	7	39	24	2	4	89
Republic of Slovenia	12	0	0	3	0	0	0	15
Federal Republic of Somalia	0	0	0	0	0	0	0	0
United Kingdom of Great Britain and Northern Ireland	13	0	0	23	1	4	0	41
United States of America	14	0	4	21	3	1	0	43
United Mexican States	9	0	27	3	1	0	0	40
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	20	0	6	37	3	3	0	69
Republic of Serbia	0	0	0	2	0	0	0	2
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	4	0	0	0	5
State of Qatar	0	0	0	0	0	0	0	0
United Arab Emirates	0	0	0	1	0	0	0	1
Central African Republic	1	0	0	0	0	0	0	1
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	34	0	31	37	0	3	0	105
Svalbard and Jan Mayen	0	0	0	0	0	0	0	0
Democratic Socialist Republic of The Territory of Guam	0	0	0	0	0	0	0	0
Kingdom of Sweden	6	0	0	3	2	0	0	11

Swiss Confederation	1	0	1	3	0	0	0	5
United Republic of Tanzania	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	5	0	16	1	0	0	0	22
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	34	6	4	0	0	48
Turkmenistan	0	0	0	0	0	0	0	0
Tuvalu	0	0	0	0	0	0	0	0
Republic of Uganda	0	0	0	0	2	0	0	2
Ukraine	5	0	10	0	0	0	0	15
Oriental Republic of Uruguay	0	0	1	0	0	0	0	1
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	0	0	0	0	5
Republic of Zambia	4	0	1	0	0	0	0	5
Republic of Zimbabwe	0	0	0	0	0	0	0	0
Hong Kong Special Administrative Region of the People's Republic of China	14	0	83	0	0	0	0	97
Macao Special Administrative Region of the People's Republic of China	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
TOTAL	420	0	702	378	104	40	8	1652

Note: * = Outgoing students (i.e. numbers of trips) who went to (finished) stay abroad in 2019, including those whose stay started in 2018. 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 2019, including those whose stay started in 2018. The number includes those students whose stay was longer than 2 weeks (14 days).

Note: *** = Outgoing academic/other workers (i.e. numbers of trips) who went to (finished) stay abroad in 2019, including those whose stay started in 2018. The number includes those workers whose stay was longer than 5 days.

Note: **** = Incoming academic/other workers (i.e. numbers of visits) who came for a visit in 2019, including those whose stay started in 2018. The number includes those workers whose stay was longer than 5 days.

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

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

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Postgraduate study		TOTAL	
		Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
Faculty of Education											
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days		8.0%	27.0	9.0%	7.0	18.0%	31.0	33.0%	2.0	11.2%	67.0
Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)								17.0%	1.0	17.0%	1.0
Faculty of Informatics and Management											
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days		20.0 %	40.0	0.0%	0.0	33.0 %	26.0	0.0%	0.0	23.3%	66.0
Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)								0.0%	0.0	0.0%	0.0
Philosophical Faculty											
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days		13.5%	21.0	0.0%	0.0	24.4 %	20.0	50.0 %	4.0	18.4%	45.0
Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)								50.0 %	4.0	50.0 %	4.0
Faculty of Science											
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days		16.0%	9.0	0.0%	0.0	19.0%	6.0	50.0 %	3.0	18.8%	18.0
Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)								50.0 %	3.0	50.0 %	3.0
University of Hradec Králové											
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days		13.0%	97.0	9.0%	7.0	23.0 %	83.0	36.0 %	9.0	16.0%	196.0
Percentage [%] and number of postgraduate students whose length of stay abroad was at least 1 month (30 days)								32.0 %	8.0	32.0 %	8.0

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	4
Faculty of Informatics and Management	4	4
Philosophical Faculty	2	3
Faculty of Science	2	1
Other units total		
TOTAL	11	12

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 part Králové	Persons in employment relationship with the university or its			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 **
Faculty of Education	135	32	582			
of which: women	71	18	312			
Faculty of Informatics and Management	13	3	0	1	9	23
of which: women	4	1	0	0	3	15
Philosophical Faculty	39	11	7	0	1	28
of which: women	10	2	0	0	0	12
Faculty of Science	29	2	1	2	3	25
of which: women	13	1	1	1	1	18
UHK - apart from faculties						
of which: women						
TOTAL	148	35	582	1	9	23
of which: women	75	19	312	0	3	15

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: ** = 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					
		Bachelor's study		Master's study		Post-Bachelor's study	
		Academic profile	Professional profile	Academic profile	Professional profile	Academic profile	Professional profile
Faculty of Education	99	1,243		740		429	
Faculty of Informatics and Management	1	286					
Philosophical Faculty	7	151	143			24	
Faculty of Science	5	114				23	
UHK - apart from faculties	5		185				135
TOTAL	117	1,794	328	740		476	135

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

Note: ** = The term "obligatory practical training" means such practical training which is part of the accreditation of the 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	4	0	4	
Patents granted**	2	0	2	
Utility models registered	2	0	2	
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 ***			24	CZK 20,231,757
Paid educational courses for employees of application sphere subjects***			1	CZK 41,322

Souhrnné informace k tab. 8.4

Newly concluded licensing agreements, contractual research, advisory and counselling services and paid educational courses for employees of application sphere subjects	Total number	Total income
	26	CZK 20,273,079
	Average income per order	
	CZK 779,734	

Note: *= These are newly established spin-off/start-up enterprises supported by the university in 2019 (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 2019 Annual Report on Economic Management for public higher education institutions. The licensing agreement is defined as the provision of a right within the agreed extent and in the agreed territory to acquire or provide a licence for intellectual or industrial property protection. Licensing agreements are made for patented inventions, registered utility models, industrial designs, semi-conductor product topography, new plant varieties and animal breeds or for trademarks through written contracts. The licensor authorizes the licence holder to execute the rights to the intellectual or industrial property within the agreed extent and in the agreed territory and the licence holder undertakes to pay a consideration (licence fees) or other property values, and the licence holder is under no threat of being accused of violating the intellectual property or authorship rights by the licensor.

The term “contractual research” means a custom research based on cooperation (interaction) specifically meeting mainly the research needs of an application sphere subject, where the higher education institution works for the application sphere subject to meet its requirements and needs and the subject provides funds to the institution to carry out the research. Typically, it includes more extensive projects, original research and written reports. As a rule, 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.

Tab. 12.1: Accommodation, Catering

University of Hradec Králové	Number
Total capacity of university dormitories (beds)	869 (of which: 42 beds reserved for short-term accommodation)*
Capacity of rented facilities (beds)	0
Number of accommodation/booking requests submitted by 31/12/2019	1,035
Number of accommodation/booking requests settled by 31/12/2019	827
Number of bed-days in 2019	201,101
Number of main dishes served to students in 2019	18,762
Number of main dishes served to university employees in 2019	0
Number of main dishes served to other diners in 2019	0

Note:*=The university has 42 beds reserved for short-term accommodation (students in the combined form of study, university employees).

Tab. 12.2 University Libraries

University of Hradec Králové	Number
Library collections accessions in 2019	4,648
of which: accessions in physical units	4,648
of which: accessions in e-books permanently purchased	6
Library collection in total	285,000
of which: physical units	284,494
of which: e-books permanently purchased	506
Number of titles of periodicals subscribed:	99
- physically	
- electronically (estimate)*	6
- both forms**	0

Note: * = Only provide the titles of the periodicals subscribed by the library itself (or received as a gift or exchange) in a paper or an electronic form; do not include other periodicals to which the library users have access within full text source consortia.

Note: ** = Only include in the number of titles in both forms those titles in which both forms are paid for separately (i.e. where the printed form is subscribed and an electronic form is provided as a bonus only, only provide the printed form, etc.).

„Note: = The electronic units only include individually purchased titles, not the books and periodicals which are parts of the subscribed packages provided by the professional and scientific literature publishers.

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