University of Hradec Králové

Annual Activity Report
University of Hradec Králové 2021

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ANNUAL ACTIVITY REPORT

UNIVERSITY OF HRADEC KRÁLOVÉ 2021

Hradec Králové
2022

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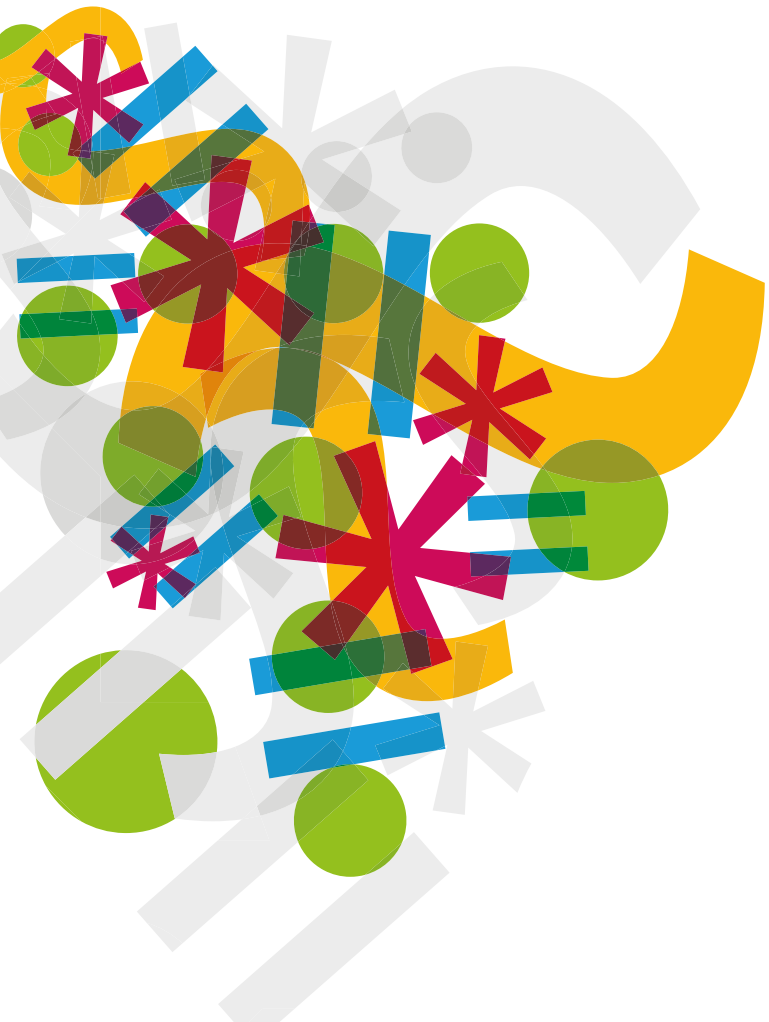


Rector's Foreword

Dear colleagues, students, friends and patrons of the University of Hradec Králové,
Thank you that by reading this Annual Activity Report of the University of Hradec Králové for the year 2021 you are showing your interest in the events encountered at our university in the last year and remain connected with us. On the following pages, we are pleased to give you an overview of what UHK has managed to achieve in the past period, what challenges have been overcome and in what direction we are heading. Thank you for staying with us along the way and helping us write the story of our university.
2021 was a year which brought important changes and movements in terms of the strategic development of our university. The absolutely fundamental achievement was the preparation and subsequent approval of the Strategic Plan of the University of Hradec Králové for the period from 2021. It is the basic document of our university, laying down its long-term strategy for the period of the ten years to come. The purpose of the document is to set the main priorities and objectives UHK wants to achieve in the next decade. Attached to the Strategic Plan is the Strategy for Internationalization of the University of Hradec Králové for the Period from 2021, which complements and develops further the set-out objectives of an international character. The moment in which the University of Hradec Králové ranked among the institutions awarded the prestigious mark of quality named HR Award, which is the guarantee of a European standard in care of employees, work environment quality, and transparency and openness in selection procedures, was undoubtedly a great achievement of the year 2021. This quality certificate in the sphere of human resources management in science is granted by the European Commission. In 2021, we also adopted a new Code of Ethics of the University of Hradec Králové, which formulates the ethical principles of the university and represents a moral undertaking for the behaviour of its students and staff. An Ethics Committee has been established to assess suggestions in the matter of violation of the principles of the new Code of Ethics. By finishing the building of the ethical infrastructure, the university has strengthened the process of cultivation of its internal environment.
In addition to cultivating the UHK's "home" environment, we naturally and consistently put a great emphasis also on internationalization of the university in all respects. It is clear that the UHK's brand gets stronger abroad, as manifested by the extraordinary achievement in the form of our premier placement in the prestigious QS World University Rankings chart where the University of Hradec Králové was ranked among the 801–1000 best universities of the world. As the previous "covid" period did not favour exchange scholarships at all, we have at least managed to increase the share of virtual mobilities as a worthy substitute and, finally, in 2021, we returned to the standard student exchanges, which increased again compared to 2020. We also concentrated on the intensive development of double degree study programmes, where we managed to sign eight new international agreements in the past year. I am also very pleased that we have succeeded in expanding our portfolio of international KA2 Erasmus+ (Partnerships for Cooperation) projects, of which we had as many as five at the University of Hradec Králové in 2021.
In 2021, we received the decision from the National Accreditation Bureau for Higher Education granting or extending accreditation for as many as eighteen study programmes throughout all types of the UHK study programmes. Students' success in all study programmes was supported through the forms of career, social and psychological-therapeutic counselling. We engaged certified career coaches, psychologists and therapists, social pedagogists and other specialists. We also paid special attention to the international students, whose needs as regards psychological and therapeutic counselling were increasing. We continued our stable cooperation with the application sphere through the councils for cooperation with practice, and our students were also in 2021 further supported in their employability in the labour market, for instance through workshops focused on the abilities of presentation, self-presentation, communication skills, and so on. In the last year, we also helped them choose eligible work positions in dependence on their professional competences gained by studies and their personality qualifications and intermediated meetings for our graduates with attractive potential employers. This support is offered to our graduates within two years of finishing their studies and to the graduates registered in the UHK Alumni Club also beyond this period. For those interested in study at UHK, we prepared a new, modern, highly intuitive and responsive web platform called "mojeuhk.cz", whose contents, topics and offers follow from the preceding questionnaire research among the applicants and focus groups with them. During the period of inviting applications for study, the platform offers online chat boxes with operators from all UHK units. In the last year, we also set up an information telephone line for applicants to be available during the same crucial period.
In science and research, the last year at UHK was devoted to the processing and implementation of the results and recommendations received from the International Evaluation Panel within modules 3–5 for the five-year cycle (2014–2018) within Methodology 2017+. The satisfactory experience was then followed by the newly established International Advisory Commission within the HR Award project which, at its two sessions, discussed and assessed other aspects of UHK activities and results in science and research in the current years. Suggestions from these evaluations were implemented into the Strategic Plan of the University of Hradec Králové for the period from 2021 and into the plans of the Management Information System, and partial steps were taken to fulfil the set objectives by monitoring the selected indicators. These monitored indicators confirm the fact of long-term growth in the number of UHK journal publications where we improved in 2021 as against 2020 from 145 up to 199 publications in the best 1st quartile according to WoS JCR IF, which

is a generally recognized measure of quality. Over the last three years, we have therefore seen an annual increase of almost 50 % in this indicator. Overall, we have surpassed the eighty percent threshold for journal publications in the top half according to WoS JCR IF in 2021, which is a confirmed trend of growth in the recent years towards quality at our university. In 2021, we also underwent a long and difficult but very important debate over the creation of rules for evaluation of excellent publication outputs at UHK in the natural and technical, as well as social and humanity sciences. The debate resulted in a model based on the evaluation of TOP publications according to AIS in WoS and SJR in Scopus and selected prestigious books, on which there is a consensus across faculties and whose sub-parameters are appropriately incorporated by the faculties into the faculty evaluation criteria. The model also encourages international collaboration and of course takes into account branch specificities. To support the creation of not only these prestigious publication outputs, for instance, frameworks for support provided to incoming postdoctoral students were developed by means of state support by DRKVO. But the results will also be achieved with the help of a number of basic and applied research projects from the national providers such as GA CR, TA CR, MPO, MV, and others. In 2021, however, UHK was also active in the field of international projects where, in a wide consortium of partners, it prepared a draft for an eDIH (European Digital Innovation Hub) project, which was selected in the first round of the competition from among a number of quality proposals to be supported for drawing up a full application, which was then prepared and is now in an evaluation phase. Fifteen TACR GAMA 2 sub-projects, including covid-specific ones, were under way in 2021 to support the production of applied results, with the aim of finalizing the outputs in 2022. By the end of 2021, eight sub-projects were completed according to the scheduled timeline, with the remaining seven TA CR GAMA 2 sub-projects being planned to be completed by the end of 2022. In addition to these achievements, we were very pleased that, in the sphere of science and research, the PhD Summit, a three-day workshop for more than three dozen aspiring doctoral students, was not only attractive to students of doctoral degree programmes but was also very well evaluated by them retrospectively, and we believe that it will facilitate the start of their scientific research career significantly.

The year 2021 was extremely challenging in terms of maintaining the funding of the university-wide units, which was affected by a decline in university's income and by an increase in activities that need to be secured due to statutory requirements. The university was preparing for the necessary digital developments in 2021 in terms of transformation, optimizing work processes and procedures including development of new communication systems for data exchange and communication with students. This complex process will continue in the upcoming years, supported with the funds of the National Restoration Plan, development programs, and also with university's own resources. I am delighted to state that we are continually increasing the standard of accommodation at the UHK Halls of Residence as we have completed the next stage of their refurbishment, with new indoor sports facilities, a new reception area, shared study facilities and another section of refurbished flats being available now. In order to increase the attractiveness of the study environment, the university entered into negotiations and started architectural works for the development and revitalization of the outdoor area of the Halls of Residence, where it plans to build leisure zones and a full-fledged outdoor sports field including cultural facilities. Another highly praised news of the last year is the finding of a new catering operator in the Common Education Facility as part of a concession procedure. The establishment has now been closed for a second year and is awaiting a complete renovation, which is scheduled for summer 2022. Thus, at the beginning of the academic year 2022/2023, our students and staff will enjoy a new, modern catering facility, which will relieve the overloaded and irregular operation of the snack bar at UHK's Faculty of Informatics and Management. Definitely the most crucial investment project implemented by UHK in 2021 was the reconstruction of the building of UHK's Philosophical Faculty at Svobody Square. This reconstruction affected the life at the university fundamentally as it caused the whole operation of the FF to be moved into substitute spaces in Building E on Víta Nejedlého Street. In the year to come, however, this discomfort will be compensated by returning into newly reconstructed rooms of the historical building the reconstruction of which will be finished in summer 2022 with costs amounting to CZK 210 million. Hand in hand with the reconstruction of UHK's Faculty of Education, we were simultaneously preparing an invitation to tenders for a construction work contractor for the reconstruction of the listed building of the Faculty of Education at the same address. The public tender will be announced at the beginning of 2023. In 2021, all necessary preparations were carried out, including the revision of the project documentation and the issuance of the registration of the project for programme funding by MŠMT.

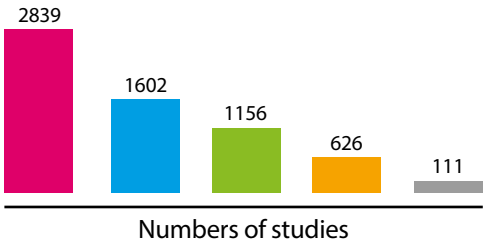
In 2021, we saw the University of Hradec Králové to recover quickly after the pause caused by the covid disease and to follow all the good things we managed to develop in the previous years. There are many challenges ahead in 2022 where we will have to pull together. However, as I reflect while putting down my foreword on what the community of students, staff and friends of our university achieved in 2021, I am at ease and look forward to working together and embracing these challenges of 2022 and beyond. And I thank you all for your favour and trust.

Wishing you all the best

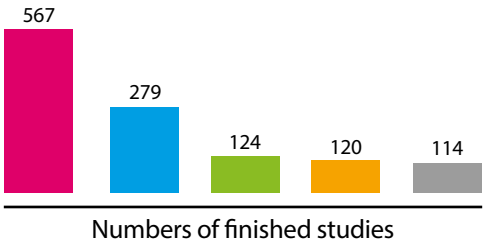
Kamil Kuča

UHK Attractive and Inspirational

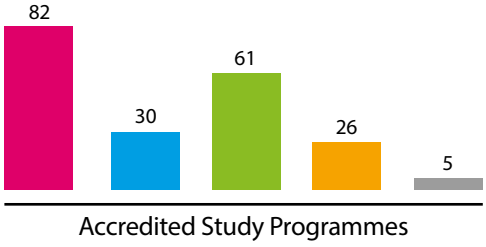
The Year 2021 in Numbers



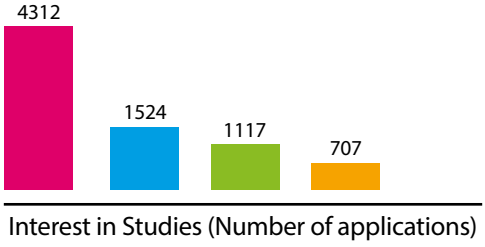
Numbers of studies



Numbers of finished studies



Accredited Study Programmes



Interest in Studies (Number of applications)

Faculty of Education · Faculty of Informatics and Management · Philosophical Faculty · Faculty of Science · UHK – apart from faculties

VALUABLE AND ATTRACTIVE STUDY

UHK offers diversified and attractive study programmes. In 2021, UHK had a total number of 204 accredited study programmes, of which 101 were Bachelor's study programmes, 9 were Master's study programmes, 55 were post-Bachelor's study programmes and 39 were doctoral degree programmes. 57 in total were study programmes accredited in foreign languages, of which 24 were Bachelor's study programmes, 20 were post-Bachelor's study programmes and 13 were doctoral degree programmes.
UHK also offers a wide portfolio of lifelong learning courses, with the highest proportion of them being oriented on job performance (100 out of the total number of 119) and with the remaining courses being offered within the University of the 3rd Age.

The offer of studies at UHK is traditionally promoted through regular events and activities such as the Open Days, study opportunity fairs and the thematic events of the university and faculties. In 2021, the university concentrated its activities on services and information provided to students potentially interested in studies at UHK. A detailed analysis was conducted of the attendance and effectiveness of the applicant campaign and a communication audit was performed. The counselling services for students were extended in 2021 by an offer of a coaching interview to facilitate the selection of suitable branches for the applicants based on their personal preferences. The telephone line of the UHK's Information, Counselling and Career Centre was also available to provide information about the subject matters of the study branches, UHK services, accommodation at the Halls of Residence, enrolment, etc. The applicants were able to receive a comprehensive information service thanks to interconnection with the faculty study departments.

Through the care of its faculties, UHK constantly innovates and develops its study programmes, with the aim of these innovations being to adapt to the technological progress and to prepare students for the labour market and its changes. For instance, a new Bachelor's study programme titled Digital Historical Sciences and a post-Bachelor's study programme titled Data Science were introduced in 2021.

The study is evaluated regularly each semester through subject evaluations. The uniform evaluation of classes by the male and female students is conducted in Czech and English, with the results being discussed by the faculties and other UHK bodies. The faculty evaluation reports are used to produce a university report on results every semester, which also summarizes the main measures taken and is published on the UHK website.

APPRECIATED UHK EMPLOYEES AND STUDENTS

The extraordinary results and qualities of the UHK staff and students are reflected, among other things, in a number of awards won by them in the last year.
In June 2021, the City of Hradec Králové organized a ceremony to grant noteworthy prizes. PhDr. Zdeněk Zahradník, erudite historian and conservationist from the Department of Auxiliary Sciences of History and Archival Studies of the Philosophical Faculty, became the laureate of the Primus inter pares prize, which is granted by the City of Hradec Králové for exceptional long-term results in the spheres of culture, science, education, or sports. The annual prizes granted by the City of Hradec Králové also included UHK students. Ing. Kateřina Frončková, from the Department of Informatics and Quantitative Methods of the Faculty of Informatics and Management, was nominated within the annual prizes of the city for the Prize of the Mayor granted for student creative works in 2020 and received a medal for her work. A medal prize of the Mayor of the City of Hradec Králové for student creative works was also given to Mgr. Milan Školník, student of the Department of Political Science of the Philosophical Faculty.
On the occasion of Czech Statehood Day, Silver Medals of the Chairman of the Senate were granted to appraise 15 notable scientists, artists and other persons from the public and social spheres. They included prof. PhDr. Tomáš Petráček, Ph.D., Th.D., from the Department of Studies in Culture and Religion of UHK's Faculty of Education.
The 2021 annual prize of the International Federation of Language Teacher Associations was granted to prof. PhDr. Bohuslav Mánek, CSc., from the Department of English Language and Literature of UHK's Faculty of Education, for his excellent achievements in teaching English language and literature and for his contributions to the development of good Czech-English relations.
Notable UHK staff members and students were also appreciated by the Rector of the University on the occasion of the Struggle for Freedom and Democracy Day and International Students' Day within the ceremonial UHK Social Evening. Eight successful students and scientists were awarded on the basis of their nominations. During

the evening ceremony, the Medal of the Rector of UHK was awarded to prof. Vladimír Palička, Director of the Teaching Hospital in Hradec Králové, which was appreciated as an institution for their involvement during the coronavirus pandemics and for saving countless human lives.
The UHK scientists and students appraised in 2021 are listed below:

UHK Faculty of Education (PdF)
Mgr. Jan Suk, Ph.D., Head of the Department of English Language and Literature, nominated for his prestigious publication activities.
Lada Vondrová, student of the Bachelor's study programme in Social Pedagogy Focusing on Educational Work in Ethopedic Facilities, appreciated for her excellent sporting results and the propagation of UHK's good name.
UHK Faculty of Informatics and Management (FIM)
Doc. Ph.Dr. Blanka Klímová, M.A., Ph.D., Head of the Department of Applied Linguistics, appreciated for her prestigious publication activities; according to the chart of Stanford University, she finished among the top two per cent of the most successful scientists of the world in the sphere of education/social sciences.
Bc. Dominik Horníček, student of the post-Bachelor's study programme Information Management, appreciated for organizing activities for FIM students, mainly within the "First Steps at FIM" initiative.
UHK Philosophical Faculty (FF)
Prof. RNDr. Jaroslav Peregrin, CSc., professor at the Department of Philosophy and Social Sciences, nominated, among other things, for his extraordinary publication results. In 2020, he published two professional philosophical studies at prestigious international publishing houses, but especially he obtained and, in 2020, started his successful work on the prestigious scientific grant EXPRO, which contributes considerably to the internationalization of the scientific activities at FF.
Mgr. Matěj Pudil, student of the doctoral degree programme Philosophy, appreciated for his exceptional publication activities. The awarded student is holder of the Biosemiotics Achievement Award for the best article published in Biosemiotics journal and organizer of students' workshops in philosophy.
UHK Faculty of Science (PřF)
RNDr. Filip Studnička, Ph.D., from the Department of Physics and Centre of Advance Technologies, awarded for his long-term excellent scientific results both in basic and applied research. He is the author of several excellent publications.
Mgr. Radomír Jůza, student of the doctoral degree programme Applied Biology and Ecology, appreciated for his prestigious research results and publication activities in journals belonging in two categories among the 5 % of the best journals according to the Article Influence Score. The article, among the authors of which he is mentioned at the top, was selected for the first page of the given issue of the journal.

Further notable persons were awarded in 2021 by the faculties themselves. PdF appreciated the work of the faculty teachers who participated in the practical training of future teachers and act as representatives of the excellent partner organizations preparing students for their own classes. The annual awards of FAMOS (Faculty AMOS) were granted to four faculty female teachers and one faculty male teacher.
RNDr. Jitka Kühnová, Ph.D., historically the first chairwoman of the Academic Senate of UHK's PřF, was appreciated within the PřF social evening to celebrate the anniversary of the foundation of the faculty for her fundamental contribution to its development, especially in the area of legislation.

OPEN, SCIENTIFIC, RESEARCHING AND CREATIVE UHK

The quality of scientific, research and creative activities is evidenced, among other things, by the number of scientific and research projects implemented at UHK. In 2021, there were 19 projects of the Technology Agency of the Czech Republic and 18 projects of the Grant Agency of the Czech Republic. Thirteen research, development and innovation projects were implemented or co-implemented within the framework of departmental VaVal programmes (Ministry of Culture, Ministry of Education and Youth and Sports, Ministry of Health, Ministry of Agriculture). Furthermore, UHK participated in eight projects of the Ministry of Industry and Trade. More detailed information is provided in the chapter titled "Research, Development, Artistic and Other Creative Activities".
UHK further develops its potential in the sphere of technology transfer. In 2021, UHK managed to establish a research partnership with the University of Granada and with the Technical University of Košice. The involved institutions will collaborate in developing the issue of transfer of technological and industrial innovations to the business environment, especially in respect of the patent, legal and copyright protection of the scientific and research outputs. The partners signed a Partnership Agreement for the grant project Technology Transfer Together, which was supported with a subsidy amounting to EUR 169,000 within the strategic partnerships project. The project is focused on the development of a whole range of the academic communities of UHK, the University of Granada and the Technical University of Košice. It will contribute to propagating the knowledge and skills needed for successful transformation of technological progress into the market in the form of spin-off enterprises in the teachers, who pass on the knowledge gained further to students, as well as in students themselves and in the university employees who administer the activities associated with this activity. At the same time, a unique educational tool was created in the form of a summer school, with the topics of Transfer of Technology and Intellectual Property, again available to the target groups of the three participating universities and in cooperation with domestic and foreign experts in the fields. The methodological contribution of the summer school lies mainly in the improvement of institutional conditions for further education of students and academic staff in the field of knowledge and technology transfer, enriched by experience from both the international and multicultural environment.

SUPPORT FOR EXCELLENCE, INTERNATIONALIZATION AND INTERDISCIPLINARITY

UHK develops scientific research activities within the research topics of the individual faculties and their scientific research teams. The university further developed and formulated research directions as multidisciplinary and transdisciplinary opportunities for interconnecting and strengthening the potentials of the individual faculties.
The university-wide topics are Healthy Ageing and Quality of Life, Security and Sustainable Development in Digital Society, and New Challenges in Education.
In order to support the increase of open-access scientific outputs, an analysis was made in 2021 to monitor the currently increasing trend in the period from 2018 to 2020. In the years 2018 and 2019, 111 Jimp open-access articles were published. In 2020, 133 more open-access articles were published than in 2019.

As part of Fulbright Scholarship to support educational, scientific and cultural exchanges through scholarship programmes and advisory and information services, three exchanges between the Czech Republic and the USA took place at UHK in 2021. Professor Dina Frutos-Bencze taught two subjects in the winter semester at the FIM (Introduction to Social Innovation and Managerial Methods) and, under the Department of Management, she also devoted her time to research activities.
Fulbright-Masaryk scholarship was obtained by Mgr. Nina Fárová, Ph.D., from the Department of Sociology of FF, who was thus given the opportunity to work at San Francisco State University, where she will carry out research within the Science, Technology and Society Hub of how the gender division of labour in household is influenced by the current state-of-the-art technologies.
In 2021, Fulbright Scholarship was awarded to Mgr. Veronika Skoupilová, student in the doctoral study programme Toxicology, who will use the funds to study at the University of California, San Diego, where she will join the research group engaged in the research of acetylcholinesterases to concentrate further on the synthesis of new oxime reactivators and their characterization in vitro and in silico.

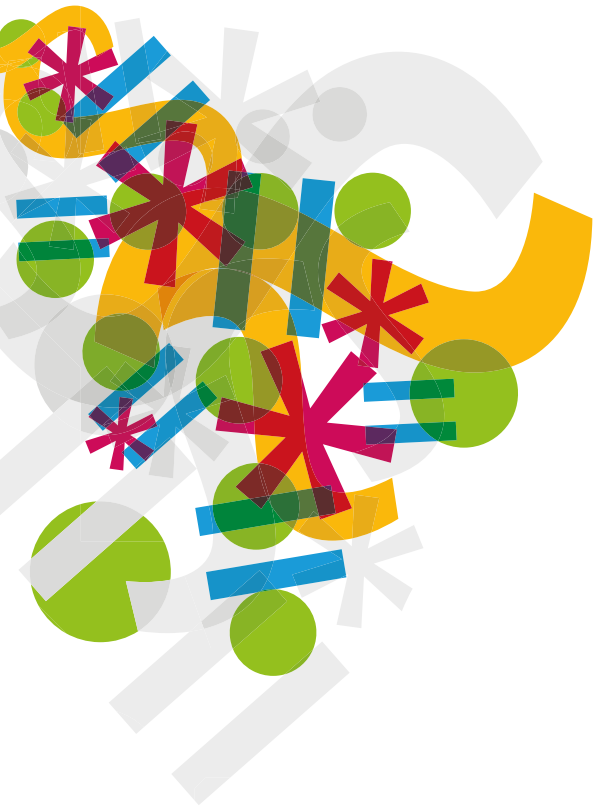
EVALUATION IN INTERNATIONAL CHARTS

The scientific outputs and the increasing level of internationalization of UHK resulted in 2021 in the university's premier placement in the QS World University Ranking chart. While, in 2020, UHK was only placed in the partial QS World Ranking Emerging Europe & Central Asia chart, it could celebrate in 2021 its position in the prestigious main international QS World University Rankings 2022 chart and, moreover, within the top thousand of the best

universities of the world. In the Czech Republic, UHK belongs to the top ten. In addition to the prestigious position among the 62 % of the best global universities in the QS World chart, UHK also won a place in various other charts, such as Times Higher Education and UI Green Metric focused on sustainability.
International appreciation was also achieved by successful UHK scientists. In the Stanford University ranking 2020 chart (published in 2021), 12 of them were placed in the prestigious selection of the best 2 % in the categories "Career" (career-long citation impact) and "Single" (reflection of publication citations for the previous period).
More detailed information about the ranking in the individual international charts is provided in the chapter "National and International Evaluation".

QUALITY AND EFFECTIVENESS OF DOCTORAL STUDIES

In 2021, a three-day seminar focused on the ethics of work with professional resources and publishing, career development and pedagogical competences was organized at the beginning of the winter semester for the incoming students of the doctoral study programmes. The course was conducted in English language and was also open to current doctoral students. Among other things, the course provided students with basic information about their studies, a meeting with the doctoral programme guarantors, an introduction to publishing strategies and the system of scientific evaluation, grant schemes and project preparation, etc.
Student grant contest "Igráček UHK" was introduced for students of doctoral degree programmes, with its aim being to support the basic students' research in the early stage of their scientific career. Through the implementation of student grants, they are provided the opportunity to carry out their own research activities, resulting in further development and increase of the level of their cross-sectional skills (project management, communication, collaboration in teams, problem solving, organization, team management, time management, etc.). Ten applications for student grants were submitted within the competition, of which seven were granted.
In 2021, the system of doctoral students' evaluation was also unified. The rules for the evaluation of the educational activities of students in doctoral study programmes are regulated by the Rector's Decree issued in April 2021. The evaluation of the students itself took place during the month of May and the results of the survey were compiled into a university report on the results of the evaluation of the educational activities of students in doctoral study programmes, which was published in Czech and English languages on the UHK website after submission to the university authorities.



SOCIALLY RESPONSIBLE INSTITUTION

In 2021, the activities of UHK and its students continued in the fight against the coronavirus pandemic. From the beginning of the pandemic, UHK was involved actively, e.g., by producing and distributing protective face shields. UHK students were active in providing tutoring and distance education to primary school pupils. The involvement of the students took place both within the framework of compulsory teaching practice and also in the form of group or individual tutoring in schools and families. Approximately two hundred UHK students, mainly from the Faculty of Education, were involved in the educational activities.
Distance learning affected particularly adversely children from socially, economically and culturally disadvantaged backgrounds, which was the reason why UHK donated further twenty computers just for the purposes of education. The first case was a supply of notebooks by PřF and FIM to the Residential Child Care Facility at Vrbno pod Pradědem. The other portion of computers went from FF to the Residential Child Care Facility at Nechanice. Throughout the year, UHK interconnected organizations in need of various forms of assistance with students on its website.
UHK was very active in engaging in significant and relevant society-wide national and international initiatives. Within the EUforka project, UHK was among the leaders in the current development of the contents of the initiative, similarly as in the organization of the domestic popularization event "The Night of Scientists" and within the MSCA (Marie Skłodowska-Curie Action) in the field of international cooperation. UHK also takes considerable part in the coordination of the initiative of the editorial group of Universitas, the journal of universities. Thanks to its cooperation with the Journalism Incubator, UHK, as a first university in the CR, started works on its connection to EJTA (The European Journalism Training Association). Similarly, UHK is a notable player in the field of university sports; within the national UNIS Victoria initiative, UHK is also involved in a support for athletes by implementing a top athlete support scheme in the form of development of dual careers (sports + study). In 2021, UHK also took very active part in the "Czechia Vaccinates" initiative by preparing its own audiovisual materials; in international initiatives, the university engaged in support for student from Belarus or for refugees from Afghanistan. University staff and students engage regularly and actively in volunteer and charity events under the auspices of UHK or its units. In 2021, for instance, UHK took part in the "Run Against Violence" event, student events to celebrate the 17th November, the "Bike to Work" challenge, etc. In May, within the university's sports afternoon, UHK organized a charity event together with BATIST Medical a.s. The involved students and employees of the university thus participated with their sport performance in the final financial amount, which was donated for charitable purposes; specifically, an amount of 50 thousand Czech crowns was donated to the Regional Charity of Hradec Králové thanks to the involvement of 639 event participants.

OPEN AND TOLERANT INSTITUTION

In 2021, the Code of Ethics was amended and an Ethics Committee was established. The ethical infrastructure at UHK was thus renewed to ensure a consistently safe and proactive environment across the institution. In the past year, preparations began within the Open UHK framework, which aims to remove barriers for all students, be they physical and architectural, as well as those concerning orientation, information and communication. Barriers related to online learning have been analysed regarding people with specific needs and the capacity of the Information, Counselling and Career Centre of UHK was extended to include a specialist in online learning for people with specific needs. In the context of this activity, an audit of the UHK website was carried out, resulting in modifications to remove barriers.

HR EXCELLENCE IN RESEARCH AWARD

UHK ranked among the institutions awarded in 2021 the prestigious HR Award quality mark granted by the European Commission in the area of care of human resources in the scientific environment. Through this award, UHK corroborates its commitment to strengthen and improve continually the conditions in human resources management in line with the European Charter for researchers and with the Code of Conduct for enrolling research staff.
UHK avowed the Charter and Code principles already in 2020, when the university, through a letter addressed to the European Commission, undertook to implement the human resources management strategy to improve the work conditions of the research staff in compliance with the said documents. An initiation phase followed, during which the university carried out an internal GAP analysis aimed at comparing the current UHK practice with the Charter and Code principles and conducted a questionnaire survey covering as many as 600 UHK employees. The analysis was followed by preparation of an action plan for implementation of measures to fulfil the Charter and Code principles for the period 2022–2023. In December 2021, on the basis of the submitted documents, UHK received the prestigious award, whereby passing on to the implementation phase, in the course of which it will improve fundamentally the university-wide processes in human resources management.

COMMUNITY BUILDING

Within community building, UHK organized a number of educational events, of which the greatest and most expected one is the traditional Night of Scientists. At the end of September, UHK opened its premises to those interested in being introduced to the world of science. The theme of this year's event was „Time", and several other important scientific institutions participated in the programme of the event. Compared to the previous year, the event could be held physically on the UHK campus and its programme attracted over 1000 participants.
Under the care of the UHK student associations, the first year of the "Seš-lost" event was held for all UHK students, employees and graduates. The programme was mainly aimed at students getting acquainted across the university and introducing associations, and was concluded with an evening cultural programme. The morning part of the programme took place in various buildings of the university, while the evening programme was organized at Václav Havel Square in the middle of the campus. The event was attended by several hundred students and involved 13 UHK clubs.
UHK also continues to develop relationships with its graduates; the Alumni Club is growing continuously and the university strives to provide a broader portfolio of services. In April 2021, a new career web was launched with enhanced search functions for job offers and training opportunities at UHK. To support the growth of the alumni community, a roundtable with UHK graduates was organized to make work with UHK more attractive.
Other events or fairs, such as the JobStart and the Book Fair, are other traditional meeting places for UHK students and graduates. The faculties themselves also contribute to strengthening the cohesion of students and employees; PřF and FIM, for example, by celebrating the foundation of their units. All the faculties also organize professional conferences that arouse the interest of the staff, students, and graduates.

UHK STRATEGIC PLAN FROM 2021

The Strategic Plan of the University of Hradec Králové for the period from 2021 (the "Strategic Plan") was finished in the first quarter of 2021 to set out a long-term strategy of the university for a period of ten years. In its Strategic Plan, UHK defined its mission, which is to spread knowledge within the regional and global communities. The Strategic Plan describes the four main priorities (UHK Attractive and Inspirational, UHK Dynamic and Excellent, UHK Open and Responsible, and UHK Modern and Effective), which are elaborated through the objectives UHK wants to achieve in the subject period and the associated measures and indicators. The Strategy of Internationalization of the University of Hradec Králové for the period from 2021, which reflects the international dimension of the university, forms an integral part of the Strategic Plan.
Given the importance and significance of the Strategic Plan, the UHK management tried to ensure maximum involvement of staff and students when drawing up this document. The preparation of the Strategic Plan and its priorities were repeatedly discussed with the managements of all the faculties of the university, discussed at meetings with vice-deans and faculty staff during all-day thematic meetings, at meetings of the UHK Board of Trustees and of the UHK Academic Senate and faculty senates, as well as at meetings of the faculty's academic community. An online debate of the focus groups within MS Teams, in which 130 participants signed up and took part, was an integral part of the discussions during the development of the Strategic Plan. These discussions provided the UHK management with very rich and inspiring reflections not only from the UHK's academic and non-academic staff, but also from UHK students. Also involved were the UHK's international students and staff, whose suggestions strengthened the international dimension reflected in the development of the Strategic Plan.

MANAGEMENT OF PROCESSES AND ENVIRONMENT

The aim of UHK is to maximize the digitization of agendas and systematic workflow of documents at UHK so that employees are not burdened with unnecessary bureaucracy, and to increase the interconnection of information systems and the automatic transfer of selected data in accordance with the rules of the filing service and the connection of systems to the electronic filing service. In 2021, the initial analytical phase (implementation project, process analysis) of the management information system implementation project was carried out, in particular with regard to the control principles, monitoring, reporting and reporting systems. During the year, the pilot operation of the system started in specific areas. Data from the primary systems is gradually being filled in. At the same time, as part of the preparations for the digitization and computerization of processes, including the circulation of documents, an input and implementation analysis was carried out for the incorporation of the document management system into the UHK system structures.
To enhance the security of the UHK's digital environment, a position of the cyber security manager was established in 2021. During the year 2021, UHK continued to work on the project titled Integration System to Support Quality Management of the University of Hradec Králové, with its crucial part being preparation of the Management Information System which should become a key analytical tool for the managements of the university, faculties, and individual departments and institutes.

UHK INFRASTRUCTURE

In 2021, reconstruction of the historical building of FF continued and will be finished next year, and reconstruction of the historical building of PdF is planned for the next period. Preparation and implementation of a tender for the selection of a contractor was started in 2021.
Reconstruction works were also concentrated on increasing the accommodation comfort of students in the UHK Halls of Residence. During the period under review, the premises were reconstructed continually, including sports facilities, replacement of furniture and the common areas. In addition, internet connectivity in the premises of the Halls of Residence was strengthened in order to improve the internet connection for online learning. The teaching and research environment at UHK is also being upgraded continually.

UHK INVOLVEMENT IN MŠMT DEVELOPMENT PROJECTS

In 2021, UHK participated in the solution of 11 centralized MŠMT development projects with a financial support provided in an amount of CZK 7,170 thousand, of which CZK 615 thousand were the capital funds.

The subsidy was granted to carry out the following partial projects:

- Implementation of the Erasmus Without Paper initiative of the European Commission at public higher education institutions and practical experience sharing
- Distance learning as a development tool of higher education institutions
- Night of Scientists as a systematically coordinated all-year-round presentation and popularization of science, research and creative activities of the higher education institutions in the Czech Republic
- Preparedness of higher education institutions for a crisis
- Analysis of the potential of virtual mobilities and possibilities of their development at higher education institutions
- Development of standards to ensure educational activity quality for various forms of study with respect to the current methods of and experience with distance learning
- Increasing the level of cyber security in the environment of public higher education institutions
- Strengthening the academic integrity of university students with focus on the risks and opportunities of the distance methods of learning and evaluation
- Technical development of administrative study agendas and utilization of their indispensable role in the electronization of higher education institutions
- Personalized interventions based on study data analysis as a tool for decreasing the dropout rate
- Optimization and automatization of EIS processes in the network of higher education institutions

UHK was in the role of coordinator in the project titled Analysis of the Potential of Virtual Mobilities and Possibilities of Their Development at Higher Education Institutions. Evaluation of the progress, outputs and results of all subparts of the centralized UHK development projects for the year 2021 was carried out according to the predetermined methodology and rules of the provider.

INSTITUTIONAL PLAN

The Institutional Plan of UHK for the year 2021 is based on the Strategic Plan of the Ministry for Higher Education Institutions for the period from 2021 (SZ2021+) and is linked directly to the UHK's strategic documents, namely the Strategic Plan and the Plan of Implementation of the Strategic Plan of UHK for the year 2021. The funds allocated for the implementation of the institutional plan for the period under review were used to implement the priorities set out in the Strategic Plan and its implementation plan for the year 2021. For the year 2021, UHK received a contribution of CZK 22,241 thousand, of which CZK 4,850 thousand were investment funds (allocation of 21.81 % out of the total budget).
The funds enabled us in 2021 to meet the objectives of the measures within the SZ2021+ priority objectives. The financial support was not exhausted in 2021, mainly due to the anti-epidemic measures within the ongoing pandemic or use of other sources of financing. Some objectives could not be met due to the anti-epidemic measures, or were met partially only or in an alternative form. The funds spent amounted to CZK 14,594 thousand, and the remaining funds will be used in the next period in accordance with their purpose. A report on the fulfilment of the UHK Institutional Plan for the year 2021 was drawn up as a separate document and published on the UHK webpage. The evaluation also includes a detailed assessment of the spending of the funds and the fulfilment of the indicators; the document shows that almost all monitoring indicators for the year 2021 have been fulfilled.
Four measures were supported within the priority objective "Develop Competences Directly Relevant for Life and Practice in the 21st Century" (the proportion of the funds for this measure was 8.32 % of the total budget), the priority objective "Improve the Availability and Relevancy of the Flexible Forms of Education" had eight measures (24.46 %), the priority objective "Increase the Effectiveness and Quality of Doctoral Studies" included three measures (6.29 %), the priority objective "Built Capacities for Strategic Management" covered four measures (12.18 %), two measures fell within the priority objective "Reduction of the Administrative Load of the Staff of Higher Education Institutions" (1.8 %), and the highest number of measures – 13 in total – was taken within the priority objective "Internationalization of Higher Education Institutions" (33.26 %). Eight objectives were supported within other measures (11.69 %).

Internationalization of UHK

In 2021, we saw a significant year-to-year increase in the number of students coming to UHK. This positive achievement resulted mainly from the development of the Covid-19 pandemic and the associated anti-epidemic measures. Virtual mobilities took the greatest part. High increase in mobilities was recorded both in outgoing UHK employees and in workers coming to the university (for more detailed information see the text annex to the "Internationalization" chapter). The development of the interest in mobility programmes was supported by the institution, inter alia, by motivational events for international mobilities. The greatest event in 2021 was the International Day, which took place in November to present different possibilities of the mobility programmes and internship forms to students. UHK students having experience with Fulbright scholarship programme spoke at the event and UHK graduates also shared their experience. Their narrations transported the audience for a moment to Europe, Asia, Africa, Latin America, and North America.

The internationalization of UHK environment is also taking place through the development of an international cultural environment. Visiting professors and foreign experts work at the UHK faculties, the university invites important international guests to its premises, international conferences are organized, etc. In 2021, for example, a Czech-Uruguayan symposium was organized on the occasion of the centenary of the establishment of Czech-Uruguayan diplomatic relations. The symposium, held at UHK, was organised jointly with the Honorary Consulate of Uruguay in the Czech Republic, and featured 12 prominent speakers on Uruguayan history, politics and culture, and ties between the two countries. UHK was also visited by Mr Christoph Israng, Ambassador of the Federal Republic of Germany in the Czech Republic. UHK also managed to open an outdoor exhibition titled "The Republic of Two Nations / the Story of the First European Constitution", to the opening of which invitation was accepted by Mr Laimonas Talat-Kelpša, Ambassador of Lithuania, Mr Antoni Wręga, chargé d'affaires ad interim Polska, Mr Maciej Ruczaj, Director of the Polish Institute Prague, Mr Dzianis Kuchynski, and officer for foreign affairs Ms Sviatlana Tsikhanouskaya.

UHK also achieved great success in the development of double degree study programmes, i.e., those the graduates of which receive degree certificates from both participating universities after finishing their studies. Eight international agreements were signed in 2021. PdF entered into a partnership with the Catholic University in Ružomberok and Constantine the Philosopher University in Nitra, both in Slovakia, with which it prepared the following Bachelor's study programmes: Playing an Instrument with a Focus on Education (organ, piano), Solo Singing with Focus on Education, Art with Focus on Education, and Fundamentals of Technology with Focus on Education. FF is also expanding these programmes intensively; after signing a partnership agreement with Pontificia Universidad Javeriana Cali in Colombia on opening a joint Bachelor's branch in Political Science, it entered into a partnership with Constantine the Philosopher University in Nitra, Slovakia, within the Master's double degree programme History.

The university's social responsibility also extends to the international sphere. UHK has joined other Czech educational institutions that motivate and support students from Belarus, who often take refuge in the Czech Republic to study for fear of the Belarusian regime, in the form of scholarships.

Hradec Králové

PART II –TEXTS

UHK Basic Data

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

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

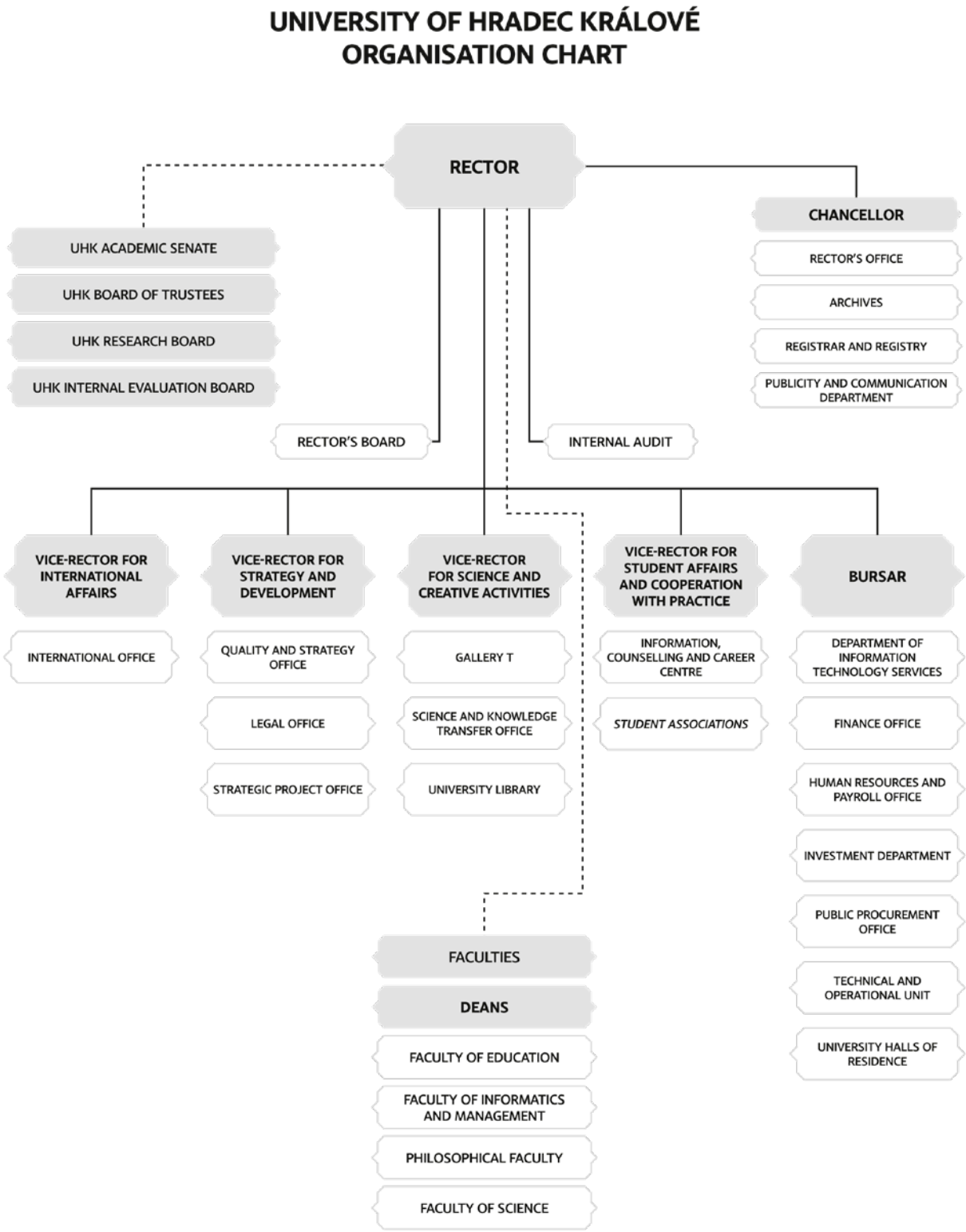
University of Hradec Králové
Abbreviation: UHK
UHK webpage: http://www.uhk.cz
UHK address: Rokitanského 62, 500 03 Hradec Králové
Tel. exchange No: +420 493 331 111, Fax: +420 493 332 544

UHK FACULTIES
Philosophical Faculty
Abbreviation: FF
Address: Víta Nejedlého 573, 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 – Common Education Facility
B – nám. Svobody 331
C – nám. Svobody 301 – PdF Dean's Office
E – Víta Nejedlého 573 – FF Dean's Office
F – Velké náměstí 32 – New Adalbertinum
H – U Pivovarské flošny 296
J – Hradecká 1249/6 – FIM Dean's Office
K – Palachova 1129 – Halls of Residence
P – Pivovarské náměstí 1244
R – Rokitanského 62 – UHK Rectorate
S – Hradecká 1285 – PřF Dean's Office

Organizační schéma UHK



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

UHK Research Board

Chairman of the Research Board:

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

Members:

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

UHK Board of Trustees

Chairman of the Board of Trustees:

Ing. Oldřich Vlasák	Councillor, Municipal Council of Hradec Králové

Members:

Mgr. Zuzana Ceralová-Petrofová	Petrof, spol. s r.o., President
prof. Ing. Jiří Drahoš, DrSc.	Member of the Senate of the Parliament of the Czech Republic
MUDr. Zdeněk Fink	Medical doctor, member of the Council of Hradec Králové Region
doc. MUDr. Leoš Heger, CSc.	Medical doctor, the Teaching Hospital in Hradec Králové
JUDr. Jan Holásek, LL.M.	Member of the Senate of the Parliament of the Czech Republic, owner of a lawyer's office

Mgr. Martin Horák	Section Director of the Regional Branch of the Employment Office of the Czech Republic in Hradec Králové
František Kinský	Mayor, Kostelec nad Orlicí
Ing. Tomáš Mertlík, MBA	Managing Director, Batist Medical
Ing. Miroslav Procházka, Ph.D.	Director, Oblastní nemocnice Trutnov a.s.
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

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Vice-Chairman for the Chamber of Academic Staff:

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

Vice-Chairman for the Student Chamber:

Bc. Dominik Šípoš	University of Hradec Králové, Faculty of Education

Other members of the Chamber of Academic Staff:

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

Other members of the Student Chamber:

Mgr. Marcela Turay	University of Hradec Králové, Philosophical Faculty
Mgr. Matyáš Strnad	University of Hradec Králové, Philosophical Faculty
Vít Bednář	University of Hradec Králové, Philosophical Faculty (until 02. 03. 2021)
Dominik Fišer	University of Hradec Králové, Philosophical Faculty (from 03. 03. 2021)
Radek Cvejn	University of Hradec Králové, Faculty of Informatics and Management (until 02. 03. 2021)
Štěpán Kubelka (from 03. 03. 2021)	University of Hradec Králové, Faculty of Informatics and Management
Bc. Dominik Horníček	University of Hradec Králové, Faculty of Informatics and Management
Ing. Bc. Lucie Novotná	University of Hradec Králové, Faculty of Informatics and Management
Michal Pajer	University of Hradec Králové, Faculty of Education
Bc. Nikola Blahynková	University of Hradec Králové, Faculty of Education
Mgr. Žofia Chrienová	University of Hradec Králové, Faculty of Science
Mgr. et Mgr. Dominik Miškář	University of Hradec Králové, Faculty of Science
Bc. Monika Věříšová	University of Hradec Králové, Faculty of Science (until 19. 09. 2021)
Mgr. et Bc. Kateřina Voglová	University of Hradec Králové, Faculty of Science (from 01. 12. 2021)

UHK Internal Evaluation Board

Chairman:

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

Vice-Chairman:

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Members:

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Mgr. Lukáš Klobása	University of Hradec Králové, Faculty of Education
prof. PhDr. Dana Musilová, CSc.	University of Hradec Králové, Philosophical Faculty
doc. Mgr. Jaroslav Daneš, Ph.D.	University of Hradec Králové, Philosophical Faculty (until 03. 06. 2021)
Mgr. art. Mária Hromadová, ArtD.	University of Hradec Králové, Faculty of Education
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doc. RNDr. Jaroslava Mikulecká, CSc.	University of Hradec Králové, Faculty of Informatics and Management
prof. PhDr. Marek Franěk, CSs., Ph.D.	University of Hradec Králové, Faculty of Informatics and Management
prof. RNDr. Eva Milková, Ph.D.	University of Hradec Králové, Faculty of Science
doc. Ing. Miroslav Lísa, Ph.D.	University of Hradec Králové, Faculty of Science

UHK REPRESENTATIVES IN HIGHER EDUCATION AUTHORITIES

UHK was represented in the Czech Rectors Council by prof. Ing. Kamil Kuča, Ph.D.
UHK representatives in the Council of Higher Education Institutions (CHEI):

Ing. Libuše Svobodová, Ph.D.	UHK Faculty of Informatics and Management, Member of the Board of CHEI
Mgr. et Mgr. Marcel Pikhart, Ph.D.	UHK Faculty of Informatics and Management, Member of the Board for Quality and Evaluation of Higher Education Institutions

UHK representatives in CHEI for the faculties:

Mgr. Lucie Cviklová, M.A., Ph.D.	Philosophical Faculty
Ing. Eva Hamplová, 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 of the Student Chamber in CHEI:
Bc. Dominik Šípoš

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

CHANGES IN THE UHK INTERNAL REGULATIONS

The following UHK internal regulations were adopted in 2021:
Study and Examination Code of the University of Hradec Králové, approved by AS UHK on 3 March 2021 and registered by the Ministry of Education, Youth and Sports on 28 June 2021 under Ref. No. MSMT-18073/2021-1.

The following faculty internal regulations were also adopted:
Statute of the Faculty of Informatics and Management of the University of Hradec Králové, approved by AS FIM UHK on 11 May 2021 and by AS UHK on 2 June 2021.
Student Disciplinary Code of the Faculty of Informatics and Management of the University of Hradec Králové, approved by AS FIM UHK on 11 May 2021 and by AS UHK on 2 June 2021.
Advanced Master's Examination Code of the Faculty of Science of the University of Hradec Králové, approved by AS PřF UHK on 5 May 2021 and by AS UHK on 2 June 2021.

Study Programmes, Study Organization and Educational Activity

ACCREDITED STUDY PROGRAMMES

The total number of accredited study programmes provided by UHK is 204, of which 137 are full-time and 67 are combined. PdF has 58 full-time and 24 combined study programmes, FIM 16 full-time a 14 combined study programmes, 40 full-time and 21 combined study programmes are provided at FF, 20 full-time and 6 combined study programmes are provided at PřF, and 3 full-time and 2 combined at UHK (where the classes are taught at FF from 1 September 2017), as follows from Tab. 2.1 Accredited Study Programmes.

In 2021, UHK was granted accreditations for 18 study programmes; below are listed specific study programmes accredited by the individual faculties.
PdF obtained accreditations for six Bachelor's study programmes (Francouzský jazyk se zaměřením na vzdělávání, Německý jazyk se zaměřením na vzdělávání, Ruský jazyk se zaměřením na vzdělávání, Základy techniky se zaměřením na vzdělávání, Tělesná výchova se zaměřením na vzdělávání, and Sociální pedagogika).
FIM accredited Bachelor's study programmes Aplikovaná informatika and Applied Informatics.
FF obtained accreditations for four Bachelor's study programmes (Digitální historické vědy, Prezentace historického a kulturního dědictví, Politologie and Political Science), two post-Bachelor's study programmes (Political Science and Politologie) and doctoral study programme Pomocné vědy historické.
PřF accredited two post-Bachelor's study programmes (Chemie–Analýza biomolekul and Chemistry–Analysis of Biomolecules) and doctoral study programme Didaktika fyziky.

APPLICATION SPHERE PARTICIPATION IN CREATION AND IMPLEMENTATION OF STUDY PROGRAMMES

The institute of the Councils for Cooperation with Practice is mainly used for cooperation with the application sphere. The Councils for Cooperation with Practice are established at the individual faculties to discuss the process of preparation of their study programmes. The composition of the Study Programme Boards reflects the subject orientation of the individual faculties. The application sphere takes part in the implementation of the study programmes by teaching some subjects through professionals, by assisting in leading qualification papers or in the form of practical projects in the course of which students are enabled to work on real projects led by partner enterprises. In 2021, 212 practitioners took part in teaching and 77 supervised students' theses. Students' internships which, in 2021, were ensured in the respective institutions by 437 experts, are an integral part of the contribution of the application sphere to the implementation of study programmes (see Tab. 8.2 Experts from Application Sphere Participating in Teaching and Practical Training in Accredited Study Programmes). Invited lectures and workshops focused on selected topics are another form of the application sphere's involvement.
The involvement of the application sphere in the implementation of study programmes is appraised by students by means of regular evaluation of the lectures taught by the application sphere professionals. Feedback is also provided to the faculties by the graduates of their study branches, which allows the faculties to assess the involvement of the application sphere in the study and in students' readiness for subsequent practical work with a hindsight after obtaining practical experience.

OTHER EDUCATIONAL ACTIVITIES

The lifelong learning courses (LL) offered by UHK to a wide range of interested applicants form a dominant group of other educational activities. In 2021, UHK launched a new section on the university webpage to summarize information about the offer of LL programmes and courses. UHK traditionally offers the constantly popular long- and short-term educational courses. In 2021, 119 lifelong learning courses were attended by 1773 people; see Tab. 2.6 and 2.7 Lifelong Learning Courses at the University.
The life-long learning offer also includes courses of the University of the Third Age (U3A) which, with its offer of 19 courses attracted 567 students in 2021. U3A offers programmes extended over several years and one-year courses, as well as a line of lecture cycles aimed at presenting knowledge in various scientific subjects to students.
Further education programmes for practising teachers have the highest representation in long-term career-oriented courses. Programmes accredited in the system of further education of teaching staff are implemented in accordance with Act No. 563/2004 Sb., on teaching staff and on amendments to some other acts, and Decree of the Ministry of Education, Youth and Sports No. 317/2005 Sb., on further education of teaching staff.
The educational activities of the faculties also covered study preparatory courses, enhancement and compensatory courses for students, and lectures and workshops accessible to the wide public.

UHK is among the few universities authorized to teach the Cisco Certified Network Professional courses. Being provided for by FIM, the courses enable not only students but also the wide public to prepare for the commercially recognized certification by CISCO. The faculty is one of the twelve examination points which organize language and life & customs exams for the purposes of granting Czech citizenship.
UHK also takes part in the organization of science Olympiads; in 2021, under the auspices of PřF staff members, the European Olympiad of Experimental Science was organized in the Czech Republic. In preparation for international competitions, lectures and seminars were organized for students involved in the Physics Olympiad, including a two-week national Physics Olympiad camp in October.

As of 31 December 2021, the total number of active studies was 6334, of which 2839 studies were at PdF, 1602 at FIM, 1156 at FF, 626 at PřF, and a total number of 111 active studies were registered for study programmes focused on social work (where UHK is the accreditation holder and classes are provided by FF); see Tab. 3.1 Students in Accredited Study Programmes. The number of active studies decreased slightly as against the previous year, namely by 0.9 %. In 2021, UHK enabled to study to 33 self-payers throughout the faculties; see Tab. 3.2 Students – Self-Payers, which is a year-to-year increase of 10 %.

REDUCING THE DROPOUT RATE

The measures taken to reduce the dropout rate at UHK are developed at two principal levels. In the first place, they consist in caring for study applicants, who are provided with a comprehensive information support at several levels. In 2021, an analysis of the candidate content on communication channels was carried out and the website for candidates was updated according to the recommendations of the audit of internal and external communication at UHK. The Information, Counselling and Career Centre (ICCC) offers its counselling services for the selection of a suitable study programme so that the subsequent study fulfils the needs and expectations of the applicants. Further, the ICCC provides a series of counselling services including social counselling, support for students with specific needs, career counselling, and psychological and therapeutic advisory centre services. In addition to providing support, UHK concentrates on increasing awareness of the study programmes for the applicants to have a thorough understanding of the study offered at the university, including information about the potential employment of graduates in the application sphere. In 2021, an information line for applicants was established and launched in the period from 1 August to 20 September 2021. During this period, the coordinator of the information line answered 68 queries focused mainly on topics related to the application process, selection of subjects, results of the admission procedure and other areas. Publishing the relevant study plans is an integral part of the information provided. At the UHK Open Days in January 2021, applicants were presented the activity of the Career Centre offering the possibility to undergo coaching interviews which make it possible, on the basis of an analysis of personal preferences, to recommend suitable study branches to individual applicants. Due to the anti-epidemic measures, the interviews were carried out in an online form. Preparatory courses are also offered to applicants in some subjects.

The second level of measures is concentrated on enrolled students, especially those entering their first year. The faculties organize activities to help students enter the higher education studies successfully (such as the course titled First Steps at FIM, the introductory study lectures Welcome to FIM and the STAR(T) event at PdF, as well as various adaptation courses), whereby doing their best to facilitate students' transition from the secondary school level to the university study system. The traditional event focused on the easiest possible entry into UHK is "Seznamovák" organized by the Student Union, which included, among other things, lectures full of information on beginnings at UHK and at its individual units. The year 2021 saw a jubilee tenth year of this event. The university-wide event called "Seš-lost" was organized to take place in the first week of the winter semester, with its content being to get students across subjects, faculties and years acquainted, to interconnect students and the academic staff, to introduce student associations, and to create a discussion and sharing environment at the university (collecting suggestions from students). The ICCC prepares regular workshops and seminars for students to increase their study competences and to develop their personal potentials (such as working with texts, presentation skills, etc.). Within their other educational activities, the faculties offer students to attend compensatory courses for their specific studies to deepen their knowledge and skills. 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 interactive links to the different points on the university's web page for the students to orientate themselves more easily and quickly on the UHK web page. Another effective support is provided by the mobile applications interconnected with the study agenda and developed to offer their users a number of useful functions.

The university also continues to systematically collect feedback from students who dropped out or failed to continue their studies. This feedback is collected on an ongoing basis through a study agenda information system, and the students concerned are informed of the opportunity to complete a short questionnaire after leaving their studies. 411 questionnaires were evaluated in the subject period (for more detailed information on the survey see chapter Quality Assurance and Evaluation of Activities). The questionnaire survey analysis resulted in identification of three key factors causing study termination, namely family, health or other personal reasons, the time demands of their studies and the way of combining them with their personal and professional life, and unfulfilled expectations from the study programme. The survey results with the subsequent recommendations were presented to the competent UHK bodies. This survey was also part of the implementation of a centralized development project on the topic of reducing the dropout rate, in which UHK was involved in 2021. The coordinator of the project was

the Czech Technical University in Prague and the aim of the project was cooperation of public higher education institutions on procedures for reducing dropout rates. The outputs of the project also included the identification of critical points based on data from the STAG system, a concept for the development of reducing the dropout rate in relation to study programmes, and a set of recommendations to support dropout rate reduction at UHK.

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

No proceedings were held in 2021 at the University of Hradec Králové for bringing in a verdict of invalidity of a state final examination or of a part thereof or of a doctoral thesis defence per Sections 47(c), 47(f) and 47(g), or of appointment as associate professor per Sections 74(a), 74(d) and 74(e) of Act No. 111/1998 Sb.

MEASURES TAKEN TO RESTRICT STUDY PERIOD EXTENSION

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

SCHOLARSHIP AND BURSARY PROGRAMMES

The UHK Scholarship and Bursary Rules govern the granting of achievement, extraordinary, doctoral, accommodation and social scholarships and bursaries. Extraordinary scholarships are granted for the solution of research and development tasks, for excellent scientific, research, development, artistic or other creative results, outstanding sports results, for significant activities performed in favour of the university, faculties and academic community, etc. Scholarships are also paid to students for their work on specific research projects and are also granted to support specialist internships and study stays abroad (being financed predominantly from the Erasmus+ programme and the UHK Institutional Plan 2021), with some of the faculties having their own specific motivation schemes set up to support mobilities.
FIM continued the bursary programme for talented students from developing countries and from those affected by natural disasters or conflicts, which supported students from Transcarpathian Ukraine and Bosnia and Hercegovina. They study at the expenses of the faculty within the study programmes accredited in English language. FIM and PřF implemented the "Superdoktorand" programme aimed at supporting financially the students who are active in doctoral studies, allowing them to concentrate on the solution of their research tasks associated with the subjects of their degree theses. The bursary frameworks also concern support for students' activities in associations.

COUNSELLING SERVICES

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

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

The ICCC team is made up of an accredited career advisor, a social advisor, a certified career coach, psychologists and therapists, social pedagogists and other experts, all of whom undergo further development and training and work under supervision. External recorders and digitizers work together with the ICCC, and other services such as individual teaching or consultancy are provided in collaboration with the faculties to meet the students' needs.
In addition to the individual services tailored to clients' needs, the ICCC also carries out group activities which enable all interested students to develop their potentials. In 2021, all the group activities were carried out online due to the epidemic situation associated with Covid-19 affecting the entire society.

The ICCC Contact Point is located in the Common Education Facility and is available to students five days a week. In 2021, the services were provided online, except for pre-arranged individual face-to-face meetings in the period when such activity was allowed by the anti-epidemic measures. In 2021, the ICCC provided 281 pieces of information of a study and operational nature and references to the counselling services within the information service, which is a year-to-year increase of 15 %. The number of students using the ICCC services keeps increasing continually.
Part of the work of the Centre is to analyse existing barriers, the elimination of which could lead to higher success rates in completing studies. To this end, the "Open UHK" strategy was created in 2021 to analyse barriers to learning and wellbeing, from physical barriers preventing free movement on the campus to mental and virtual barriers (e.g., implementation of inclusive adaptations in the use of the UHK website). The outcome of these analyses will lead in the next year to the creation of a web platform as a tool to create a barrier-free UHK.

STUDENTS WITH SPECIFIC NEEDS

Students with specific needs are supported at UHK by an ICCC section called Augustin. This section helps students with sight, hearing or movement handicaps, specific learning disorders, disturbed communication abilities, and psychic or chronic somatic diseases to overcome their study barriers. The study conditions are accommodated through service measures taken to make study literature, writing-down service, interpreting service, individual teaching, personal and study assistance, orientation in space, diagnostics of specific learning disorders, organizational and administrative assistance, time compensation, technical and technological equipment available. The provision of such services to students is governed by the rules set up by the Ministry of Education, Youth and Sports which arrange for the payment of allowances to cover the financial needs of students with specific needs related to their studies at higher education institutions.
Students and applicants for study can apply for the above-mentioned support or accommodation of study conditions to their specific needs. If an applicant mentions that he or she has specific needs already in his or her electronic application for study, he or she can make use of the support as early as during the admission procedure. Applicants interested in study can even contact the ICCC before filing applications to consult their selection of study branches. For these cases, the ICCC (Augustin) has an analysis of suitability of study branches elaborated. Students can ask for the support at any time during their studies. The student interested in the service will submit an acceptable docu-

ment 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 2021, 137 orders were registered and 215 meetings were organized for support during the admission procedure, of which 83 were counselling sessions. Support during studies was provided to 112 students through face-to-face or online meetings and e-mail or telephone communication.
In 2021, the position of a specialist for online education for people with specific needs was established at UHK, with the activities of the specialist being further interconnected with the Open UHK strategy. In the same year, a questionnaire survey of students with specific needs was conducted and the university website underwent an accessibility audit, the results of which led to modifications to remove barriers.

EXCEPTIONALLY TALENTED STUDENTS AND STUDY APPLICANTS

At UHK, talented students are engaged in specific research projects, are offered opportunities to join projects of applied and basic research, or they can take part in other professional activities. For their excellent study results, students are granted achievement scholarships, and the UHK faculties also award prizes for best theses. Exceptional students were also among those awarded by the UHK Rector. UHK is part of a MŠMT project which aims to support dual careers of athletes among students. This programme allows financial and other forms of support to assist in their pursuit of higher education without disrupting professional sporting careers. Students with an artistic focus are encouraged to participate in competitions, shows, fairs, exhibitions and concerts in the Czech Republic and abroad and are given the opportunity to become members of the UHK chamber orchestra or mixed choir; in the case of fine arts, students have the opportunity to present their work in the university gallery.
Exceptional study applicants may be granted bonuses during the admission procedure, these bonuses varying across faculties (e.g. FFree index, taking into account the results of participation in Olympiads and competitions, etc.).

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 social bursary to those students who prove their meeting of the conditions for granting it. According to the Scholarship and Bursary Rules (Article 4(1)(c)), an extraordinary bursary can also be granted to help in student's extraordinarily grave social situation.
The socio-economic situation of UHK students is also taken into account in the event they have been charged a fee for study extension. Within an appeal procedure, the fee can be reduced or exempted completely for social reasons, or its payment date can be postponed. The social situation of UHK students is also taken into account when attending to the requests which can be submitted by them according to the Study and Examination Code of 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.

PARENTS AMONG STUDENTS

UHK supports the parents among students in line with the rules set by the law and by the UHK Study and Examination Code. The recognized parenthood period is deducted from the number of days of study when setting up fees for extended study. Students always have the right to interrupt their studies due to pregnancy, childbirth, or parenthood, and this study interruption period is not counted in the total study interruption period. In connection with the care for their children, students are entitled to have their time limits for meeting their study obligations or for passing their state final examinations extended by the period of taking their maternity leave or by the period for which the maternity leave would otherwise last. They can also ask for an individual study plan to help them balance their studies and childcare. Students are informed about their rights concerning parenthood through the web pages, among other things.
Parenthood and care for children can also be taken into account within a procedure of appeal against the charging of a fee for extended study, which can be reduced or exempted completely or its payment date postponed. Parenthood and care for children can also be taken into account when attending to other requests which can be submitted by them according to the Study and Examination Code of UHK and which concern the study matters.
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. If, in connection with parenthood, there is a change in the health status of students, this is taken into account during classes and examinations, based on the recommendation of the Augustin Centre.

The numbers of the graduates of the study programmes implemented by the UHK faculties are shown in Tab. 4.1 Graduates of Accredited Study Programmes. In 2021, 1204 students finished their studies at UHK, which is a slight year-to-year decrease of 2.6%.

COOPERATION AND CONTACTS WITH GRADUATES

The university does its best to keep in contact with its graduates mainly through the UHK Alumni Club, which offers all-year-round activities to them, encouraging them to keep in contact with their alma mater. Graduates are offered to take part both in free-time and professional lectures and seminars, as well as cultural events, and the benefit scheme for the Alumni Club members is being extended continually. In addition to this, graduates are also offered the opportunity to take an active part in the events organized by UHK, such as the Night of Scientists and JobStart, as well as in those of the individual faculties. The communication channels are the alumni web, professional social network LinkedIn, other social networks, and electronic mail. Articles in other media (such as Český rozhlas, Forbes, etc.) are also used for presentations of graduates.
Via e-mail communication, the Club was sending newsletters with invitation cards for events organized for the public or was aiming at particular groups of graduates with suitable offers of events. The LinkedIn social network is used to keep strong relationship with the UHK brand in one's professional life and to offer suitable vacancies at UHK. New members are recruited by the Club primarily from the currently graduating classes, to whom a special invitation card to register for the Alumni Club is sent together with the invitation to the graduation ceremony. The Alumni Club also presents itself right in the graduation ceremony place. Members from the previous graduate classes are recruited secondarily in promoting "more exclusive" events where attendance is conditioned by registration. As of 31 December 2021, 2191 graduates throughout the university were registered in the Alumni Club (a year-to-year increase of 14.7 %). Activities for graduates are also offered by the ICCC, which also takes care of graduates within two years of finishing their studies within their individual career preparation and counselling. All graduates irrespective of their graduation date can use the offers of the group activities organized by the Centre, such as the professional workshops and seminars focused both on general topics (for instance, how to prepare for a selection procedure, how to draw up a curriculum vitae, the labour law, etc.) and on insights into the application sphere of the studied branch intermediated by the cooperating employers through practical workshops and lectures.
The aim of UHK is to build a strong alumni community, which is why a concept of supporting active graduates has been created where UHK will support graduate activities on its own grounds and under the auspices of the university. Furthermore, the university organized several meetings with graduates in 2021, choosing different forms of settings (physical and online, formal and informal discussion settings) to facilitate participation. The output was a basic analysis of the possibilities for innovation of the UHK Alumni Club. In April 2021, a new career website with enhanced job search functions and training opportunities at UHK was launched to provide a comprehensive range of activities to UHK graduates. In cooperation with the Czech National Agency for International Education and Research, UHK also mapped out the work with foreign graduates within the project titled Czech Republic Alumni.
The faculties also work intensively with their graduates, the cooperation being developed when preparing and promoting study plans. Graduates also take part in classes as experts from practice and cooperate in joint projects. Through social networks, graduates are invited regularly to take part in the events organized by the UHK units and are informed by them about the newly published faculty newsletters.

EMPLOYMENT AND EMPLOYABILITY OF GRADUATES

In 2021, the UHK Career Centre made two analyses of unemployment based on the data provided by the Ministry of Labour and Social Affairs (MPSV). According to the analysis conducted in the period from 1 May 2020 to 30 April 2021, 26 UHK graduates only out of the total number of 1269, i.e., 2 %, were registered by the Employment Office. According to the data from the following period from 1 May 2021 to 30 September 2021, 17 out of the total number of 728 graduates (2.3%) were registered, which is a year-to-year decrease of 2.1 %.
The ICCC contributes to increasing competitiveness in the labour market by preparing future graduates for selection procedures and by offering workshops focused on the presentation, self-presentation and communication abilities. The Centre assists in choosing suitable jobs in respect of the students' professional competencies gained by study and of the personality qualifications (counselling, coaching). This support is also offered to graduates within two years of study finishing and to those registered in the UHK Alumni Club after this period of time. The ICCC also makes it possible for students and graduates to meet with attractive potential employers through workshops and the JobStart fair.

The faculties arrange the contents of their study programmes in cooperation with the Councils for Cooperation with Practice so as to increase the actual 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. Direct communication with partner institutions allows to monitor the demanded student competencies and skills and to extend systematically the courses of language competencies and those stimulating interpersonal skills.

COOPERATION WITH FUTURE EMPLOYERS OF UHK STUDENTS

The UHK Career Centre aims at entering into cooperation with the employers who require education in the branches taught by UHK. In 2021, cooperation was entered into with 61 new subjects and negotiations continued with the existing partners. When entering employers in the database, the UHK Career Centre specifies the areas of cooperation and characteristic activities. In 2021, UHK cooperated with more than 400 subjects from the application sphere and issued more than 200 job offers. UHK extends the web platforms in relation to graduate and student careers. In the same year, the UHK advertising portal was finished as an adequate ad platform and a new web page was established by the Career Centre as a dynamic hub of the ICCC activities. The advertising activities are further supported on the social networks, which provide a greater reach of job offers, temporary jobs, but also volunteer activities related to the epidemic situation (e.g., online tutoring, care for children of medical staff, volunteering in homes for the elderly, etc.). The fifth year of the JobStart fair was organized in 2021, where the successful graduates and employers with whom UHK cooperates for a long term spoke.

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 specific scientific and research projects, in counselling, advisory services, etc. All UHK units collaborate with the business sphere within their professional focus and research projects. Highly beneficial for 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, UHK has cooperation contracts entered into with state institutions, other higher education institutions both in the CR and abroad, and with businesses. The regular meetings of the Councils for Cooperation with Practice established at all UHK faculties are an important element for external evaluation of education quality at UHK.

Further cooperation is ensured by the faculties in the form of invited lectures, subjects assigned for theses, and a concept of practical projects supervised by experts from practice. The faculties also cooperate with future employers in organizing practical training and in offering practical classes for students.

In the academic year 2020/2021, UHK recorded a slight increase in the number of applicants (1.9 % as against 2020). 5979 applicants submitted 7660 applications. The number of admissions in 2021 decreased by 5.7 % to 3860 and 2478 students were registered (decrease of 0.9 % as against 2020). A detailed overview is provided in Tab. 5.1 Interest in Study at the University.

ENTRANCE EXAMINATIONS

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

COOPERATION WITH SECONDARY SCHOOLS IN PUBLICITY

In 2021, the UHK Ambassador Programme was developed further to complement the wide range of study publicity tools at UHK through contacts and work with secondary school students.
The university cooperates in the long term with secondary schools within the Partner School project which involves 53 secondary schools all over the country. The university offers them the possibility to organize professional lectures in social sciences, natural sciences and technical branches, professional study trips to faculty workplaces and discussions of participants, and specialist student competitions.
Another form of cooperation is the possibility of supervising works of secondary school students in their professional activities, organizing or co-organizing various Olympiads and competitions, and preparing workshops for secondary school students.
Secondary school students and also teachers are invited regularly to different university or faculty presentation events, such as the Night of Scientists.
Meetings at fairs of study opportunities and the Open Days are a traditional and indispensable part of communication of study possibilities. In 2001, the UHK Open Days were organized solely online. In two days, applicants could familiarize themselves by visiting online rooms with the study branches and programmes, go through a virtual UHK tour and obtain further information about the study at UHK. The streamed programmes took place from 8 to 9 January 2021. Secondary school students were also engaged in the development of a new UHK applicants' web titled "My UHK". A new concept of the applicants' web with advanced functions was created within focus groups organized with representatives of secondary school students.

Employees

Qualified employees are the fundamental factor of quality of every higher education institution. The structure of the members of the UHK academic and scientific staff is shown in Tab. 6.1, 6.2 and 6.3. As of 31 December 2021, UHK had a total number of 792 employees, of which 422 were women (53.3 %). The number of the UHK academic and scientific staff was 493, of which 41.1 % were women.

ACADEMIC STAFF CAREER SYSTEM AND MOTIVATION TOOLS

UHK has an academic staff career system in place to specify the general conditions and motivation elements of the staff's career, personality and wage growth. The career system includes regular evaluation of the academic staff, with the evaluation criteria being one's results in the educational and creative areas and in the fulfilment of the UHK's third role tasks. The regular staff evaluation takes place in the first half of every year.

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

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

As regards employee motivation to qualification increase, the university has a remuneration system in place for all workers who have passed their doctoral studies, have gained their associate professorship or were appointed professors. This remuneration is granted to the employees according to the provisions of the UHK Collective Bargaining Agreement.

All the university units have introduced an internal system of evaluation of the research and publication activities of their academic staff members, which includes a financial support for the relevant publication activities. The traditional UHK Social Evening is organized, on the occasion of which prizes are awarded to the notable UHK personalities. The exceptional scientists and students from all faculties received their awards from the Rector personally.

DEVELOPMENT OF PEDAGOGICAL SKILLS OF ACADEMIC STAFF

Every year, UHK and the individual faculties provide a relatively broad offer of seminars, lectures and training courses from different sources (such as ESF projects) focused on the development of the pedagogical skills of their academic staff; possibilities to organize such activities, however, were limited given the pandemic development in 2021. Numerous activities were focused especially on training in the distance forms of teaching and verification of results. Also, the employee mobilities within the Erasmus+ programme which develop the pedagogical skills of the UHK employees were reduced considerably due to the anti-epidemic measures.

Extensive role is played at UHK by feedbacks from the employees, who can identify certain drawbacks or initiate demands for further education themselves. The feedback process was institutionalized through a new Career System and regular evaluation of the UHK academic staff members. Requirements for qualification increase and improvement of skills are discussed with the individual employees within the evaluation process.

GENDER EQUALITY PLAN

UHK does not have any gender equality plan in place; in 2021 however, the university decided to draw up one, and a work group was established at the end of the year to prepare a gender equality plan at UHK. However, the university has long emphasized the integral areas of the gender equality plan in its activities and strategic documents. The area of gender equality is reflected both in the newly developed UHK Strategic Plan for the period from 2021 and in its Implementation Plan for the year 2021. In that year, a managing act was issued, setting out the recommended practice in the use of gender-sensitive communication. UHK continues to pursue the cooperation

established within the Ministry of Labour and Social Affairs project titled "22% to Equality" with the aim of conducting a thorough analysis of equality in remuneration of women and men.
The basic parameters of the matching of the personal and professional lives of employees are also contained in the Collective Bargaining Agreement 2020–2022 defining the conditions of arrangement of working conditions, taking unpaid leave of absence to care for underage children or taking leave for spring holidays. Other documents are Rector's decrees governing mainly the working conditions of the UHK employees to facilitate the matching of their personal and professional lives (flexible working hours, home office options).
In 2021, UHK received the prestigious international award HR Excellence in Research, which is awarded by the European Commission in the field of human resources in the scientific environment. The subsequent implementation phase will help UHK to improve its environment with regard to meeting the European standards of a research organization, with the area of gender equality being an important part of them.

ISSUES OF SEXUAL AND GENDER-BASED HARASSMENT

Elimination of negative behaviour occurrences at the university is addressed mainly in the UHK Code of Ethics as revised and updated in 2021. In the new Code of Ethics, the issue of sexual and gender-based behaviour is explicitly mentioned in the general principles of ethical behaviour. Together with the Code of Ethics, a proposal for establishment of an UHK Ethics Committee and Rules of Procedure of the UHK Ethics Committee were prepared. The process of solution of cases of violation of the Code of Ethics is described in the Rules of Procedure of the UHK Ethics Committee available to the public on the UHK official notice board..
At present, there is no systematic program in place at UHK to inform students and employees about the issue of sexual and gender-based harassment. Students and employees are informed through the text of the UHK Code of Ethics. This issue is also addressed by the ICCC in its support provided for individual students. Potential harassment victims have a support available, provided by the section of social counselling and psychological and therapeutic support. An ICCC representative attends the meetings of the Multidisciplinary Team for Victims in Hradec Králové regularly.

SUPPORT FOR STUDENTS' PARTICIPATION IN INTERNATIONAL MOBILITY PROGRAMMES

UHK strives to make international mobility, gaining of international experience and development of students' global competences a regular part of the study process and to achieve this by employing supporting processes at informational, scholarship, administrative and study levels.

In 2021, physical mobilities were severely restricted due to anti-epidemic measures, with attention being paid to intensive development of virtual mobilities. UHK was the coordinator and principal researcher of the central development project titled Analysis of the Potential of Virtual Mobilities and Possibilities of Their Development at Universities, which involved a total of 23 Czech universities. At UHK, the project included continuous meetings, analyses of the current status of virtual and combined mobilities, student questionnaire surveys, sharing of good practice with foreign universities, and two focus groups attended by representatives of the academic staff, administrative support and management. A two-day conference in November was also part of the focus on virtual mobility, which was attended by representatives of Czech universities as well as foreign speakers and guests.

The offer of virtual mobilities was extended within the possibilities and study programmes of the faculties. FF offered 48 virtual courses and 13 hybrid courses, PřF organized a virtual summer school and FIM a virtual autumn school, and PdF offered 3 virtual modules and 29 subjects. The faculties also developed their offers in connection with the conditions of the new Erasmus 21+ project. The proportion of virtual mobility arrivals to UHK increased enormously (by 130.6 % as against 2020). The total number of admitted international students was 654 in the year, the interest in mobility at UHK thus increased by 31.3%. A total of 168 UHK students took advantage of international mobility, of which 23 were virtual. The number of virtual outgoing mobility remained constant, but the total number of internships decreased slightly year-on-year, namely by 7.7%. Students' mobilities are mapped out in more detail in Tab. 7.2 Mobility of Students, Academic and Other Staff by Country.

Support for the participation of students in mobilities, including the presentation of opportunities for trips to different parts of the world, existing scholarship offers and sharing of students' experiences from their stays and internships abroad were part of the traditional November event called UHK International Day. This event is also supported by a social programme. The faculties also organize a number of partial activities, and a variety of communication channels are used to inform and support students at the university and faculty levels (websites, social networks, information seminars, internationalization coordinators at the faculty and departmental levels, cooperation with the Erasmus Student Network Hradec Králové or AIESEC, etc.). The faculties offer pre-departure information for students in the form of shared online handouts or courses and links to websites and documents, or through social networks. A university-wide UHK Guide is being prepared to enable students to obtain information about UHK. Intensive foreign language courses were also offered to students. The number of such courses offered by the individual faculties were 137 (PdF), 124 (FIM), 63 (FF) and 52 (PřF).

The internationalization coordinators help keep students fully informed about the recognition of subjects whose studies are finished abroad. At present, the setting of the system of recognition of international results is governed by the faculty regulations and by the study branch specificities. In general, there are the rules of full recognition; thus, students leave for their internships abroad with their previously agreed plans (Learning Agreement), which specify the subjects to be recognized in their study plans after their return. The recognition is based on the document titled Transcript of Records. Information on the subjects passed within mobilities are also entered in additions to degree certificates. Students are also encouraged to fulfil their study plans in the amount of 30 ECTS per semester, with the minimum number being 15 ECTS per semester. Internships completed by students abroad are also fully recognized within their studies.

The faculties set up various motivational schemes for students interested in international mobilities and, in some cases, they adapt the study plans to provide students with better conditions for going out. Doctoral degree programmes have the duty stipulated to take at least a monthly mobility abroad, with this obligation being considerably higher in some of them.

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

International mobilities of the UHK's academic and non-academic staff members are supported mainly by the Erasmus+ programme, by the Institutional Plan and through scientific and research projects. Although the consequences of the Covid-19 pandemic made it impossible to carry out a significant number of mobilities in 2021, the motivation and interest in international mobility remained. Due to the continued restrictions on travel, many mobilities took place in a virtual form. Staff mobilities (Tab. 7.2) showed an increasing trend in 2021, with a 92.7% year-on-year increase in outgoing staff and a 72.2% increase in staff coming from universities abroad. The sharp

increase in the number of mobilities is mainly due to the limited number of mobilities in 2020 due to the anti-epidemic measures.
The faculties have their own managing acts formulated to support extraordinary trips abroad. The academic staff members 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. Non-academic staff members have the opportunity to use mobilities within the Erasmus+ programme. Further, UHK offers its academic and non-academic staff members to engage in a number of international projects and supports their participation in international conferences, fairs, etc. The university also continues its support for the professional development of employees in their language competencies. In 2001, the pilot groups of UHK academic and non-academic staff members had the opportunity to attend intercultural competence development courses and the COIL (Collaborative Online International Learning) Academy conducted by the international experts from the Hague University of Applied Sciences. The aim of these courses was to enhance staff readiness to work in culturally diverse environments and with international student groups.

INTEGRATION OF FOREIGN MEMBERS OF THE UHK ACADEMIC COMMUNITY

Integration of foreign members of the academic community into the university life takes place on several levels. UHK strives for a bilingual environment that ensures maximum internationalization of the institution, both by improving the language skills of the staff and through a systematic process of translation of internal documents and support systems. The next level is the direct integration of the members of the academic community at the workplace where the students or staff are based. UHK units and faculties organize traditional events to which international members of the academic community are invited. Integration efforts are also developed at the university level through invitations to cultural and educational events at UHK. An EURAXESS representative also works at UHK to help create a suitable environment for the mobility of scientific and research workers.
UHK continues to extend the offer of study programmes taught in foreign languages (in 2021, UHK was granted four positive decisions by NAB on accreditations in English language), to update the web pages and the university social networks, and to create English versions of YouTube videos. All international students are offered accommodation in the University Halls of Residence. Significant support for integration of international students at UHK is provided by the Erasmus Student Network Hradec Králové (ESN HK), the respective faculties and the UHK International Office, which organize, among other things, special sporting, cultural, educational and social events. ESN HK ensures students' transport from the airport to Hradec Králové after arriving to the Czech Republic and organizes Orientation Weeks for students coming from the partner institutions and other integration meetings during semesters (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 incoming students, who will also obtain a UHK Guide for International Students, which is also available in the form of a web guide, for better orientation in the new environment. The ICCC ensures support for those international academic staff members who have specific needs.

OTHER ACTIVITIES STRENGTHENING INTERNATIONALIZATION OF UNIVERSITY'S ACTIVITIES

UHK accentuates highly the internationally shared university values and principles, which is why it affixed its signature to the document Magna Charta Universitatum. The activities strengthening internationalization are developed in all the segments of the university's work. UHK proceeded to systematize its bilateral contacts abroad and to identify strategic partners among them gradually. UHK's specificity consists not only in intensive cooperation with its European partners, but also in close cooperation with non-European institutions which the university has succeeded to develop mainly thanks to the Erasmus+ International Credit Mobility programme.
With selected partners, UHK started a preparatory phase of double degree type joint study programmes ("DD programmes"). 8 international agreements of this type were signed in 2021. PdF prepared DD programmes in collaboration with the Catholic University in Ružomberok and Constantine the Philosopher University in Nitra, both in Slovakia, namely Bachelor's study programmes Playing an Instrument with a Focus on Education (organ, piano), Solo Singing with Focus on Education, Art with Focus on Education, and Fundamentals of Technology with Focus on Education. FF was awarded accreditation for Bachelor's programme Political Science with Pontificia Universidad Javeriana Cali in Colombia, and the faculty also signed cooperation with Constantine the Philosopher University in Nitra in post-Bachelor's study programme History. Intensive negotiations were conducted by other faculties in preparing DD programmes with other partners.

Intensive international cooperation with partner universities was developed to allow to engage in international consortia (e.g., COST Action) and to solve joint projects. UHK succeeded in extending its portfolio of KA2 Erasmus+ projects (Partnerships for Cooperation). In 2021, 5 such international projects were conducted at UHK. Owing to the scientific and creative activities, contacts are being extended gradually to international institutions and partners who can receive and send out students and academic staff members in a reciprocal manner.

UHK is also involved in cooperation with 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)

In 2021, UHK took part in the online general assembly of EUA and the international network BSEMAN. The meeting and conference of the Comenius Associations had to be cancelled in 2021 due to the pandemic, but the October meeting of the Comenius Association held in Switzerland was attended by a UHK representative.
UHK participates regularly in major international conferences in the field of higher education. As most of these conferences were held online, the representatives of UHK joined the following events in 2021: EAIE World Summit, EAIE Community Exchange, EduSummit and Czeducon. UHK representatives also promoted opportunities to study at UHK at online student fairs focused on Latin American countries and the Eurasia region (Azerbaijan, Georgia, Ukraine). Reciprocal visits to partner or newly contacted institutions were continuously carried out where possible. In 2021, UHK organized or co-organized six international conferences (see Tab. 8.1 Conferences (Co-)Organized by the University). Due to the emergency measures, some conferences were moved online. The organization of summer schools is also a tradition at UHK, and, in 2021, they were also held online. At PřF, experts from the Department of Mathematics focused on the popular topics of geometry and topology, with 160 registrations, even though that year the courses were only held in a virtual form. FIM organized the Autumn School again, where more than 70 students from different parts of the world were offered interesting courses in economics, marketing, law and other attractive topics.

Research, Development, Artistic and Other Creative Activities

INTERCONNECTION OF CREATIVE AND EDUCATIONAL ACTIVITIES

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

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

UHK supports the involvement of students in creative activities in a consistent and systematic way since the Bachelor's degree of study, whereby developing the programme of support for students' research activities in the form of specific university research. These projects involve mainly students of Master's study programmes, but students still studying during their Bachelor's study programme can be members of the research teams. In particular, ongoing projects are supported, which can aspire to excellence due to their longer timeframe.
Students of Bachelor's study programmes mainly take part in research in their theses, by engaging in practical training to assist in the first phases of research, etc. Students of Master's and post-Bachelor's study programmes are engaged in creative activities also through collaboration with the academic and research team members in the solution of rigorous science grant projects and become involved in faculty research teams and in the solution of external projects granted by GACR, TACR, NAKI and others. Students gain experience in cooperation with the application sphere while implementing contractual research projects and frequently also through internships in companies during their studies. Students also find a space for presenting their creative activity results every year at several student conferences, which also contribute to the development of their presentation skills. Further, students are supported with extraordinary scholarships for important scientific, research, development, artistic and other creative results, for participation at professional conferences, etc.

FUNDS EARMARKED FOR RESEARCH, DEVELOPMENT AND INNOVATIONS AT UHK

The most important UHK's scientific projects include the grants obtained from the GACR, TACR, MŠMT, Ministry of Industry and Trade, Czech Health Research Council of the Ministry of Health, and NAKI of the Ministry of Culture.
The amount obtained for the solution of GACR projects in 2021 was CZK 24,313 thousand, the amount for co-researchers was CZK 4,874 thousand, and UHK as a co-researcher also obtained CZK 4,994 thousand. In 2021, UHK implemented 18 GACR projects.
The 19 TACR projects implemented by UHK were funded with an amount of CZK 21,619 thousand, of which CZK 5,541 thousand were granted to co-researchers. As a co-researcher in TACR projects, UHK received CZK 7,115 thousand.
A financial support of CZK 4,632 thousand was allocated for the solution of the Ministry of Culture projects in the NAKI programme, with CZK 1,747 thousand of the total amount being provided to co-researchers.
In 2021, UHK implemented two MŠMT projects with a financial support of CZK 2,621 thousand and three Ministry of Health projects with the amount granted for them being CZK 4,547 thousand.

UHK also took part in eight MPO projects where the support provided amounted to CZK 7,368 thousand for UHK and two Ministry of Agriculture projects for which UHK received CZK 927 thousand.
UHK was granted a subsidy for a specific UHK higher education research in an amount of CZK 11,320 thousand.

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

In 2021, UHK organized a first year of the Ph.D. summit for coming students of Czech and English doctoral degree programmes. The three-day seminar focused mainly on ethical principles in scientific work, preparation of publications and publication strategy, research promotion, project preparation, and career development. An analysis of incentive schemes for fulfilling study duties and timely completion of doctoral studies at UHK was conducted in the last year, especially with regard to increasing doctoral scholarships and evaluation of the qualification requirements for supervisor standards. In addition, a uniform system of rules for the evaluation of doctoral students was set up in the year and an evaluation was carried out in May by means of a questionnaire. At UHK, students of doctoral degree programmes and staff in the so-called "post-doctoral" positions are, as a standard, involved in scientific and research activities. They are provided with methodical support in submitting and implementing projects of mainly specific higher education research. Submitting junior GACR and TACR ZETA projects intended for young researchers and students is supported systematically. Being part of faculty research teams, they can draw funds for their further education and also use a wide range of possibilities of the UHK mobile programmes where the university has a rich offer of internships and visits to research institutions abroad available. The incentive system of financial support for publishing activities, active participation in international scientific conferences or internships abroad has an important role in terms of stimulating junior scientists. Students and staff members are supported financially in implementing the outputs of their creative activities (translation of texts into world languages, publication fees, open access to scientific information, conference fees for active participation in prestigious conferences), as well as by means of methodical seminars, such as on how to publish in the journals listed in the relevant databases. The faculties develop projects to support the scientific and research activities of doctoral degree students, such as the "Superdoktorand" statute. At the year end, UHK opened a university-wide grant competition called "Igráček UHK" aimed at improving the level of doctoral degree students' skills indispensable for their future professional employment in the research and development sphere.
In 2021, the Competition for Postdoctoral Positions at UHK was organized, in the framework of which a total number of 10 postdoctoral students who completed their doctoral studies at a university other than UHK were accepted during 2021, with a total amount of CZK 2,226 thousand being allocated for their personal expenses.
UHK applies the practice of flexible working hours, work from home and other measures taken to match one's professional and personal life. The options are also entered in the managing acts concerning the career system and employee evaluation. The Career System for academic staff members covers those studying in doctoral degree programmes, defines recommendations for arrangement of working conditions, and accounts for the parental and maternity leave in one's career growth.
Other possibilities of matching the work, study and personal life are stipulated in the UHK's internal Wages Regulation and Collective Bargaining Agreement. Regular reviews of the personal career plans of workers are discussed individually with their supervisors and with the deans of the faculties. Such discussions allow to take into account individually any interruptions due to parenthood or prolonged illness (possibility to amend the required outputs, support in the form of methodical assistance in case of interruption in work, etc.).
Support to doctoral degree students and graduates is also provided by the ICCC as they enter the labour market with respect of their branch of study, by means of individual career counselling, coaching, contacts with employers, and by sharing vacancy and internship advertisements. The Centre also offers support for students with specific needs, social counselling, and psychological and therapeutic support for UHK students and employees. Further support takes place in the form of organization of seminars by the university-wide facilities, such as the University Library (seminars to databases, PBD, etc.).

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

Emphasis on applied and contractual research and on knowledge and technology transfer is one of the objectives of the UHK's Strategic Plan for the period from 2021. The social need for research, its ability to respond to current challenges and its impact on the society are taken into account.
The activities necessary for the commercialization process are covered at UHK by the Science and Knowledge

Transfer Office with its unit Technology Transfer Office ("TTO"). Commercialization of the UHK's scientific and research results is process-described in Rector's Decree "Intellectual Property Exploitation at the University of Hradec Králové". Especially through the Technology Transfer Office, UHK is involved in the whole technology transfer process from searching for commercially interesting research results to their formal protection by way of patent and utility model applications or informal protection by keeping the know-how secret to finding a commercial partner interested in the results being offered. Within the "Proof of Concept" projects, technologies are finished, prototypes are manufactured and tested or technologies are otherwise moved nearer towards the practice, whereby getting nearer to actual application in the market.

Analyses of the technologies are made by the technology transfer units to find out market opportunities and competitive technologies. When making the said analyses, companies are always sought for which could be interested in the particular technologies. Czech and foreign companies are contacted in dependence on the expected results of the technologies. For every technology, the Technology Transfer Office 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. Within this process, UHK operates the Commercialization Board made up predominantly of the representatives of the professional public. Licence contracts are the preferred ways of commercialization at UHK, being signed 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.

UHK puts great emphasis on active cooperation with enterprises and institutions 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, for instance in the form of practical projects where a company worker assists as a mentor, as well as professional internships. With these opportunities being developed further, graduates become well employable in the market and start working in the branches they have graduated from. To cooperate with the application sphere, UHK also uses innovation vouchers, TACR applied research projects, and projects of the individual ministries. In particular, they consist of one voucher for an innovation project, one for a MPSV contractual research, eights projects with the Ministry of Industry and Trade, two projects with the Ministry of Agriculture, one project of the Grant of the Capital City of Prague, and 19 TACR projects. By the end of June 2021, the UHK faculties employed scouts, whose task was to monitor the faculty potentials and opportunities for transfer. The scout's role was to maintain direct contact work with academics and scientists to help them develop competencies for innovation business.

INTER-SECTOR MOBILITY OF STUDENTS AND ACADEMIC STAFF MEMBERS

UHK enters into and develops relationships actively with many enterprises and institutions. The most frequent forms of cooperation include invited lectures and seminars given by external experts, practical projects, cooperation in setting up and subsequent supervising Bachelor's and Master's theses, training courses and joint research and development projects. UHK keeps extending the opportunities for practical training and internships, while putting stress in this respect on developing cooperation with a number of foreign partners. FIM uses the "Cooperation with Practice" portal to support cooperation between students and the partner organizations. The portal is used primarily to set up and manage practical projects, collect topics for theses and vacancies offered by the partner companies.

The traditional student conference "Student Business Forum" was organized online together with the Technological Centre of Hradec Králové. The virtual environment was also a platform for the traditional HIT Career Fair under the auspices of FIM. The 13th year of this event was attended by 29 partner companies ranging from start-ups to large multinational companies. On this occasion, students have a unique opportunity to make contacts with company representatives, learn about current offers of temporary jobs or employment or arrange a specific topic for their final thesis according to the needs of the company.

In 2021, the ICCC organized a fifth year of the UHK labour fair titled JobStart, 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 UHK. The event was attended by more than 40 firms and institutions. The last year of the fair was enriched with a game accompanying the visitors during the events with more than 400 students involved.

Quality Assurance and Evaluation of Activities

The UHK's quality assurance and internal evaluation system includes, among other things, strategic, conceptual and other documents. In 2021, a new strategic plan of the university was approved, whereby finishing the preparatory works started in the previous year. The Strategic Plan defines the university's strategy for a period of ten years, covering four strategic priorities. The first one, UHK Attractive and Inspirational, focuses on the educational activities. The second priority, UHK Dynamic and Excellent, concerns the creative activities and the doctoral studies. The third priority, UHK Open and Responsible, formulates objectives and measures mainly in the sphere of social responsibility, care for employees and building the UHK community and shared identity. The fourth priority, UHK Modern and Effective, covers the strategic management, effectiveness of the internal processes, and infrastructure. Attached to the Strategic Plan is the Strategy for Internationalization of the University of Hradec Králové for the Period from 2021, which develops further the international dimension of the UHK's activities.

The twelve-member UHK Internal Evaluation Board (IEB), whose current functional period started in December 2020, is the guarantor of the quality assurance and internal evaluation system. During the last year, the IEB composition changed as one of the members resigned at 1 July 2021. In 2021, EIB held a total of ten sessions, one per month with the exception of the summer holidays. The EIB activities in that period were focused mainly on approving accreditation applications and discussing the material intentions and information about changes in the study programmes being implemented. IEB prepared and discussed an amendment to the 2020 Internal Evaluation Report, discussed the results of the educational activity evaluation by students of the Bachelor's and Master's study programmes, the methods and rules of evaluation of the doctoral studies by students and, subsequently, the results of this evaluation, was informed about preparation for international evaluation within the Institutional Evaluation Programme of the European University Association (IEP/EUA), and was familiarized with the results of the questionnaire survey on experience with online learning and examinations at UHK.

Feedback from students and university staff provided an important support for evaluation last year. University-wide evaluation of the teaching of subjects by the subject students was conducted; in the winter semester, subjects were evaluated by students from 8 December 2020 to 5 February 2021 (33 % of students) and in the summer semester from 26 April 2021 to 31 August 2021 (21 % of students). 63 % and 56 % of subjects were evaluated and a total number of 1,000 and 709 observations were added to the evaluation in the winter and in the summer semester respectively. The overall average evaluation score was 4.49 in the winter semester and 4.56 in the summer semester (the evaluation scale was 1–5, the higher score meaning better evaluation result).

Evaluation of educational activities by students of doctoral study programmes was also carried out. Electronic questionnaires could be filled in from 6 May to 31 May 2021. 193 doctoral students were contacted and 90 questionnaires were submitted (of which 78 were in Czech language and 12 in English). The return rate at UHK was 46.6%. The evaluation concerned the organization of doctoral studies and of the facilities during studies, the duties laid down in the doctoral studies and the creative activity and the publication of its results.

In 2021, the university continued to systematically obtain feedback from students who dropped out or did not meet the conditions set out in the Study and Examination Code for continuing their studies. This process was ongoing throughout the year, with the students concerned being automatically informed via the STAG information system of the opportunity to complete a short questionnaire after leaving their studies. In 2021, 411 completed questionnaires were submitted, mostly from Bachelor's degree students (323 questionnaires). The majority of respondents were studying full-time (235), while 176 respondents were in a combined form of study.

Feedback was also provided by students staying in the Halls of Residence. The questionnaire survey was already prepared for the year 2020, but owing to the restrictions in the provision of accommodation services in the Halls of Residence due to the government measures taken against the spread of Covid-19, it was postponed to 2021. The questionnaire focused on satisfaction with the quality of accommodation; processes, rules and prices of accommodation; availability of information on the website; facilities and equipment of the Halls of Residence; outdoor facilities, etc. Part of the questionnaire was related to the evaluation of the outdoor areas and their currently planned renovation. The data collection took place from 11 November to 25 November 2021 in two language versions (Czech and English), which differed slightly in that the English version included some extra questions aimed at international students. Respondents sent a total of 415 questionnaires, of which 374 were in Czech and 41 were in the English version.

In the period from 14 June to 30 June 2021, UHK collected feedback from teachers via an electronic questionnaire regarding their experience with online teaching and online examinations conducted during the period of the anti-epidemic measures restricting the presence of students at the university. A total of 551 teachers were contacted via a mass e-mail. 195 completed questionnaires were submitted, which means a 35% return rate in relation to the teachers contacted by the mass e-mail. The survey included an assessment of teachers' readiness for online teaching as they transitioned to this form of teaching, an assessment of their current skills in and experience with online teaching (including a comparison with face-to-face teaching before the pandemic), and the ethical aspects

of online teaching and examination. The results of this questionnaire survey, which was conducted as part of several projects within the centralized development program, were followed by meetings to share the experience with online teaching and examination at UHK.
In 2021, UHK paid intensive attention to the evaluation of its internal and external communication. UHK has undergone a comprehensive audit of the university's communication system conducted by an external entity. Following this, UHK carried out a questionnaire survey among its employees, which focused on internal communication evaluation. Data collection took place in December 2021 and early January 2022 via an electronic questionnaire available in Czech and English. The questions covered awareness of the UHK activities, communication tools used, satisfaction with communication, availability of information, effectiveness of communication flows, etc. 236 and 8 questionnaires were submitted in Czech and in English respectively.
In 2021, UHK crowned successfully its effort to be awarded the HR Excellence in Research (HR Award) conferred by the European Commission in care for human resources. With this award, UHK has confirmed its commitment to continuously strengthen and improve the conditions in the field of human resources management in accordance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. At the end of March, UHK sent the necessary evaluation documents to the European Commission, which included an analysis of internal processes (gap analysis), an action plan and an assessment of the implementation of the principles of open, transparent and merit-based recruitment (OTM-R) (OTM-R checklist). UHK received the results of the evaluation in July 2021. The evaluation required partial adjustments and resubmission of the documents in two months. On the basis of the revised documents, UHK was informed at the end of November 2021 that the submitted analysis and action plan met the requirements and the university received the HR Award.

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

The main objectives of science and research development at UHK include high-quality internationally competitive scientific research activities also reflected in the quality of publications, increasing the scientific qualifications of UHK employees through appointment procedure for associate and full professorship, and increasing the involvement of UHK employees in international research projects. The quality of publication outputs is gradually increasing, with emphasis put on the publication of outputs in impacted journals accepted by the international community in Q1 and Q2 per AIS JCR ISI Web of Knowledge. In 2021, UHK focused on higher quality in the publication activities of the academic staff, higher quality and quantity in the publication activities of students of doctoral study programmes, employment of top-quality international researchers, support for research in connection with UHK's scientific research plans, support for the qualification growth of the UHK staff, support for efforts to obtain external scientific and research projects and grants with emphasis put on international scientific projects. The UHK's three main research topics, which reflect the social need for research at the national and global level, are Healthy Ageing and Quality of Life, Security and Sustainable Development in Digital Society, and New Challenges in Education.
The faculties are engaged mainly in the national and international professional and scientific networks in respect of their subjects. For instance, UHK units work within the international Time Machine consortium focused on area development in the so-called digital humanities, in the Czech Educational Research Association, Association of Universities of the Third Age, etc. Significant international research, development and creative activities are carried out mainly through international projects, such as Inter COST and Action COST. In 2021, PřF succeeded with its application-focused project "Wealth" within the international challenge titled "Standardised Measurement, Monitoring and/or Biomarkers to Study Food Intake, Physical Activity and Health" in the Joint Programming Initiative , A Healthy Diet for a Healthy Life' (JPI HDHL). The scientific potential of the faculties is also evidenced by a number of grant projects in strict science (18 by GACR and 18 by TACR).

UHK'S NATIONAL AND INTERNATIONAL AWARDS

In 2021, UHK received the international award HR Excellence in Research in the field of human resources in the scientific environment, awarded by the European Commission.
Also awarded were the individual UHK staff members. Prof. PhDr. Bohuslav Mánek, CSC. from the Department of English Language and Literature received the Annual Award of the International Association of Teachers of English as a Foreign Language. The silver medal of the Chairman of the Senate for the year 2021 for science and faith was awarded to prof. PhDr. Tomáš Petráček, Ph.D., Th. D. from the Department of Cultural and Religious Studies. The City of Hradec Králové conferred the Primus inter pares award to PhDr. Zdeněk Zahradník from the Department of Auxiliary Sciences of History and Archival Studies.
The Award of the Mayor of the City of Hradec Králové for student creative work in 2020 was received by Ing. Kateřina Frončková from the Department of Informatics and Quantitative Methods and by Mgr. Milan Školník from the Department of Political Science.

UHK'S INTERNATIONAL RANKING

Evaluation according to the Methodology for Evaluating Research Organizations in the Universities Segment was finished in 2021. The UHK International Evaluation Panel was the evaluation committee, made up of seven international experts and a representative of MŠMT. The evaluation results in Modules 3 to 5 (Social Relevance, Viability and Strategy and Policies) were then sent to MŠMT to be assessed by a provider's committee and by the provider itself, and, subsequently, UHK received the Evaluation Report for Evaluating Research Organizations in the Universities Segment in 2020.
The UHK International Advisory Commission (IAC) established in 2020 as an international consultative body held two sessions in 2021. Both sessions (June and November) took place in the form of an online platform. While the first meeting of 2021 was focused especially on the areas of internal evaluation and internationalization, the autumn one concentrated on doctoral studies evaluation and on the system of involvement of post-doctoral students. IAC recommendations are implemented at UHK gradually, for instance when formulating criteria for the so-called quality bonus, which takes into account the specificities of the social science and humanity branches. The monitoring of specific indicators of scientists, teams and comparisons within universities was also expanded, where overview rankings of the best scientists were created, e.g., according to the h-index, ResearchGate or citations on the Web of Science.

In January 2021, the second meeting of the seven-member international advisory board of the Philosophical Faculty (International Advisory Board) was held, with its main mission being to evaluate the basic activities of the faculty while using the knowledge and experience of independent experts from different countries. The topic of the meeting was mainly focused on addressing the impact of the Covid-19 pandemic on the areas of the academic sphere.
In 2021, UHK started the external evaluation process within the Institutional Evaluation Programme (IEP) associated with the European University Association (EUA). UHK has chosen evaluation focused mainly on research and the use of its results, but even so the evaluation is comprehensive and covers the whole range of university activities, including management and decision-making processes, educational activities, quality assurance, fulfilling the third role, and internationalization. In autumn 2021, a self-assessment group started working at UHK to prepare data for a comprehensive evaluation at UHK. The subsequent phase of finalizing the report, discussing it and sending it out will take place in 2022.
UHK ranked in a number of prestigious international charts of universities. The greatest achievement of the university in this area is classification within the prestigious QS World University Rankings where UHK occupies a shared 801st to 1000th place; in the Czech Republic, UHK is ranked among the top ten universities.
In the regional evaluation of the QS EECA University Rankings comparing universities from selected European and Central-Asian countries (EECA = Emerging Europe and Central Asia), UHK was ranked 185th for the year 2022 (the evaluation was published at the end of 2021), which means a drop as against the previous chart when the university was 176th, but the number of the involved universities increased from 400 to 450. Thus, UHK still belongs to the leading 45 % universities in this chart, which covers mainly study and research environment internationalization.
UHK is also involved in the Times Higher Education (THE) charts. In the main THE World University Rankings 2022 (published in 2021), UHK took the shared 1201+ position. UHK still keeps a comparable position as in the previous year; with an increase in the number of universities being evaluated, however, THE has split the last-year's shared 1000+ position where UHK was ranked into more categories. The comprehensive evaluation methodology consists of 13 indicators in the following areas: teaching, science and research, knowledge transfer, and internationalization.
In THE Young Universities chart which includes global universities not older than 50 years and which focuses on indicators in education, research, knowledge transfer and internationalization, UHK managed to keep the 351-400th place. Also, in THE Emerging Economies chart, UHK appeared in the same position as in the previous period, i.e., 401-500th.
THE also prepares several charts by thematic focus, the rank of which for the year 2022 was published in autumn 2021. In THE by Subject 2022 – Physical Sciences, UHK was ranked in a shared 1001+ position (as in the previous period). In THE by Subject 2022 – Computer Science, UHK took a shared 801+ place.
Further, UHK took the 543rd position in the chart evaluating universities' sustainable approach 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.
The successful UHK scientists who were among the prestigious selection of the best 2 % in the categories "Career" (career-long citation impact) a "Single" (reflection of publication citations for the previous period) for the year 2020 were awarded in Stanford University ranking 2020 (published in 2021). In the category "Career-long citation impact up until the end of 2020", doc. MUDr. Jiří Bajgar, DrSc., and prof. Ing. Kamil Kuča, Ph.D., succeeded in the area of Toxicology; Miloslav Znojil DrSc., in Mathematical Physics; prof. Ing. Antonín Lyčka, DrSc., in Organic Chemistry; prof. PharmDr. Kamil Musílek, Ph.D., in Medicinal & Biomolecular Chemistry; prof. Ing. Ondřej Krejcar, Ph.D., in Artificial Intelligence & Image Processing; and doc. PhDr. Blanka Klímová, M.A., Ph.D., in the area of Education. In the category "Citation impact during the single calendar year 2020", prof. Ing. Kamil Kuča, Ph.D., prof. PharmDr. Kamil Musílek, Ph.D., and Mgr. Eugenie Nepovimová, Ph.D., were appraised in the area of Medicinal & Biomolecular Chemistry; prof. Ing. Ondřej Krejcar, Ph.D., and Mgr. et Mgr. Marcel Pikhart, Ph.D., in Artificial Intelligence & Image Processing; Miloslav Znojil, DrSc., in Mathematical Physics; Tanos Celmar Costa Franca in Biophysics; doc. Mgr. Petr Bogusch, Ph.D., in Zoology; Hamidreza Namazi, Ph.D., in Fluids & Plasmas; and doc. PhDr. Blanka Klímová, M.A., Ph.D., in the area of Education.

UHK'S ROLE IN TRANSFER OF KNOWLEDGE INTO PRACTICE

In 2021, transfer of knowledge was carried out by the TTO, which focuses on the management of research and development results, especially in relation to their application in the commercial sphere. The TTO activities consist in the management and protection of intellectual property, securing relevant contracts in cooperation with the Legal Department, communication with the corporate sector in the field of joint research and, last but not least, in the organization of educational events for researchers in the field of intellectual property protection and technology transfer.
In 2021, UHK ensured the filing of 3 invention applications and 2 utility model applications, was granted 4 patents, and 1 utility model was registered.
A positive outcome of the full review of the invention applications and the granting of patents is expected in the following period for applications from 2019, 2020 and 2021.
Several patent, utility model and industrial design applications are planned to be filed in the next year, as well as the results of ongoing projects. UHK decided not to extend the validity of one of the previously registered utility models as it had no commercialization potential. At present, UHK is the owner or co-owner of 12 valid patents, 10 utility models and 20 industrial designs. UHK maintains the existing granted patents and registered utility and industrial designs in force and evaluates further possibilities of their exploitation.
The faculties develop further the activities of their units concentrated on the sphere of knowledge and technology transfer. FIM develops the Basic and Applied Research Centre implemented in the form of innovation vouchers and joint TACR projects. FF interconnects the faculty environment with the sphere outside the university by carrying out archaeological research and by processing archaeological data and finds, which is ensured by the Field Archaeology Centre. The Centre continued the post-excavation phase of the rescue archaeological research at D11 Motorway. Carried out also were a couple of similar research projects of a smaller extent in collaboration with the regional museums, charitable trusts and businesses. PřF develops for already a second year the activities of its Strategy and Project Department engaged, among other things, in transferring research results into practice. Preparation of some outcomes of the Proof-of-Concept type projects for commercialization continued in 2021.

COOPERATION WITH REGIONAL SELF-GOVERNMENT BODIES AND LEADING REGIONAL INSTITUTIONS

UHK works as an important member and partner of a number of regional platforms, whose role is to map out the development needs in the given area, the absorption capacity especially in the field of subsidy opportunities, cooperation with other important partners in the region, and preparation of development strategies. UHK representatives are members of the following platforms: the Standing Regional Conference of Hradec Králové Region; Integrated Territorial Investments of Hradec-Pardubice Agglomeration; Centre of Investment, Development and Innovation (Regional Development Agency of Hradec Králové Region); and Council for Research, Development and Innovation of Hradec Králové Region. UHK also cooperates actively with the Statutory City of Hradec Králové and Hradec Králové Region. In the case of the former, the university continues its good cooperation in organizing the popularization event Night of Scientists, with its leading motto in 2021 being "Time". With its rich programme, UHK welcomed an attendance of more than 1000 visitors. In a similar spirit, UHK is expanding its very intensive cooperation with the Library of the City of Hradce Králové, to which it invites regularly to attend interesting discussions through online conferences.
Thanks to its intensive cooperation with the media, UHK succeeds in developing the areas of region development, solution of environmental and social problems, and others. Experts from among the academics are invited to be guests in radio broadcasting or discussions to these topics.
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. An important activity of faculty cooperation with institutions and companies is also the creation of professionally oriented study programmes; in 2021, for example, the start of cooperation on a programme in the field of certification of medical devices according to international regulations. A substantial part of UHK's work is also the cooperation with self-government bodies such as school founders, where UHK (PdF, PřF and FF) is a key partner in providing professional workers (mainly teachers) to school facilities. In 2021, preparation of a memorandum for strategic cooperation was started between FF and the Museum of East Bohemia.
The specific examples of cooperation with the Statutory City of Hradec Králové and Hradec Králové Region (as well as other partners) include the 18th year of the well-established international conference Hradec Days of Social Work, which represents an important platform for the meeting of practicians and theoreticians in social work. The

activities in Archeopark at Všestary take place through cooperation of FF with the Hradec Králové Region. UHK also keeps developing its cooperation with the leading public institutions and businesses in the region, mainly in the areas of sociological surveys and rescue archaeological research. In respect of the preparation of strategies and plans for the development of the region, an important role is played by the TACR project titled "Analysis of Social Situation in Relation to Automotive Production in Solnice-Kvasiny-Rychnov n. K. Industrial Zone" implemented by the Department of Sociology of the Philosophical Faculty. 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.

UHK SUPRA-REGIONAL WORK AND IMPORTANCE

UHK and its units organize regular international conferences and seminars. In 2021, they organized 6 international conferences, of which half took place in an online form. UHK regularly publishes articles in the nationwide Universitas journal and issues its own newsletter to inform about the current and regular events at UHK.
In 2021, development of a unique podcast programme continued, aiming to popularize the science, introduce the renown people and acquaint the audience with the events at UHK. For already a second year, FF developed a podcast titled UHKaFFé as a popular and scientific discussion programme bringing interviews with experts, especially from the social-scientific and humanity subjects. The regular broadcasting sessions offer discussions to the audience concerning the current social topics, familiarize with the life and experience of scientists, as well as with international experts and representatives of students.
Within its supra-regional work, UHK cooperated with the National Pedagogical Institute of the Czech Republic and with the People in Need organization in tutoring primary school pupils involving PdF students.
UHK has its representatives in the working groups of Czech Rectors Conference (CRC): CRC Working Group for the sphere of education and cooperation with the National Accreditation Bureau for Higher Education, CRC Working Group for European Structural Funds.
UHK is a member of the European University Association and UHK academics are members of a number of leading professional institutions, such as UNESCO Global Geoparks Council, as well as of the GACR and TACR expert panels, members of research boards of a number of Czech and foreign higher education institutions. They also work as assessors in MŠMT and Ministry of Culture projects and as members of the assessment committees of the National Accreditation Bureau of the CR, and assessors of the Slovak Accreditation Agency for Higher Education.

EDUCATION ACTIVITIES

In the summer semester of the academic year 2020/2021, UHK continued the system of online teaching due to the anti-pandemic measures. At the university level, in coordination with the other units, individual measures following those issued by the government were published. In the field of study, distance learning continued using LMS Moodle, Blackboard and MS Teams. In the case of lectures, both synchronous and asynchronous teaching systems (in the form of pre-recorded lectures) were implemented. Full use was made of previously prepared distance learning materials for the individual subjects in the full-time and combined forms of study.

Examinations were conducted during the examination period both remotely in the above-mentioned environments, but also face-to-face in small groups of students. Due to the necessity to carry out course credits and examinations in small groups, it was necessary to set up more dates for course credits and examinations throughout the examination period. Practical training also took place partly in an online environment (e.g., online classroom environment in the case of teacher training), or was postponed to a period when it would be possible to carry out practical training in a full-time mode.

The anti-epidemic measures did not affect the quality of teaching adversely, as evidenced by the student evaluations for the winter and summer semesters of the academic year 2020/2021. The overall average of the evaluations was 4.49 in the winter semester (evaluated on a scale of 1-5, where a higher grade means a better evaluation), and 4.56 in the summer semester.

Electronic questionnaire was also used to evaluate feedback from teachers as to their experience with online classes and online examinations carried out during the period of validity of the anti-epidemic measures (for more detailed information see Chapter Quality Assurance and Evaluation of Activities). Within the framework of the centralized development project on distance education, information collection and sharing of good practice in the context of the needs of technological equipment for innovative solutions for flexible forms of education and increasing the quality and efficiency of education at UHK took place. In 2021, UHK established the position of online education methodologist, the aim being to provide an analysis of the current state of the field and the implementation of distance education and blended learning at UHK, including support materials for online education and online teaching methods at UHK.

In view of the current situation and changing measures in connection with the Covid-19 pandemic, information and ongoing support was provided to the students of UHK in the area of internationalization. International students were regularly informed about the current measures through social networks and updates on the dedicated page of the UHK website, as well as about the possibilities of arrivals to and departures from the Czech Republic, vaccination or quarantine conditions. They were also enabled to perform self-testing for Covid-19 disease in the university Halls of Residence.

In spring 2021, to increase informedness of international students about the current situation and the governmental regulations, an online meeting was held with the representatives of the International Office, Legal Office, Halls of Residence management, and the Police of the Czech Republic.

RESEARCH ACTIVITIES

The negative impacts of the anti-epidemic measures in the area of research activities also affected the implementation of planned research trips and conferences abroad. Some activities were partially transferred to the online environment, but some were cancelled completely. These factors have caused disruptions in the research activities and projects in terms of timelines and overall planned progress. Nevertheless, all the university units continue to develop the research projects to the maximum extent possible.

In 2021, projects directly responding to the Covid-19 pandemic were implemented as well. Within the GAMA 2 projects, FIM and PřF supported four Proof-of-Concept projects to implement research in connection with the Covid-19 issues, where outcomes were carried out in 2021. PdF implemented projects whose outcomes respond directly to the pandemic impacts: Analysis of the impact of the pandemic experience on social workers in public administration within the OPZ project titled "System Support of Social Work in Municipalities" for MPSV ČR and two TACR projects "Changes in Selected Social Services for People with Disabilities in Times of Crisis due to Viral Disease" and "A Digital Society Open to Seniors" (in collaboration with FIM).

THIRD ROLE AND OTHER ACTIVITIES

In 2001, in connection with the SARS-CoV-2 pandemic, UHK continued its professional and volunteer activities with the aim to secure assistance in coping with the impacts of the current situation. The students were involved not only in compulsory work duties, but also in volunteer activities, which were coordinated, monitored and

promoted by UHK. The work duties concerned students of social sciences who helped mainly in social service institutions such as retirement homes, geriatric centres, personal assistance centres, etc. Several hundreds of UHK students were involved in volunteer activities, helping with care for the children of health professionals, online tutoring and providing teaching assistance in kindergartens and primary schools for children of health professionals.
The pandemic situation associated with online learning necessitated the need to strengthen the Wi-Fi signal to improve internet access for all lodgers for study purposes. As part of the programme titled Development and Renewal of the Material and Technical Base of Public Higher Education Institutions, Wi-Fi signal was strengthened in all student flats in the university Halls of Residence.
As part of this project, a new common room and a study room were also built, new exercise rooms were set up, the reception area was renovated, and a new accommodation office was constructed.
With the announcement of the emergency state, the Library of the UHK was forced to reduce its services, but it ensured transfer of a great number of processes online to enable students and staff to use the library services to the maximum possible extent. UHK provided a long-term extension of book borrowings without penalties and offered a wide range of databases with access to digital libraries, multidisciplinary databases of specialized literature and other sources of information. A significant contribution to the work in the conditions of the pandemic was the preparation of manuals for the work with citation databases (Web of Science and Scopus) and all full-text databases, which were placed on the University Library website under the tab Science and Research Support.
Throughout the year, the Information, Counselling and Career Centre provided psychological and therapeutic services, support for students with special needs and career counselling. During the times when the social situation required limited face-to-face contact, these services were provided online via Skype or MS Teams. Interest in the services of psychologists and therapists showed a steep upward trend in 2021, so the ICCC therapeutic team was extended by two therapists to cover the needs of the male and female students.

List of Abbreviations

AS	Academic Senate
LL	Lifelong Learning
CRC	Czech Rectors Conference
CR	Czech Republic
EAIE	European Association for International Education
ECTS	European Credit Transfer and Accumulation System
ESF	European Social Fund
ESN HK	Erasmus Student Network Hradec Králové
EUA	The European University Association
FF	Philosophical Faculty
FIM	Faculty of Informatics and Management
GACR	Czech Science Foundation (Grant Agency of the Czech Republic)
HR Award	HR Excellence in Research
IF	Impact Factor
ICCC	UHK Information, Counselling and Career Centre
JCR	Journal Citation Reports
TTO	Technology Transfer Office
IAC	UHK International Advisory Commission
MPO	Ministry of Industry and Trade of the Czech Republic
MPSV	Ministry of Labour and Social Affairs of the Czech Republic
MŠMT	Ministry of Education, Youth and Sports of the Czech Republic
MV	Ministry of the Interior of the Czech Republic
NAKI	Programme to Support Applied Research and Experimental Development of National and Cultural Identity
NAB	National Accreditation Bureau for Higher Education
PBD	Personal Bibliographic Database
PdF	Faculty of Education
PřF	Faculty of Science
Qn	Quartile
IEB	UHK Internal Evaluation Board
CHEI	Council of Higher Education Institutions
TACR	Technology Agency of the Czech Republic
U3A	University of the Third Age
UHK	University of Hradec Králové
WoS	Web of Science

PART III – CHARTS

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

Tab. 2.1: Accredited Study Programmes (counts)										
University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	24	6	3	2	12	5	2	2	56
Arts and Humanities	02	10	5			1		1	1	18
Social sciences, journalism and information	03	1								1
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	3	2	1	1					7
Services	10									0
Faculty total	X	38	13	4	3	13	5	3	3	82
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04	3	3			1				7
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	4	4	1	1	4	3	3	3	23
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	7	7	1	1	5	3	3	3	30
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	2								2
Arts and Humanities	02	8	3			9	3	6	6	35
Social sciences, journalism and information	03	6	2			3	2	4	3	20
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	18	7	0	0	12	5	10	9	61

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Science										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	5				5		0	0	10
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	3	1			3	1	2	2	12
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	8	1	0	0	8	1	4	4	26
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	1	1			2	1			5
Services	10									0
Total	X	1	1	0	0	2	1	0	0	5
University of Hradec Králové										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	31	6	3	2	17	5	2	2	68
Arts and Humanities	02	18	8	0	0	10	3	7	7	53
Social sciences, journalism and information	03	7	2	0	0	3	2	4	3	21
Business, administration and law	04	3	3	0	0	1	0	0	0	7
Natural sciences, mathematics and statistics	05	3	1	0	0	3	1	2	2	12
Information and communication technologies	06	5	5	1	1	4	3	4	4	27
Engineering, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fisheries and veterinary	08	0	0	0	0	0	0	0	0	0
Health and welfare	09	5	4	1	1	2	1	1	1	16
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	72	29	5	4	40	15	20	19	204

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

Tab. 2.2: Study Programmes in Foreign Languages (counts)										
University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	6	1			5	2			14
Arts and Humanities	02	3	1							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	09	1								1
Services	10									0
Faculty total	X	10	2	0	0	5	2	0	0	19
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04					1				1
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	4	2			3	2	3	3	17
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	4	2	0	0	4	2	3	3	18
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02					3		1	1	5
Social sciences, journalism and information	03	2				1		2	1	6
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	2	0	0	0	4	0	3	2	11

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Science										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									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	3				2		1	1	7
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	3	0	0	0	2	0	1	1	7
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	1				1				2
Services	10									0
Total	X	1	0	0	0	1	0	0	0	2
University of Hradec Králové										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	6	1	0	0	5	2	0	0	14
Arts and Humanities	02	3	1	0	0	3	0	1	1	9
Social sciences, journalism and information	03	2	0	0	0	1	0	2	1	6
Business, administration and law	04	0	0	0	0	1	0	0	0	1
Natural sciences, mathematics and statistics	05	3	0	0	0	2	0	1	1	7
Information and communication technologies	06	4	2	0	0	3	2	3	3	17
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	2	0	0	0	1	0	0	0	3
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	20	4	0	0	16	4	7	6	57

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

Tab. 2.3: Joint/Double/Multiple Degree Programmes Implemented with a Foreign University	
University of Hradec Králové	
Name of study programme	Playing an Instrument with a Focus on Education
Partner organizations	Catholic University in Ružomberok
Associated organizations	
Study programme implementation started in	2022
Programme type (Joint/Double/Multiple Degree)	Double Degree
Study length (number of semesters)	6
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Bachelor's
Study organization description incl. admission of students and termination	An admission procedure set up at present
How are degree certificates and their attachments issued?	There are no graduates yet
How are student exchanges executed?	No student exchanges are carried out as no students have been enrolled yet
Number of active studies at 31. 12.	0
Name of study programme	Solo Singing with Focus on Education
Partner organizations	Catholic University in Ružomberok
Associated organizations	
Study programme implementation started in	2022
Programme type (Joint/Double/Multiple Degree)	Double Degree
Study length (number of semesters)	6
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Bachelor's
Study organization description incl. admission of students and termination	An admission procedure set up at present
How are degree certificates and their attachments issued?	There are no graduates yet
How are student exchanges executed?	No student exchanges are carried out as no students have been enrolled yet
Number of active studies at 31. 12.	0
Name of study programme	Art with Focus on Education
Partner organizations	Catholic University in Ružomberok
Associated organizations	
Study programme implementation started in	2022
Programme type (Joint/Double/Multiple Degree)	Double Degree
Study length (number of semesters)	6
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Bachelor's
Study organization description incl. admission of students and termination	An admission procedure set up at present
How are degree certificates and their attachments issued?	There are no graduates yet
How are student exchanges executed?	No student exchanges are carried out as no students have been enrolled yet
Number of active studies at 31. 12.	0

Summarized Information to Tab. 2.3					
University of Hradec Králové	Bachelor's study	Master's study	Post-Bachelor's study	Doctoral study	Total
Number of study programmes	3				3
Number of active studies in the programmes	0				0

Tab. 2.4: Accredited Study Programmes Implemented Together with Other University or Public Research Institution* Having Its Seat in the CR	
University of Hradec Králové	
Name of study programme	Specialization in Pedagogy
Broadly defined ISCED-F subject area	0111
Partner university/institution*	University of Ostrava, University of West Bohemia in Plzeň
Study programme implementation started in	2004
Study length (number of semesters)	6
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Počet aktivních studií k 31. 12.	0
Name of study programme	Specialization in Pedagogy
Broadly defined ISCED-F subject area	0188
Partner university/institution*	University of South Bohemia in České Budějovice, University of Ostrava, University of West Bohemia in Plzeň
Study programme implementation started in	2007
Study length (number of semesters)	6
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	10
Name of study programme	Applied Informatics
Broadly defined ISCED-F subject area	0613
Partner university/institution*	University of Pardubice
Study programme implementation started in	2010
Study length (number of semesters)	8
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	12
Name of study programme	System Engineering and Informatics
Broadly defined ISCED-F subject area	0688
Partner university/institution*	University of Pardubice, Technical University of Liberec
Study programme implementation started in	2000
Study length (number of semesters)	8
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	9
Name of study programme	System Engineering and Informatics
Broadly defined ISCED-F subject area	0688
Partner university/institution*	University of Pardubice, Technical University of Liberec
Study programme implementation started in	2019
Study length (number of semesters)	8
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	13
Name of study programme	Toxicology
Broadly defined ISCED-F subject area	0988
Partner university/institution*	Palacký University in Olomouc, Faculty of Medicine
Study programme implementation started in	2020
Study length (number of semesters)	8
Type of programme (Bachelor's, post-Bachelor's, Master's, doctoral)	Doctoral
Number of active studies at 31. 12.	12

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

Summarized Information to Tab. 2.4					
University of Hradec Králové	Bachelor's study	Master's study	Post-Bachelor's study	Doctoral study	Total
Number of study programmes				6	6
Number of active studies in the programmes				56	56

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

University of Hradec Králové		Job-oriented courses			Hobby-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 subject areas	Code								
Generic programmes and qualifications	00								0
Education	01			18					18
Arts and Humanities	02	27	3					17	47
Social sciences, journalism and information	03	8	3						11
Business, administration and law	04		6	2					8
Natural sciences, mathematics and statistics	05		6						6
Information and communication technologies	06	3	24					2	29
Engineering, manufacturing and construction	07								0
Agriculture, forestry, fisheries and veterinary	08								0
Health and welfare	09								0
Services	10								0
TOTAL	X	38	42	20	0	0	0	19	119

Tab. 2.7: Lifelong Learning (LL) Courses at the University (numbers of students, natural persons)

University of Hradec Králové		Job-oriented courses			Hobby-oriented courses			U3A	TOTAL*	of which: the number of students admitted for accredited study programmes per Section 60 of the Higher Education Act
		Less than 15 hours	16 to 100 hours	More than 100 hours	Less than 15 hours	16 to 100 hours	More than 100 hours			
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									
Education	01			308					308	290
Arts and Humanities	02	550	23					536	1109	4
Social sciences, journalism and information	03	19	13						32	2
Business, administration and law	04		19	2					21	21
Natural sciences, mathematics and statistics	05		82						82	44
Information and communication technologies	06	23	167					31	221	75
Engineering, manufacturing and construction	07									
Agriculture, forestry, fisheries and veterinary	08									
Health and welfare	09									
Services	10									
TOTAL*	X	592	304	310				567	1773	436

*Note: * = As this chart shows the number of natural persons, of whom each can attend more than one course, the total number may not be the sum of of the respective lines or columns, but it reflects the actual total numbers of course attendants, i.e., one natural person can be counted several times.*

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

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	846	489	464	94	277	175	14	6	2365
Arts and Humanities	02	191	144			17		5	4	361
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	58	55							113
Services	10									0
Faculty total	X	1095	688	464	94	294	175	19	10	2839
of which: number of women at PdF	X	902	532	417	91	241	162	8	5	2358
of which: number of foreigners at PdF	X	18	3	1	1	8	0	0	0	31
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04	303	136			23				462
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	613	193			178	121	18	17	1140
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	916	329	0	0	201	121	18	17	1602
of which: number of women at FIM	X	274	123			71	28	6	6	508
of which: number of foreigners at FIM	X	44	7			12	1	1	1	66
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	87								87
Arts and Humanities	02	172	39			49	47	54	4	365
Social sciences, journalism and information	03	220	74			40	62	19	1	416
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	4	17							21
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	111	156							267
Services	10									0
Faculty total	X	594	286	0	0	89	109	73	5	1156
of which: number of women at FF	X	352	195			50	57	25	2	681
of which: number of foreigners at FF	X	20	3			8	3	13	0	47

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Science										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	169				16			3	188
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	269	10			82	6	17	16	400
Information and communication technologies	06	17						7	3	27
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09							9	2	11
Services	10									0
Faculty total	X	455	10	0	0	98	6	33	24	626
of which: number of women at PřF	X	320	1			73	0	23	16	433
of which: number of foreigners at PřF	X	13	0			1	2	3	1	20
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	13	31			16	51			111
Services	10									0
Total	X	13	31	0	0	16	51	0	0	111
of which: number of women at UHK – apart from faculties	X	11	29			15	47			102
of which: number of foreigners at UHK – apart from faculties	X	0	0			0	0			0
University of Hradec Králové										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	1102	489	464	94	293	175	14	9	2640
Arts and Humanities	02	363	183	0	0	66	47	59	8	726
Social sciences, journalism and information	03	220	74	0	0	40	62	19	1	416
Business, administration and law	04	303	136	0	0	23	0	0	0	462
Natural sciences, mathematics and statistics	05	269	10	0	0	82	6	17	16	400
Information and communication technologies	06	634	210	0	0	178	121	25	20	1188
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	182	242	0	0	16	51	9	2	502
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	3073	1344	464	94	698	462	143	56	6334
of which: total number of women	X	1859	880	417	91	450	294	62	29	4082
of which: total number of foreigners	X	95	13	1	1	29	6	17	2	164

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

Tab. 3.2: Students - Self-Payers* (numbers of studies)										
University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	2								2
Arts and Humanities	02	2								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	4	0	0	0	0	0	0	0	4
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	2				4		1		7
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	2	0	0	0	4	0	1	0	7
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02					3		1		4
Social sciences, journalism and information	03	6						8		14
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	0	0	0	3	0	9	0	18

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Science										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									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	3				1				4
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	3	0	0	0	1	0	0	0	4
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Total	X	0	0	0	0	0	0	0	0	0
University of Hradec Králové										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	2	0	0	0	0	0	0	0	2
Arts and Humanities	02	2	0	0	0	3	0	1	0	6
Social sciences, journalism and information	03	6	0	0	0	0	0	8	0	14
Business, administration and law	04	0	0	0	0	0	0	0	0	0
Natural sciences, mathematics and statistics	05	3	0	0	0	1	0	0	0	4
Information and communication technologies	06	2	0	0	0	4	0	1	0	7
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	0	0	0	0	0
Services	10	0	0	0	0	0	0	0	0	0
UHK TOTAL	X	6	0	0	0	4	0	1	0	33

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

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

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

University of Hradec Králové	Bachelor's study			Master's study			Post-Bachelor's study			Doctoral study			TOTAL
	P	K/D	TOTAL	P	K/D	TOTAL	P	K/D	TOTAL	P	K/D	TOTAL	
Faculty of Education	27,0%	38,0%	32,0%	16,0%	29,0%	20,0%	9,0%	18,0%	12,0%	0,0%	0,0%	0,0%	27,0%
Faculty of Informatics and Management	38,0%	58,0%	44,0%				13,0%	47,0%	29,0%	0,0%	0,0%	0,0%	40,0%
Philosophical Faculty	23,0%	41,0%	30,0%				41,0%	40,0%	41,0%	7,0%	100,0%	13,0%	31,0%
Faculty of Science	36,0%	88,0%	38,0%				3,0%	67,0%	16,0%	0,0%	29,0%	13,0%	32,0%
UHK – apart from faculties							37,0%	24,0%	28,0%				28,0%
UHK TOTAL	31,0%	45,0%	36,0%	16,0%	29,0%	20,0%	15,0%	34,0%	24,0%	3,0%	19,0%	9,0%	32,0%

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

Tab. 3.4: Bursaries/Scholarships* Provided to Students by Purpose (numbers of natural persons)

University of Hradec Králové		
Bursary/scholarship purpose	Numbers of students	Average bursary/ scholarship amount**
For outstanding study results per S. 91(2)(a)	644	11062
For excellent scientific, research, development, artistic or other creative results per S. 91(2)(b)	1005	12300
For research, development and innovation activities per special legal regulation, S. 91(2)(c)	150	15500
In case of student's difficult social situation per S. 91(2)(d)	17	25059
In case of student's difficult social situation per S. 91(3)		
In cases worthy of special regard per S. 91(2)(e)	2810	5400
of which: accommodation bursary	2810	5400
To support study abroad per S. 91(4)(a)	180	31800
To support study in the CR per S. 91(4)(b)	120	40458
For students of doctoral degree programmes per S. 91(4)(c)	87	13500
Other bursaries/scholarships		
TOTAL***	5013	9 807

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

Tab. 4.1: Graduates of Accredited Study Programmes (numbers of finished studies)										
University of Hradec Králové		Bachelor's study		Master's study		Post-Bache-lor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Education										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01	202	105	64	10	74	37			492
Arts and Humanities	02	47	26			2				75
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	249	131	64	10	76	37	0	0	567
of which: number of women at PdF	X	224	103	59	10	60	35			491
of which: number of foreigners at PdF	X	3	0	0	0	1	0			4
Faculty of Informatics and Management										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04	84	26							110
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06	74	18			44	26	1	6	169
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09									0
Services	10									0
Faculty total	X	158	44	0	0	44	26	1	6	279
of which: number of women at FIM	X	70	23			17	5	1	0	116
of which: number of foreigners at FIM	X	8	0			4	0	1	1	14
Philosophical Faculty										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02	20	6			16	5	2	3	52
Social sciences, journalism and information	03	43	11			6	10			70
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									0
Services	10									0
Faculty total	X	64	18	0	0	22	15	2	3	124
of which: number of women at FF	X	42	9			14	6	0	0	71
of which: number of foreigners at FF	X	1	0			2	1	0	1	5

University of Hradec Králové		Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL
		P	K/D	P	K/D	P	K/D	P	K/D	
Faculty of Science										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01								2	2
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05	65				42	5		5	117
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	65	0	0	0	42	5	1	7	120
of which: number of women at PřF	X	49				33	2	0	4	88
of which: number of foreigners at PřF	X	0				0	1	0	2	3
UHK – apart from faculties										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00									0
Education	01									0
Arts and Humanities	02									0
Social sciences, journalism and information	03									0
Business, administration and law	04									0
Natural sciences, mathematics and statistics	05									0
Information and communication technologies	06									0
Engineering, manufacturing and construction	07									0
Agriculture, forestry, fisheries and veterinary	08									0
Health and welfare	09	23	44			21	26			114
Services	10									0
Total	X	23	44	0	0	21	26	0	0	114
of which: number of women at UHK – apart from faculties	X	21	40			20	25			106
of which: number of foreigners at UHK – apart from faculties	X	0	0			0	0			0
University of Hradec Králové										
Broadly defined ISCED-F subject areas	Code									
Generic programmes and qualifications	00	0	0	0	0	0	0	0	0	0
Education	01	202	105	64	10	74	37	0	2	494
Arts and Humanities	02	67	32	0	0	18	5	2	3	127
Social sciences, journalism and information	03	43	11	0	0	6	10	0	0	70
Business, administration and law	04	84	26	0	0	0	0	0	0	110
Natural sciences, mathematics and statistics	05	65	0	0	0	42	5	0	5	117
Information and communication technologies	06	75	19	0	0	44	26	2	6	172
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	23	44	0	0	21	26	0	0	114
Services	10	0	0	0	0	0	0	0	0	0
IJHK TOTAL	X	559	237	64	10	205	109	4	16	1204
of which: total number of women	X	406	175	59	10	144	73	1	4	872
of which: total number of foreigners	X	12	0	0	0	7	2	1	4	26

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

Tab. 5.1: Interest in Studies at the University

University of Hradec Králové		Bachelor's study				Master's study				Post-Bachelor's study				Doctoral study			
		Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study	Number of applicants (natural persons)	Number of applications	Number of admissions	Number of registrations for study
Faculty of Education																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01	2 024	2 440	721	478	309	318	169	103	503	555	289	181	3	3	2	2
Arts and Humanities	02	413	441	274	151					20	26	13	10				
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	509	529	157	118												
Services	10																
Faculty total	X	2 667	3 410	1 152	747	309	318	169	103	522	581	302	191	3	3	2	2
Faculty of Informatics and Management																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01																
Arts and Humanities	02																
Social sciences, journalism and information	03																
Business, administration and law	04	506	565	271	199					70	71	28	23				
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06	619	686	672	411					166	185	184	122	16	17	12	10
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09																
Services	10																
Faculty total	X	1 082	1 251	943	610		0	0	0	213	256	212	145	16	17	12	10

Philosophical Faculty																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01	177	208	44	28												
Arts and Humanities	02	196	209	136	90					65	70	44	35	12	12	9	9
Social sciences, journalism and information	03	218	220	142	110					80	91	63	48	8	8	5	5
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	294	299	151	115												
Services	10																
Faculty total	X	821	936	473	343		0	0	0	144	161	107	83	19	20	14	14
Faculty of Science																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01	257	326	199	105					24	24	19	12	1	1	1	1
Arts and Humanities	02																
Social sciences, journalism and information	03																
Business, administration and law	04																
Natural sciences, mathematics and statistics	05	265	279	193	69					50	57	47	29	12	13	10	9
Information and communication technologies	06													7	7	5	5
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09																
Services	10																
Faculty total	X	522	605	392	174		0	0	0	74	81	66	41	20	21	16	15

UHK – apart from faculties																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01																
Arts and Humanities	02																
Social sciences, journalism and information	03																
Business, administration and law	04																
Natural sciences, mathematics and statistics	05																
Information and communication technologies	06																
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09																
Services	10																
UHK – apart from faculties total	X		0	0	0		0	0	0		0	0	0		0	0	0
University of Hradec Králové																	
Broadly defined ISCED-F subject areas	Code																
Generic programmes and qualifications	00																
Education	01	2 406	2 974	964	611	309	318	169	103	527	579	308	193	4	4	3	3
Arts and Humanities	02	598	650	410	241					85	96	57	45	12	12	9	9
Social sciences, journalism and information	03	218	220	142	110					80	91	63	48	8	8	5	5
Business, administration and law	04	503	565	271	199					70	71	28	23				
Natural sciences, mathematics and statistics	05	265	279	193	69					50	57	47	29	12	13	10	9
Information and communication technologies	06	619	686	672	411					166	185	184	122	23	24	17	15
Engineering, manufacturing and construction	07																
Agriculture, forestry, fisheries and veterinary	08																
Health and welfare	09	754	828	308	233												
Services	10																
UHK TOTAL	X	4 666	6 202	2 960	1 874	309	318	169	103	946	1 079	687	460	58	61	44	41

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

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

University of Hradec Králové	Academic staff								Scientists and experts**			Other employe-es*****	TOTAL employees
	TOTAL academic staff	Pro-fessors	Associate pro-fessors	Assistant pro-fessors	Assistants	Lecturers	Scientists and research and development personnel taking part in pedagogical activities	Extraor-dinary professors	Post-doctoral students ("postdok")***	Scientists not classified in other categories	Other scientists and research and development employees****		
Faculty of Education	138,395	8,649	24,797	79,844		25,105			0,667	2,034		41,022	182,118
Number of women at PdF	76,503	1,100	11,421	50,425		13,557			0,167	1,221		36,123	114,014
Faculty of Informatics and Management	70,314	10,863	12,729	38,412		7,803	0,507		5,256	16,324	1,179	21,738	114,811
Number of women at FIM	30,207	3,068	5,828	16,052		4,978	0,281		2,378	4,106		17,305	53,996
Philosophical Faculty	72,708	4,200	17,056	46,660		3,449	1,343		5,102	12,734	14,010	33,605	138,159
Number of women at FF	29,012	1,700	4,252	19,364		3,088	0,608		1,121	1,434	8,667	25,292	65,526
Faculty of Science	60,868	5,553	14,278	33,087		7,937	0,013		8,069	10,830	0,152	24,642	104,561
Number of women at PřF	20,338	1,000	1,000	12,866		5,472			1,366	3,178	0,003	21,991	46,876
Other units total	0,300					0,050	0,250			0,055	2,304	170,883	173,542
Number of women in the other units	0,050					0,050				0,055	0,441	110,401	110,947
TOTAL	342,585	29,265	68,860	198,003	0,000	44,344	2,113	0,000	19,094	41,977	17,645	291,890	713,191
Total number of women	156,110	6,868	22,501	98,707	0,000	27,145	0,889	0,000	5,032	5,382	9,111	211,112	391,359

*Note: * = The term "average re-counted number" means the proportion of the total number of hours actually worked for the period from 1 January to 31 December (by all workers in the category including agreements to perform work but excluding agreements to complete a job) and of the total annual number of working hours per employee working all working hours.*

*Note: ** = In this case, the term "scientist" means any scientist who is not a member of the academic staff per S. 70 of Act No. 111/1998 Sb., on higher education institutions.*

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

*Note: **** = The "Other scientists and research and development employees" category covers those technical workers and experts who do not participate in research directly but are indispensable for achieving research activity outputs (e.g., research facility operators).*

*Note: ***** = The term "Other employees" means all other workers who do not participate in education and research directly, i.e. mainly the administrative, technical and other employees.*

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

University of Hradec Králové	Academic staff														Scientists and experts**						Other employees*****		TOTAL	of which: women
	Professors		Associate professors		Assistant professors		Assistants		Lecturers		Scientists and research and development personnel taking part in pedagogical activities		Extraordinary professors		Post-doctoral students ("postdok")***		Scientists not classified in other categories		Other scientists and research and development employees****					
	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women	TOTAL	Women		
Less than 29 years									14	8					3		14	6	8	5	37	21	76	40
30–39 years			6	3	56	23			17	10					42	12	13	2	5	3	63	48	202	101
40–49 years	5		31	7	93	44			14	10					5	1	20	4	1		102	74	271	140
50–59 years	2		15	6	41	28			5	2					1		1				56	46	121	82
60–69 years	12	4	12	5	17	10			3	1							1				36	26	81	46
Over 70 years	14	3	15	4	3	1			1	1							3				5	4	41	13
TOTAL	33	7	79	25	210	106	0	0	54	32	0	0	0	0	51	13	52	12	14	8	299	219	792	422

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

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

University of Hradec Králové	Academic Staff								Scientists*		TOTAL	of which: women
Faculty of Education												
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men		
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men				
Less than 0.3			2	1	4	3	6	2	1	1	13	7
0.31–0.5	1		5	1	12	8	10	4	3	2	31	15
0.51–0.7			2	1	17	12	2	2			21	15
0.71–1	8	1	19	10	46	26	21	11	1		95	48
TOTAL	9	1	28	13	79	49	39	19	5	3	160	85
Faculty of Informatics and Management												
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men		
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men				
Less than 0.3	1		1	1			1	1	8		11	2
0.31–0.5	1				6		4	3	4	3	15	6
0.51–0.7	1		1		5	3					7	3
0.71–1	9	3	13	6	36	17	5	3	6	1	69	30
TOTAL	12	3	15	7	47	20	10	7	18	4	102	41
Philosophical Faculty												
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men		
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men				
Less than 0.3			1		5	2	2	1	7	1	15	4
0.31–0.5	1		2		4	2			10	3	17	5
0.51–0.7	1	1							2		3	1
0.71–1	3	1	16	4	44	18	2	2	22	8	87	33
TOTAL	5	2	19	4	53	22	4	3	41	12	122	43
Faculty of Science												
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men		
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men				
Less than 0.3	1		3		4	1	1	1	19	3	28	5
0.31–0.5					3	1	2	2	5	4	10	7
0.51–0.7	1		1		3	2	2	1	1	1	8	4
0.71–1	5	1	13	1	37	13	2	2	5	1	62	18
TOTAL	7	1	17	1	47	17	7	6	30	9	108	34
Other units total**												
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men		
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men				
Less than 0.3											0	0
0.31–0.5											0	0
0.51–0.7											0	0
0.71–1							1				1	0
TOTAL	0	0	0	0	0	0	1	0	0	0	1	0

University of Hradec Králové	Academic Staff								Scientists*		TOTAL	of which: women
University of Hradec Králové												
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		TOTAL	wo-men		
Workload extent	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men	TOTAL	wo-men				
Less than 0.3	2		7	2	13	6	10	5	35	5	67	18
0.31–0.5	3		7	1	25	11	16	9	22	12	73	33
0.51–0.7	3	1	4	1	25	17	4	3	3	1	39	23
0.71–1	25	6	61	21	163	74	31	18	34	10	314	129
UHK TOTAL	33	7	79	25	226	108	61	35	94	28	493	203

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

Tab. 6.4: Management Staff (headcount)

University of Hradec Králové	Rector/ Dean	Vice-Rector/ Vice-Dean	Academic Senate	Research/Artistic/ Academic Board	Bursar/ Secretary*	Board of Trustees	Director of Institute, University Agricultural or Forestry and other facilities	Head of Department/ Institute/ Research Facility***	Management Staff TOTAL ****
University of Hradec Králové - university/ rectorate level, not UHK units									
of which: women	0	3	8	6	0	1			18
Faculty of Education	1	4	7	19	1			13	45
of which: women	0	4	4	8	1			8	25
Faculty of Informatics and Management	1	3	9	34	1			10	58
of which: women	0	2	2	9	1			4	18
Philosophical Faculty	1	4	11	22	1			8	47
of which: women	0	1	1	5	1			2	10
Faculty of Science	1	4	9	31	1			8	54
of which: women	0	0	7	5	1			0	13
University institutes, agricultural or forestry facilities									0
of which: women									0
Other units total**									0
of which: women									0
Faculties, university institutes and other units total	4	15	36	106	4		0	39	204
of which: women	0	6	14	27	4		0	14	66
UHK TOTAL****	5	19	60	139	5	12	0	39	279
of which: women	0	9	22	33	4	1	0	14	84

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

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

University of Hradec Králové		Academic staff						Scientists and experts*			Other employees****
		Professors	Associate professors	Assistant professors	Assistants	Lecturers	Scientists and research and development personnel taking part in pedagogical activities	Post-doctoral students ("post-dok")**	Scientists not classified in other categories	Other scientists and research and development employees***	
Faculty of Education											
of which:	Germany										1
	Poland		0,5								0,019
	Austria										
	Slovakia			2,255		0,2		0,242			
	other EU countries					0,917					0,078
	other non-EU countries		1	0,149		0,667		0,063			0,043
women out of the total number (irrespective of citizenship)			1	1,212		0,667		0,167			1
Faculty of Informatics and Management											
of which:	Germany										
	Poland										
	Austria										
	Slovakia			0,673				0,66			0,917
	other EU countries								1		
	other non-EU countries					1	0,1	1,165	4,346		
women out of the total number (irrespective of citizenship)				0,673			0,1	0,499	0,796		0,917
Philosophical Faculty											
of which:	Germany			1				0,333	0,167		
	Poland								0,312		
	Austria										
	Slovakia	0,7	2,073	2				0,6	0,348	2,637	
	other EU countries							0,834	2,85		
	other non-EU countries								2,035		0,015
women out of the total number (irrespective of citizenship)		0,7	1,036	1					0,57	1	0,015
Faculty of Science											
of which:	Germany										
	Poland								0,408		
	Austria										
	Slovakia			2,006				2	1,923		
	other EU countries		0,002	1				0,01	1		
	other non-EU countries	0,002	2	2,083		0,015	0,005	4,779	0,857	0,152	
women out of the total number (irrespective of citizenship)				2,006				0,667	1,946	0,003	

University of Hradec Králové		Academic staff						Scientists and experts*			Other employees****
		Professors	Associate professors	Assistant professors	Assistants	Lecturers	Scientists and research and development personnel taking part in pedagogical activities	Post-doctoral students ("post-dok")**	Scientists not classified in other categories	Other scientists and research and development employees***	
Other facilities total											
of which:	Germany						0,25				
	Poland										
	Austria										
	Slovakia										
	other EU countries										
	other non-EU countries									0,071	
women out of the total number (irrespective of citizenship)											
UHK TOTAL											
of which:	Germany			1			0,25	0,333	0,167		1
	Poland		0,5						0,72		0,019
	Austria										
	Slovakia	0,7	2,073	6,934		0,2		3,508	2,271	2,637	0,917
	other EU countries		0,002	1		0,917		0,844	4,85		0,078
	other non-EU countries	0,002	3	2,22		1,682	0,105	6,007	7,238	0,223	0,058
women out of the total number (irrespective of citizenship)		0,7	2,036	6,149		0,667	0,1	2,388	2,979	1,003	1,932

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

Tab. 6.6: Newly Appointed Associate Professors and Professors (counts)				
University of Hradec Králové	Number			Average age of newly appointed academics***
	At university*		Regular university employees appointed at other university**	
	Total	of which: regular university employees		
Faculty of Education				
Professors appointed in 2021				
of which: women				
Associate professors appointed in 2021	3		2	49
of which: women	2		1	
Faculty of Informatics and Management				
Professors appointed in 2021				
of which: women				
Associate professors appointed in 2021	2	1		43
of which: women	1	0		
Philosophical Faculty				
Professors appointed in 2021				
of which: women				
Associate professors appointed in 2021	1		1	43
of which: women	0		0	
Faculty of Science				
Professors appointed in 2021				
of which: women				
Associate professors appointed in 2021	2			41,5
of which: women	1			
Professors TOTAL	0	0	0	
of which: women				
Associate Professors TOTAL	8	1	3	44,1
of which: women	4	0	1	

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

Tab. 7.1: University Involvement in International Cooperation Programmes (regardless of funding source)				
University of Hradec Králové	H2021/ 7th framework programme of the EC		Other	TOTAL
	TOTAL	of which: Marie-Curie Actions		
Number of projects*	1	0	130	131
Number of outgoing students**	0	0	10	10
Number of incoming students***	0	0	24	24
Number of outgoing academic and scientific staff members****	0	0	44	44
Number of incoming academic and scientific staff members*****	0	0	23	23
Subsidies in CZK ths******	0	0	203451	203451

*Note: * = Projects implemented in the current year.*
*Note: ** = Outgoing students (i.e., the number of trips) who went to stay abroad in 2021, including those whose stay started in 2020. The number only includes those students whose stay was longer than 4 weeks (28 days). If the university also shows trips of other lengths, it should mention it in a comment to the table.*
*Note: *** = Incoming students (i.e., the number of visits) who came for a visit in 2021, including those whose stay started in 2020. The number only includes those students whose stay was longer than 4 weeks (28 days). If the university also shows stays of other lengths, it should mention it in a comment to the table.*
*Note: **** = Outgoing academic staff members (i.e., the number of trips) who went to stay abroad in 2021, including those whose stay started in 2020.*
*Note: ***** = Incoming academic staff members (i.e., numbers of visits) who came for a visit in 2021, including those whose stay started in 2020.*
*Note: ****** = The amounts provided are the total project funds including those co-financed by MŠMT.*

Tab. 7.2: Mobility of Students, Academics and Other Workers by Country*** (regardless of funding source) (the university is to fill in the chart with the relevant values without amending it in any way)**

University of Hradec Králové	Number of outgoing students*			Number of incoming students**		Number of outgoing academic staff members***	Number of incoming academic staff members****	Number of other outgoing workers***	Number of other incoming workers****	TOTAL per country
Country	Total	Graduate internships (of the total)******	Virtual (of the total)	Virtual (of the total)	Total					
Islamic Republic of Afghanistan	0	0	0	0	0	0	0	0	0	0
Republic of Albania	0	0	0	0	0	0	0	0	0	0
Antarctic	0	0	0	0	0	0	0	0	0	0
People's Democratic Republic of Algeria	0	0	0	0	0	0	0	0	0	0
American Samoa	0	0	0	0	0	0	0	0	0	0
Principality of Andorra	0	0	0	0	0	0	0	0	0	0
Republic of Angola	0	0	0	0	0	0	0	0	0	0
Antigua and Barbuda	0	0	0	0	0	0	0	0	0	0
Republic of Azerbaijan	0	0	0	0	0	0	0	0	0	0
Argentine Republic	1	0	1	13	15	0	1	0	0	17
Commonwealth of Australia	0	0	0	0	0	0	0	0	0	0
Republic of Austria	8	0	0	2	2	4	0	0	0	14
Commonwealth of The Bahamas	0	0	0	0	0	0	0	0	0	0
Kingdom of Bahrain	0	0	0	0	0	0	0	0	0	0
People's Republic of Bangladesh	0	0	0	0	0	0	0	0	0	0
Republic of Armenia	0	0	0	4	7	3	3	0	0	13
Barbados	0	0	0	0	0	0	0	0	0	0
Kingdom of Belgium	7	0	0	0	0	4	0	0	0	11
Bermuda	0	0	0	0	0	0	0	0	0	0
Kingdom of Bhutan	0	0	0	0	0	0	0	0	0	0
Plurinational State of Bolivia	0	0	0	7	10	0	0	0	0	10
Bosnia and Herzegovina	0	0	0	0	0	0	0	0	0	0
Republic of Botswana	0	0	0	0	0	0	0	0	0	0
Bouvet Island	0	0	0	0	0	0	0	0	0	0
Federative Republic of Brazil	0	0	0	54	64	0	1	0	0	65
Belize	0	0	0	0	0	0	0	0	0	0
British Indian Ocean Territory	0	0	0	0	0	0	0	0	0	0
Solomon Islands	0	0	0	0	0	0	0	0	0	0
British Virgin Islands	0	0	0	0	0	0	0	0	0	0
Republic of Kosovo	0	0	0	0	0	0	0	0	0	0
Nation of Brunei, the Abode of Peace	0	0	0	0	0	0	0	0	0	0
Republic of Bulgaria	0	0	0	2	3	0	0	0	0	3

Republic of the Union of Myanmar	0	0	0	1	1	0	0	0	0	1
Republic of Burundi	0	0	0	0	0	0	0	0	0	0
Republic of Belarus	0	0	0	0	1	0	0	0	0	1
Kingdom of Cambodia	0	0	0	0	0	0	0	0	0	0
Republic of Cameroon	0	0	0	2	2	0	0	0	0	2
Canada	1	0	0	0	0	0	0	0	0	1
Republic of Cabo Verde	0	0	0	0	1	0	0	0	0	1
Cayman Islands	0	0	0	0	0	0	0	0	0	0
Central African Republic	0	0	0	0	0	0	0	0	0	0
Democratic Socialist Republic of Sri Lanka	0	0	0	0	0	0	0	0	0	0
Republic of Chad	0	0	0	0	0	0	0	0	0	0
Republic of Chile	0	0	0	17	19	0	0	0	0	19
People's Republic of China	4	0	4	64	64	0	0	0	0	68
Republic of China (Taiwan)	2	0	0	25	44	0	0	0	0	46
The Territory of Christmas Island	0	0	0	0	0	0	0	0	0	0
The Territory of Cocos (Keeling) Islands	0	0	0	0	0	0	0	0	0	0
Republic of Colombia	1	0	1	7	24	0	2	0	0	27
Union of the Comoros	0	0	0	0	0	0	0	0	0	0
Departement Mayotte	0	0	0	0	0	0	0	0	0	0
Republic of the Congo	0	0	0	1	1	0	0	0	0	1
Democratic Republic of the Congo	0	0	0	0	0	0	0	0	0	0
Cook Islands	0	0	0	0	0	0	0	0	0	0
Republic of Costa Rica	0	0	0	0	0	0	0	0	0	0
Republic of Croatia	3	0	0	0	0	2	0	0	0	5
Republic of Cuba	0	0	0	0	0	0	0	0	0	0
Republic of Cyprus	2	0	0	0	0	0	0	0	0	2
Czech Republic	0	0	0	0	0	1	0	0	0	1
Republic of Benin	0	0	0	0	0	0	0	0	0	0
Kingdom of Denmark	2	0	0	0	0	0	0	0	0	2
Commonwealth of Dominica	0	0	0	0	0	0	0	0	0	0
Dominican Republic	0	0	0	0	0	0	0	0	0	0
Republic of Ecuador	2	0	0	1	3	0	0	0	0	5
Republic of El Salvador	0	0	0	0	0	0	0	0	0	0
Republic of Equatorial Guinea	0	0	0	0	0	0	0	0	0	0
Federal Democratic Republic of Ethiopia	0	0	0	0	6	0	0	0	0	6
State of Eritrea	0	0	0	0	0	0	0	0	0	0
Republic of Estonia	6	0	0	0	1	0	0	0	0	7
Faroe Islands	0	0	0	0	0	0	0	0	0	0
Falkland Islands	0	0	0	0	0	0	0	0	0	0

South Georgia and the South Sandwich Islands	0	0	0	0	0	0	0	0	0	0
Republic of Fiji	0	0	0	0	0	0	0	0	0	0
Republic of Finland	4	0	0	0	0	0	0	0	0	4
Åland Islands	0	0	0	0	0	0	0	0	0	0
French Republic	3	0	0	9	29	2	0	0	0	34
French Guiana	0	0	0	0	0	0	0	0	0	0
French Polynesia	0	0	0	0	0	0	0	0	0	0
French Southern and Antarctic Lands	0	0	0	0	0	0	0	0	0	0
Republic of Djibouti	0	0	0	0	0	0	0	0	0	0
Gabonese Republic	0	0	0	0	0	0	0	0	0	0
Georgia	1	0	0	4	4	0	0	0	0	5
Republic of the Gambia	0	0	0	0	0	0	0	0	0	0
Palestinian Territories	0	0	0	0	0	0	0	0	0	0
Federal Republic of Germany	9	0	3	6	10	8	0	0	0	27
Republic of Ghana	1	0	0	19	23	0	2	0	0	26
Gibraltar	0	0	0	0	0	0	0	0	0	0
Republic of Kiribati	0	0	0	0	0	0	0	0	0	0
Hellenic Republic	1	0	0	6	6	4	0	0	0	11
Greenland	0	0	0	0	0	0	0	0	0	0
Grenada	0	0	0	0	0	0	0	0	0	0
Region Guadeloupe	0	0	0	0	0	0	0	0	0	0
The Territory of Guam	0	0	0	0	0	0	0	0	0	0
Republic of Guatemala	0	0	0	0	0	0	0	0	0	0
Republic of Guinea	0	0	0	0	0	0	0	0	0	0
Co-operative Republic of Guyana	0	0	0	0	0	0	0	0	0	0
Republic of Haiti	0	0	0	0	0	0	0	0	0	0
Territory of Heard Island and McDonald Islands	0	0	0	0	0	0	0	0	0	0
Vatican City State	0	0	0	0	0	0	0	0	0	0
Republic of Honduras	0	0	0	0	0	0	0	0	0	0
Hong Kong Special Administrative Region of the People's Republic of China	0	0	0	1	3	0	0	0	0	3
Hungary	1	0	0	0	0	0	0	0	0	1
Iceland	0	0	0	0	0	0	0	0	0	0
Republic of India	0	0	0	0	0	0	0	0	0	0
Republic of Indonesia	0	0	0	2	2	0	0	0	0	2
Islamic Republic of Iran	0	0	0	0	0	0	0	0	0	0
Republic of Iraq	0	0	0	0	0	0	0	0	0	0
Ireland	2	0	0	0	0	0	0	0	0	2
State of Israel	1	0	0	0	0	0	0	0	0	1

Italian Republic	7	0	0	3	7	5	0	2	0	21
Republic of Côte d'Ivoire	0	0	0	0	0	0	0	0	0	0
Jamaica	0	0	0	0	0	0	0	0	0	0
Japan	0	0	0	0	0	0	0	0	0	0
Republic of Kazakhstan	0	0	0	8	8	0	0	0	0	8
Hashemite Kingdom of Jordan	0	0	0	0	0	0	0	0	0	0
Republic of Kenya	0	0	0	0	2	0	1	0	0	3
Democratic People's Republic of Korea	0	0	0	0	1	0	0	0	0	1
Republic of Korea	4	0	0	0	2	0	0	0	0	6
State of Kuwait	0	0	0	0	0	0	0	0	0	0
Kyrgyz Republic	0	0	0	0	0	0	0	0	0	0
Lao People's Democratic Republic	0	0	0	0	0	0	0	0	0	0
Lebanese Republic	0	0	0	0	0	0	0	0	0	0
Kingdom of Lesotho	0	0	0	0	0	0	0	0	0	0
Republic of Latvia	0	0	0	0	3	0	2	0	0	5
Republic of Liberia	0	0	0	0	0	0	0	0	0	0
State of Libya	0	0	0	0	0	0	0	0	0	0
Principality of Liechtenstein	0	0	0	0	0	0	0	0	0	0
Republic of Lithuania	1	0	0	0	2	2	0	0	0	5
Grand Duchy of Luxembourg	0	0	0	0	0	0	0	0	0	0
Macao Special Administrative Region of the People's Republic of China	0	0	0	0	0	0	0	0	0	0
Republic of Madagascar	0	0	0	0	0	0	0	0	0	0
Republic of Malawi	0	0	0	0	0	0	0	0	0	0
Malaysia	0	0	0	0	2	0	0	0	0	2
Republic of Maldives	0	0	0	0	0	0	0	0	0	0
Republic of Mali	0	0	0	0	0	0	0	0	0	0
Republic of Malta	0	0	0	0	0	2	0	2	0	4
Martinique	0	0	0	0	0	0	0	0	0	0
Islamic Republic of Mauritania	0	0	0	0	0	0	0	0	0	0
Republic of Mauritius	0	0	0	0	0	0	0	0	0	0
United States of Mexico	4	0	0	3	5	0	0	0	0	9
Principality of Monaco	0	0	0	0	0	0	0	0	0	0
Mongolia	0	0	0	0	0	0	0	0	0	0
Republic of Moldova	0	0	0	0	0	0	0	0	0	0
Montenegro	0	0	0	0	0	0	0	0	0	0
Montserrat	0	0	0	0	0	0	0	0	0	0
Kingdom of Morocco	0	0	0	2	2	0	0	0	0	2
Republic of Mozambique	0	0	0	0	0	0	0	0	0	0

Sultanate of Oman	0	0	0	0	0	0	0	0	0	0
Republic of Namibia	0	0	0	2	2	0	0	0	0	2
Republic of Nauru	0	0	0	0	0	0	0	0	0	0
Federal Democratic Republic of Nepal	0	0	0	0	0	0	0	0	0	0
Kingdom of the Netherlands	1	0	0	1	5	1	0	0	0	7
Curaçao	0	0	0	0	0	0	0	0	0	0
Aruba	0	0	0	0	0	0	0	0	0	0
Saint Martin (NL)	0	0	0	0	0	0	0	0	0	0
Bonaire, Saint Eustatius and Saba	0	0	0	0	0	0	0	0	0	0
New Caledonia	0	0	0	0	0	0	0	0	0	0
Republic of Vanuatu	0	0	0	0	0	0	0	0	0	0
New Zealand	0	0	0	0	0	0	0	0	0	0
Republic of Nicaragua	0	0	0	0	0	0	0	0	0	0
Republic of Niger	0	0	0	0	0	0	0	0	0	0
Federal Republic of Nigeria	0	0	0	1	3	0	0	0	0	3
Niue	0	0	0	0	0	0	0	0	0	0
The Territory of Norfolk Island	0	0	0	0	0	0	0	0	0	0
Kingdom of Norway	7	0	0	3	4	4	0	0	0	15
Commonwealth of the Northern Mariana Islands	0	0	0	0	0	0	0	0	0	0
United States Minor Outlying Islands	0	0	0	0	0	0	0	0	0	0
Federated States of Micronesia	0	0	0	0	0	0	0	0	0	0
Republic of the Marshall Islands	0	0	0	0	0	0	0	0	0	0
Republic of Palau	0	0	0	0	0	0	0	0	0	0
Islamic Republic of Pakistan	0	0	0	1	1	0	0	0	0	1
Republic of Panama	0	0	0	0	0	0	0	0	0	0
Independent State of Papua New Guinea	0	0	0	0	0	0	0	0	0	0
Republic of Paraguay	0	0	0	0	0	0	0	0	0	0
Republic of Peru	3	0	0	6	11	0	0	0	0	14
Republic of the Philippines	0	0	0	0	0	0	0	0	0	0
Pitcairn Islands	0	0	0	0	0	0	0	0	0	0
Republic of Poland	5	0	2	5	9	13	4	0	0	31
Portuguese Republic	17	0	0	1	13	1	1	0	0	32
Republic of Guinea-Bissau	0	0	0	0	0	0	0	0	0	0
Democratic Republic of Timor-Leste	0	0	0	0	0	0	0	0	0	0
Commonwealth of Puerto Rico	0	0	0	0	0	0	0	0	0	0
State of Qatar	0	0	0	0	0	0	0	0	0	0
Region Réunion	0	0	0	0	0	0	0	0	0	0
Romania	4	0	0	1	3	0	0	0	0	7
Russian Federation	8	0	8	95	103	0	1	0	0	112

Republic of Rwanda	0	0	0	0	0	0	0	0	0	0
Collectivity of Saint Bartholomew	0	0	0	0	0	0	0	0	0	0
Saint Helena, Ascension and Tristan da Cunha	0	0	0	0	0	0	0	0	0	0
Federation of Saint Christopher and Nevis	0	0	0	0	0	0	0	0	0	0
Anguilla	0	0	0	0	0	0	0	0	0	0
Saint Lucia	0	0	0	0	0	0	0	0	0	0
Collectivity of Saint Martin	0	0	0	0	0	0	0	0	0	0
Overseas Collectivity of Saint Pierre and Miquelon	0	0	0	0	0	0	0	0	0	0
Saint Vincent and the Grenadines	0	0	0	0	0	0	0	0	0	0
Republic of San Marino	0	0	0	0	0	0	0	0	0	0
Democratic Republic of São Tomé and Príncipe	0	0	0	0	0	0	0	0	0	0
Kingdom of Saudi Arabia	0	0	0	0	0	0	0	0	0	0
Republic of Senegal	0	0	0	0	0	0	0	0	0	0
Republic of Serbia	0	0	0	0	0	0	0	0	0	0
Republic of Seychelles	0	0	0	0	0	0	0	0	0	0
Republic of Sierra Leone	0	0	0	0	0	0	0	0	0	0
Republic of Singapore	0	0	0	0	0	0	0	0	0	0
Slovak Republic	4	0	0	1	6	7	8	1	3	29
Socialist Republic of Vietnam	0	0	0	0	0	0	0	0	0	0
Republic of Slovenia	5	0	0	0	0	0	0	0	0	5
Federal Republic of Somalia	0	0	0	0	0	0	0	0	0	0
Republic of South Africa	0	0	0	0	0	0	0	0	0	0
Republic of Zimbabwe	0	0	0	0	0	0	0	0	0	0
Kingdom of Spain	17	0	1	5	52	1	0	2	0	72
Republic of South Sudan	0	0	0	0	0	0	0	0	0	0
Republic of the Sudan	0	0	0	0	0	0	0	0	0	0
Sahrawi Arab Democratic Republic	0	0	0	0	0	0	0	0	0	0
Republic of Suriname	0	0	0	0	0	0	0	0	0	0
Svalbard and Jan Mayen	0	0	0	0	0	0	0	0	0	0
Kingdom of Eswatini	0	0	0	0	0	0	0	0	0	0
Kingdom of Sweden	2	0	0	0	0	0	0	0	0	2
Swiss Confederation	3	0	3	1	1	1	0	1	0	6
Syrian Arab Republic	0	0	0	0	0	0	0	0	0	0
Republic of Tajikistan	0	0	0	0	0	0	0	0	0	0
Kingdom of Thailand	3	0	0	0	0	0	0	0	0	3
Togolese Republic	0	0	0	0	0	0	0	0	0	0
Tokelau	0	0	0	0	0	0	0	0	0	0
Kingdom of Tonga	0	0	0	0	0	0	0	0	0	0
Republic of Trinidad and Tobago	0	0	0	0	0	0	0	0	0	0

United Arab Emirates	2	0	0	0	0	0	0	0	0	2
Republic of Tunisia	0	0	0	1	1	0	0	0	0	1
Republic of Turkey	2	0	0	5	26	6	0	0	0	34
Turkmenistan	0	0	0	0	0	0	0	0	0	0
Turks and Caicos Islands	0	0	0	0	0	0	0	0	0	0
Tuvalu	0	0	0	0	0	0	0	0	0	0
Republic of Uganda	0	0	0	0	0	0	0	0	0	0
Ukraine	0	0	0	26	27	0	0	0	0	27
Republic of North Macedonia	0	0	0	0	0	0	0	0	0	0
Arab Republic of Egypt	1	0	0	0	0	0	0	0	0	1
United Kingdom of Great Britain and Northern Ireland	0	0	0	1	1	0	0	0	0	1
Bailiwick Guernsey	0	0	0	0	0	0	0	0	0	0
Bailiwick Jersey	0	0	0	0	0	0	0	0	0	0
Isle of Man	0	0	0	0	0	0	0	0	0	0
United Republic of Tanzania	0	0	0	0	0	0	0	0	0	0
United States of America	5	0	0	1	1	0	0	0	0	6
American Virgin Islands	0	0	0	0	0	0	0	0	0	0
Burkina Faso	0	0	0	0	0	0	0	0	0	0
Oriental Republic of Uruguay	0	0	0	0	1	0	1	0	0	2
Republic of Uzbekistan	0	0	0	0	0	0	0	0	0	0
Bolivarian Republic of Venezuela	0	0	0	1	4	0	0	0	0	4
Territory of the Wallis and Futuna Islands	0	0	0	0	0	0	0	0	0	0
Independent State of Samoa	0	0	0	0	0	0	0	0	0	0
Republic of Yemen	0	0	0	0	0	0	0	0	0	0
Republic of Zambia	1	0	0	1	1	0	1	0	0	3
Other	0	0	0	0	0	0	0	0	0	0
Total	168	0	23	422	654	71	28	8	3	932

*Note: * = Outgoing students (i.e., number of trips) who went to (finished) stay abroad in 2021, including those whose stay started in 2020. The number only includes those students whose stay lasted at least 2 weeks (14 days).*
*Note: ** = Incoming students (i.e., the number of visits) who came for a visit in 2021, including those whose stay started in 2020. The number only includes those students whose stay lasted at least 2 weeks (14 days).*
*Note: *** = Outgoing academics/other workers (i.e., number of trips) who went to (finished) stay abroad in 2021, including those whose stay started in 2020. The number only includes those workers whose stay lasted at least 5 days.*
*Note: **** = Incoming academics/other workers (i.e., number of visits) who came for a visit in 2021, including those whose stay started in 2020. The number only includes those workers whose stay lasted at least 5 days.*
*Note: ***** = Tab. 7.2 Mobility of Students and Academic and Other Workers by Country lists all countries; the purpose is to facilitate the processing of the obtained data by MŠMT. Also, it should not present any additional burden for the universities when filling in the table. Please do not fill in the cell if there is no mobility from the respective country.*
*Note: ****** = The term "graduate internship" means a practical internship in a foreign enterprise or organization lasting from 2 to 12 months which was started after finishing studies successfully and finished within one year after graduating. The graduate internship is implemented on the basis of a tripartite agreement between the student, the higher education institution sending him/her out and the receiving organization, institution or enterprise.*

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

University of Hradec Králové	Bachelor's study		Master's study		Post-Bachelor's study		Doctoral study		TOTAL	
	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number
Faculty of Education										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	6,0%	21,0	22,0%	16,0	6,0%	7,0	0,0%	0,0	8,0%	44,0
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							0,0%	0,0	0,0%	0,0
Faculty of Informatics and Management										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	19,0%	38,0	0,0%	0,0	19,0%	13,0	0,0%	0,0	18,0%	51,0
Percentage [%] and number of doctoral study graduates 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	18,0%	15,0	0,0%	0,0	24,0%	9,0	60,0%	3,0	22,0%	27,0
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							60,0%	3,0	60,0%	3,0
Faculty of Science										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	2,0%	1,0	0,0%	0,0	9,0%	4,0	13,0%	1,0	5,0%	6,0
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							13,0%	1,0	13,0%	1,0
University of Hradec Králové – apart from faculties										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	3%	2	0%	0	4%	2	0%	0	4%	4
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							0%	0	0,0%	0,0
University of Hradec Králové										
Percentage [%] and number of graduates who went out during their studies for a stay abroad lasting at least 14 days	10,0%	77,0	22,0%	16,0	11,0%	35,0	20,0%	4,0	11,0%	132,0
Percentage [%] and number of doctoral study graduates whose length of stay abroad was at least 1 month (30 days)							20,0%	4,0	20,0%	4,0

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

University of Hradec Králové	Number of attendants exceeding 60		International conference*	
	Physical**	Virtual**	Physical**	Virtual**
Faculty of Education	1	1	1	2
Faculty of Informatics and Management	1	1	1	1
Philosophical Faculty	2	1	1	0
Faculty of Science	0	0	0	0
Other units total				
TOTAL	4	3	3	3

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

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

University of Hradec Králové	Persons in employment relationship with the university or its unit			Persons not in employment relationship with the university or its unit		
	Number of persons participating in teaching	Number of persons participating in thesis supervision	Number of persons participating in practical training**	Number of persons participating in teaching	Number of persons participating in thesis supervision	Number of persons participating in practical training**
Faculty of Education	138	45	281			
of which: women	72	23	217			
Faculty of Informatics and Management	10	5		10	14	25
of which: women	2			3	1	8
Philosophical Faculty	36	8	5	0	0	31
of which: women	11	2	2	0	0	14
Faculty of Science	17	5	27	1	0	68
of which: women	3	2	15	1	0	47
Apart from UHK faculties						
of which: women						
TOTAL	201	63	313	11	14	124
of which: women	88	27	234	4	1	69

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

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

University of Hradec Králové	Numbers of study branches/ programmes***	Numbers of active studies					
		Bachelor's study		Master's study		Post-Bachelor's study	
		Academic profile	Professional profile	Academic profile	Professional profile	Academic profile	Professional profile
Faculty of Education	103	1540		558		452	
Faculty of Informatics and Management	2	56	168				
Philosophical Faculty	9	115	269			14	
Faculty of Science	12	85				49	
Apart from UHK faculties	2	36				63	
TOTAL	128	1832	437	558	0	578	0

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

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

University of Hradec Králové

	In the CR	Abroad	TOTAL number	TOTAL income
Number of new spin-off/start-up enterprises*			0	
Patent applications submitted	3	0	3	
Patents granted**	4	0	4	
Utility models registered	1	0	1	
Licence agreements valid as of 31. 12.	5	0	5	
Licence agreements newly entered into	1	0	1	0 Kč
Contractual research***, advisory and counselling services***			20	67 549 865 Kč
Paid educational courses for employees of application sphere subjects***			11	1 130 488 Kč

Summarized Information to Tab. 8.4

	Total number	Total income
Newly concluded licensing agreements, contractual research, advisory and counselling services and paid educational courses for employees of application sphere subjects	32	68 680 352 Kč
	Average income per order	
	2 146 261 Kč	

*Note: *= These are newly established spin-off/start-up enterprises supported by the university in 2021 (counts).*

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

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

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

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

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

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

Tab. 12.1: Accommodation, Catering	
University of Hradec Králové	Number
Total capacity of university's halls of residence	869 (of which: 42 beds reserved for short-term accommodation) [1]
Capacity of rented facilities (beds)	0
Number of accommodation/ booking requests submitted by 31/12/2021	1 148
Number of accommodation/ booking requests settled by 31/12/2021	811 [2]
Number of bed-days in 2021	185 560
Total number of terminated contracts (pandemic)*	227
Total number of amended contracts (pandemic)**	528
Total number of contracts with exceptions (pandemic)***	83
Number of main dishes served to students in 2021	12 872
Number of main dishes served to university employees in 2021	0
Number of main dishes served to other diners in 2021	0

[1] Out of the total capacity of the halls of residence, 42 beds are reserved for short-term accommodation
[2] 16 beds for potential quarantine were reserved in the academic year 2021/2022
*Note: * = Number of contracts terminated during the year due to the governmental anti-pandemic measures concerning accommodation.*
*Note: ** = Number of contracts amended during the year due to the governmental anti-pandemic measures concerning accommodation. It does not need to concern a formal contract amendment but also change in its fulfilment; typically, it concerns accommodation price reduction when students keep the accommodation even if they do not use it.*
*Note: *** = Number of contracts which remained in force under an exception from the ban on accommodation due to the governmental anti-pandemic measures concerning accommodation. They concern, for instance, students with ordered work duty, volunteers, students who registered the halls of residence as their places of residence, etc.*

Tab. 12.2 University Libraries	
University of Hradec Králové	Number
Library collections accessions in 2021	2937
of which: accessions of physical items	2935
of which: accessions of e-books permanently purchased	2
Library collections in total	250281
of which: physical items	249766
of which: e-books permanently purchased	515
"Number of titles of periodicals subscribed: physically"	87
- electronically (estimate)*	5
- 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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