

**CHARLES UNIVERSITY**

**PLAN FOR THE IMPLEMENTATION OF THE LONG-TERM STRATEGIC PLAN  
OF CHARLES UNIVERSITY 2016-2020 FOR THE YEAR 2020**

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## **PLAN FOR THE IMPLEMENTATION OF THE LONG-TERM STRATEGIC PLAN OF CHARLES UNIVERSITY 2016-2020 FOR THE YEAR 2020**

### **EDUCATIONAL ACTIVITIES**

**MAIN PRIORITY OF STRATEGIC PLAN 2016-2020: CHARLES UNIVERSITY IS AN ATTRACTIVE PLACE FOR STUDY FOR ALL TYPES OF DEGREE PROGRAMMES FOR CZECH AND INTERNATIONAL STUDENTS AND FOR STUDENTS IN LIFELONG LEARNING PROGRAMMES.**

#### **Objective 1: Charles University is a sought-after university for high-quality applicants.**

- Extending the activities of Junior Charles University to include foreign-language options. (overall responsibility: Prof. Králíčková)
- Provision of language preparation of international applicants for the follow-up master's degree at Charles University. (overall responsibility: PhDr. Duškov)
- Participation in domestic and international fairs, use of Study in Prague and Study in the Czech Republic projects, and expansion of promotion to include other international web portals. (overall responsibility: Prof. Králíčková)

#### **Objective 2: Charles University profiles itself as an open, internationalised research university that is attractive in a wide range of degree programmes and subjects.**

- Evaluation of the existing modernisation and integration of degree programmes; in cooperation with faculties, preparation of proposals for merging those degree programmes for which integration was recommended as a part of granting approval to implement them within the framework of institutional accreditation. (overall responsibility: Prof. Wildová)

#### **Objective 3: Charles University profiles itself as a cosmopolitan university that is attractive to international students and teachers.**

- University-wide support for the implementation and development of foreign-language degree programmes through cooperation with universities abroad, and in particular with partners in the 4EU+. (overall responsibility: Prof. Králíčková)

#### **Objective 4: Charles University continuously develops the concept of lifelong learning, associated with the creation of new ranges and formats of programmes that can be linked to undergraduate or postgraduate education.**

- Development of lifelong learning within the 4EU+ alliance of European Universities. (overall responsibility: Prof. Králíčková)
- Extension of the service portfolio of the Institute for Language and Preparatory Studies through vocational training in selected segments (e.g. healthcare or social care) depending on the demand on the labour market in the Czech Republic. (overall responsibility: PhDr. Duškov)
- Utilisation of lifelong learning programmes evaluations carried out by their providers, participants and graduates so as to improve the range of programmes. (overall responsibility: Prof. Králíčková)

**Objective 5: e-UK: Charles University is a place where modern methods and technologies are widely used for education.**

- Targeting of the training of academic staff in the field of e-learning and blended e-learning not only on the use of tools, but also on related areas such as innovation of didactic methods and pedagogical procedures, copyright, specific aspects of teaching in the digital environment, or working with students from the so-called network generation. (overall responsibility: Prof. Králíčková, PhDr. Římanová)
- Support for the creation of MOOC courses at Charles University using the experience of 4EU+ partners. (overall responsibility: Prof. Králíčková, PhDr. Římanová)
- Definition of minimum requirements for the quality of e-learning training at Charles University. (overall responsibility: Prof. Králíčková, PhDr. Římanová)
- Completion of the reconstruction of the E-learning Centre premises with the aim of building and putting into operation a system of classrooms and laboratories for the digitisation of teaching. (overall responsibility: PhDr. Římanová)

**Objective 6: There is a reliable system of quality assurance and quality evaluation at Charles University.**

- Based on the evaluation of existing experience with the internal approval of degree programmes, preparation of proposals for amendments to the relevant internal regulations, including the establishment of rules for the re-granting of approval to implement degree programmes within the framework of institutional accreditation. (overall responsibility: Prof. Wildová)
- Initiation of internal evaluation of degree programmes. (overall responsibility: Prof. Wildová)
- Within the first year of mandatory monitoring of qualifications and habilitation theses through the Turnitin system, training is to be organised for the staff of the study and research departments, remote support (website, helpdesk, e-learning course) is to be continuously provided to all users, and training provided to academic staff to ensure the full use of this system in the area of academic integrity (academic writing and anti-plagiarism monitoring). (overall responsibility: Prof. Králíčková, PhDr. Římanová)
- Development of cooperation with Czech universities in the field of open access to thesis repositories, with a focus on legal, technical and administrative issues. (overall responsibility: Prof. Králíčková, PhDr. Římanová)

**DOCTORAL STUDIES**

**MAIN PRIORITY OF STRATEGIC PLAN 2016–2020: CHARLES UNIVERSITY IS AN ATTRACTIVE EUROPEAN UNIVERSITY THAT PLACES STRONG EMPHASIS ON DOCTORAL STUDY.**

**Objective: Charles University is a high-quality centre of doctoral studies, which strengthens the excellence and international reach of its doctoral programmes.**

- Development of doctoral studies and doctoral degree programmes using Coordination Boards. (overall responsibility: docent Lopatková)

- Deepening of doctoral studies' ties with subsequent scientific career, evaluation of the material and technical support of students. (overall responsibility: docent Lopatková)
- Development of doctoral students' competences through a comprehensive offer of soft skills courses. (responsible: docent Lopatková)

## **SCIENTIFIC, RESEARCH, DEVELOPMENT AND OTHER CREATIVE ACTIVITIES**

### **MAIN PRIORITY OF STRATEGIC PLAN 2016–2020: CHARLES UNIVERSITY IS A LEADING INTERNATIONAL RESEARCH UNIVERSITY WITH A WIDE SPECTRUM OF HIGH-QUALITY FIELDS**

#### **Objective 1: Charles University is one of the top European research universities.**

- Using the conclusions of the university research evaluation, the search for consensus on the *Major Research Areas* of Charles University and the system for their support will be launched, which shall, inter alia, lead to an increase in the number of young, excellent, mostly international scientists. (overall responsibility: Associate Prof. Konvalinka)
- Increased sharing of research infrastructures within the 4EU+ Alliance. (overall responsibility: Prof. Rovná, Associate Prof. Konvalinka)

#### **Objective 2: Charles University has a system in place to ensure the long-term development of its scientific and creative activities.**

- Completion of the first cycle of university research evaluation. (overall responsibility: Associate Professor Konvalinka)
- Start of collection and release of full texts of university authors in *Open Access* mode. (overall responsibility: Prof. Royt)

#### **Objective 3: Charles University addresses urgent social problems and supports the application of the results of scientific and creative activities.**

- Creation of cooperation strategy between Charles University and the application sphere, which will define, inter alia, ways in which the University will seek new partners, describe the benefits and advantages of various types of partners, and define the basic principles of handling the results of research, development and innovation required for entering into a contract with external partners. (overall responsibility: MUDr. Prášil, Mgr. Kosová)
- Initiation of regular knowledge and technology transfer communication between the Knowledge and Technology Transfer Centre and faculty management. (overall responsibility: MUDr. Prášil, Mgr. Kosová)
- Inclusion of 20 new cases with potential for commercial and non-commercial application in society into the university portfolio, with a focus on their quality. (overall responsibility: Mgr. Kosová)

### **THIRD ROLE**

**MAIN PRIORITY STRATEGIC PLAN 2016–2020: CHARLES UNIVERSITY IS AN INSTITUTION WITH GREAT AUTHORITY; CONSIDERABLE WEIGHT IS GIVEN TO ITS STATEMENTS AND OPINIONS.**

**Objective 1: Charles University has influence in society and is a meeting place for members of the academic community and the wider public.**

- Promotion of flagships and new outstanding achievements of individual faculties in education, research and the public space. (overall responsibility: Prof. Bárta)
- Social dialogue and programmes for the general public to mark important anniversaries associated with 2020, such as the return of the name Charles University to the Czech University in Prague, approval of the first constitution of the Czechoslovak state by the National Assembly, the emergence of state emblems of Czechoslovakia, anniversary of the Battle of the White Mountain, and the 350th anniversary of Jan Amos Comenius' passing. (overall responsibility: Prof. Bárta)
- Commemoration of the integration of the three theological faculties into Charles University, thirty-year anniversary of the foundation of the Faculty of Social Sciences, and twenty-year anniversary of the foundation of the Faculty of Humanities. (overall responsibility: Prof. Bárta)
- Development of a dialogue between academia and the general public on the financial support of science, research and education, e.g. on the occasion of the anniversary of the birth of Nobel laureate, Prof. Heyrovský (overall responsibility: Prof. Bárta)

**Objective 2: Charles University is an open, modern and internally diverse institution, and has been perceived as such by the public for many years.**

- Modification of the structure and redesign of the University website. (overall responsibility: Prof. Bárta)

### **COMMUNITY OF PEOPLE**

**MAIN PRIORITY STRATEGIC PLAN 2016-2020: CHARLES UNIVERSITY IS A COMMUNITY OF STUDENTS, ACADEMIC AND SCIENTIFIC STAFF, AND OTHER EMPLOYEES AND GRADUATES, WHICH IS CHARACTERISED BY ITS DIVERSITY AND SOLIDARITY WITH THE UNIVERSITY AS A WHOLE.**

**Objective 1: At Charles University there is open communication and a sense of belonging between the people who work there.**

- Methodological support of faculties in the area of decision-making on students' rights and obligations. (overall responsibility: Prof. Králíčková)

**Objective 2: Charles University is an institution that ensures dignified conditions for all employees (academic, research and other staff) and assists them through a targeted social policy.**

- Adoption of career development framework principles. (overall responsibility: MUDr. Prášil, Ing. Oliveriusová)

- Provision of support for the selection, recruitment and work of international employees: implementation of the new Competitive Hiring Process Code and its presentation to the staff of all faculties, training for employees in the use of modern tools for recruiting staff from the international environment, overseeing of administrative matters (employment documents, taxes, mandatory payments), innovation of the personnel and payroll system, development of language skills of support workers. (overall responsibility: MUDr. Prášil, Ing. Oliveriusová)
- Improvement of the range of educational programmes for academic, research and other staff, especially in the development of pedagogical, socio-psychological, managerial, language, and soft skills. (overall responsibility: Prof. Králíčková, Prof. Wildová)
- Development of the Centre for Pedagogical Skills through cooperation within the 4EU+ alliance, as well as joint projects with other universities, e.g. Universiteit Utrecht. (overall responsibility: Prof. Králíčková)
- Expansion of the university-wide application to better inform employees about the range of educational programmes. (overall responsibility: Prof. Králíčková)

**Objective 3: Charles University is an institution that systematically supports its students, appreciates their results and is open to their various groups and activities.**

- Professionalization of support for applicants and students with special needs and qualitative improvement of counselling services for students and employees. (overall responsibility: Prof. Králíčková)
- Implementation of a promotional campaign aimed at the study departments and students with the aim of presenting the options for making electronic and digitised documents accessible to students with special needs. (overall responsibility: Prof. Králíčková, PhDr. Římanová)

**Objective 4: The Charles University community consists not only of its students and staff, but also of its graduates and friends.**

- Development of cooperation with prominent graduates at representative events of the University. (overall responsibility: Prof. Rovná)

**AUXILIARY ACTIVITIES**

**MAIN PRIORITY OF STRATEGIC PLAN 2016-2020: CHARLES UNIVERSITY IS A STRONG PUBLIC INSTITUTION WITH MODERN STRATEGIC MANAGEMENT, EFFICIENT ECONOMIC ADMINISTRATION AND HIGH-QUALITY INFRASTRUCTURE.**

**Objective 1: Elements of strategic management are appropriately applied within academic self-government at Charles University.**

- Approval of the Strategic Plan of Charles University for 2021-2025. (overall responsibility: the Rector)
- In the area of personal data protection, implementation of GDPR, provision of central e-learning for all employees of the University, creation of methodological instructions for

faculties and other constituent parts and continuous refinement of the central register on personal data processing activities. (overall responsibility: MUDr. Prášil)

- Conducting of training and preparation of methodological materials for faculties and other constituent parts in connection with the implementation of the University's Document Management System and gradual integration of this system and other key document management systems, with emphasis on the WhoIS personnel system, Study Information System and E-ZAK, the electronic tool for public procurement management, which will become a specialised electronic registry. (overall responsibility: MUDr. Prášil, overall responsibility: Ing. Oliveriusová)

### **Objective 2: Expansion of Charles University's international activities.**

- Enhanced cooperation with the University's strategic partners, and in particular with members of the 4EU+ alliance, in the creation of new degree programmes, research, and student and staff mobility. (overall responsibility: Prof. Rovná, Associate Prof. Konvalinka, Prof. Králíčková)
- Enhanced promotion of student mobility in order to increase university students' interest in visiting partner universities abroad. (overall responsibility: Prof. Škrha)

### **Objective 3: Charles University is an economically stable institution.**

- Completion of electronic tool for the creation of the Strategic Development Plan of Charles University as a tool for the preparation, processing and evaluation of the institutional plan. (overall responsibility: Prof. Hála)
- Training of employees of all faculties and other constituent parts in the use of the E-ZAK electronic tool (overall responsibility: Ing. Oliveriusová)
- Encouraging the regard for qualitative criteria in relation to and the implementation of ethical values in university procurement in order to strengthen responsible public procurement of Charles University. (overall responsibility: Ing. Oliveriusová)

### **Objective 4: High-quality infrastructure and modern facilities exist at Charles University for all faculties and other constituent parts.**

- Projecting and preparing the construction of Albertov Campus. (overall responsibility: Prof. Hála)
- Preparation of project documentation and construction of a new building for the Institute of the History of Charles University and Archive of Charles University. (overall responsibility: Prof. Hála)
- Preparation of project documentation for the renovation of the Magdalena Rettigová building. (overall responsibility: Prof. Hála)

### **Objective 5: Accommodation and catering services at Charles University meet current standards.**

- Completion of the renovation of the A1 block of the Hvězda dormitory and its opening for student accommodation. (overall responsibility: Ing. Macoun)

- Trial and then full operation of the Arnošt z Pardubic refectory following its reconstruction. (overall responsibility: Ing. Macoun)
- Completion of renovation of block A of the Kajetánka dormitory. (overall responsibility: Ing. Macoun)
- Opening of the central accommodation office in the premises of the newly reconstructed Arnošt z Pardubic building and significant improvement in the quality of this service. (overall responsibility: Ing. Macoun)

**Objective 6: Charles University offers modern facilities in information and library systems and services.**

- Realisation of the third stage of the gradual modernisation of the study information system, consisting of adjustment of the presentation layer of other modules for students (e.g. examinations, enrolments, final theses and doctoral studies). (overall responsibility: Ing. Papírník)
- Implementation of the University's unified economic information system. (overall responsibility: (overall responsibility: Ing. Oliveriusová, Ing. Papírník)
- Upgrade of human resource management systems to make personnel and payroll administration efficient and to automate as many processes as possible. (overall responsibility: Ing. Papírník)
- Completion of the system to support the evaluation of research so as to reflect the new evaluation of research organizations according to the valid Methodology for the Evaluation of Research Organisations and grant programmes. (overall responsibility: Ing. Papírník)
- Completion of connection of OBD and Digital Repository of Charles University for smooth access to its publishing activities. (overall responsibility: Prof. Royt, PhDr. Římanová)
- Software innovation of central library and information system with the aim of integrating access to traditional and electronic information resources. (overall responsibility: Prof. Royt, PhDr. Římanová)
- Introduction of the “Kramerius” system for the building a central library of digitised documents of Charles University in cooperation with the libraries of faculties and other constituent parts. (overall responsibility: Prof. Royt, PhDr. Římanová)
- Completion of the Sustainable Development Strategy of the Digitisation Centre of the Central Library of Charles University and the Strategy for Library Documents at Charles University. (overall responsibility: Prof. Royt, PhDr. Římanová)
- Analysis of the options for the effective use of funds for the open access publishing of information on research at Charles University through implementation of the *Article Processing Charge* system. (overall responsibility: Prof. Royt, Prof. Konvalinka, PhDr. Římanová)