



**Charles  
University**

**IMPLEMENTATION OF THE STRATEGIC PLAN OF CHARLES UNIVERSITY FOR 2022**

Discussed by the Research Board on 21 October 2021

Approved by the Academic Senate on 12 November 2021

Approved by the Board of Trustees on 23 November 2021



## IMPLEMENTATION OF THE STRATEGIC PLAN OF CHARLES UNIVERSITY FOR 2022

### I. THE BEST PEOPLE MAKE THE BEST UNIVERSITY

- In order to attract a larger number of applicants from abroad and to ensure a greater selection, we will focus on the continuous promotion of the university and its programmes of study. For this purpose, we will make greater use of announcements on suitable foreign portals, our student ambassadors from abroad who share their experiences with applicants, graduates working abroad, and other target groups, for example, career counsellors working at secondary schools abroad. (Responsible person: Vice-Rector for Education, Member of the Rector's Board responsible for PhD studies) (I.1)
- We will improve the recently launched website, which serves as a support tool for us to achieve the goal of attracting more applicants from abroad, thereby ensuring a wider selection. (Responsible person: Vice-Rector for Education, Member of the Rector's Board responsible for PhD studies) (I.1)
- We will prepare a strategy for promoting foreign-language study programmes. (Responsible person: Vice-Rector for Education) (I.1)
- For involving students more in international teams, projects, conferences, or workshops, we will make use of activities within the 4EU+ alliance and the CENTRAL grouping, which in the case of master's students, will facilitate their transition to PhD studies. We will also advocate for at least two places for PhD students in each planned ERC project. (Responsible person: Vice-Rector for Education, Member of the Rector's Board responsible for PhD studies, Vice-Rector for Research) (I.2, I.3, II.5)
- With respect to changes at the national level, we are revising the funding of PhD studies at Charles University. (Responsible person: Member of the Rector's Board responsible for PhD studies) (I.3)
- We will increase the support for PhD students through the PhD Studies Platform and expand the offer of soft skills courses with an emphasis on pedagogical skills courses, including courses in English. For the purposes of PhD student education, we will also prepare a Moodle interface collecting all relevant electronic materials and courses, and we will place those that are newly created here. (Responsible person: Member of the Rector's Board responsible for PhD studies) (I.3, I.5, III.2)
- Following the example of foreign universities, we will offer PhD students the possibility of informal collaboration across various disciplines and units when dealing with their dissertation using the *Doctoral Café* concept. (Responsible person: Member of the Rector's Board responsible for PhD studies) (I.3, III.6)
- As a part of the system for assessing the quality of study programmes, we will implement and pilot the quality assessment of PhD study programmes in a similar form as undergraduate studies. (Responsible person: Vice-Rector for the Conception and Quality of Education, Member of the Rector's Board responsible for PhD studies) (I. 4)
- Based on a comparative analysis of study conditions in PhD study programmes and faculty measures in the area of PhD studies, we will develop framework, subject-area sensitive requirements for students in cooperation with experts from the Platform for the Development of the Quality of Educational Activities at Charles University, the Internal Evaluation Board, and the coordination boards for all guarantors of PhD study programmes. (Responsible person: Vice-Rector for the Conception and Quality of Education, Member of the Rector's Board responsible for PhD studies) (I. 4)
- In order to recruiting applicants for postdoctoral positions at Charles University who are graduates of first-rate schools abroad, we will use the appropriate information platforms of the 4EU+ alliance and other prestigious European university networks (UNICA, Coimbra Group, EUF, EUA, and Europaeum). (Responsible person: Member of the Rector's Board responsible for PhD studies, Vice-Rector for Research, Vice-Rector for European Affairs) (I.5)

- Using a new application with a Czech and English language version, we will make it possible to advertise vacant positions at the university in a uniform format with all of the essential details and in the appropriate layout. In addition, the application may be used for the work of selection committees, including voting by secret ballot in accordance with the Competitive Hiring Process Code. (Responsible person: Bursar, Head of the Rector's Office) (I.6)
- We will expand the newly introduced postdoctoral support system to all relevant pedagogical and academic workplaces. We will also focus on the overall attractiveness of postdoctoral fellowships at the university and supporting the search for applicants from abroad, especially through advertising. (Responsible person: Vice-Rector for Research) (I.1, I.7, I.9)
- We will centralize the services provided to incoming international employees as well as our employees leaving for universities abroad and develop a unified methodology regarding registration for paying taxes and insurance abroad. (Responsible person: Head of the Rector's Office) (I.7)
- We will prepare and carry out a series of activities that will help international employees integrate into the Charles University community and life in the Czech Republic (commented tours of university towns, film screenings, individual assistance with practical issues in the Czech Republic, etc.). (Responsible person: Head of the Rector's Office) (I.7, IV.6)
- Through consultation and training, we will support head employees in academic and administrative positions improve their competencies in employee evaluation, feedback, and motivation, helping them to develop and motivate their teams. (Responsible person: Bursar, Head of the Rector's Office) (I.8, I.12)
- We will complete preparations for the system of continuous evaluation of academic and research staff members by having the faculties and other units adopt, in the form of dean's measures or measures of directors, rules based on the General Principles of Career Development for Academic and Research Staff Members and Lecturers at Charles University. Based on the interest of faculties and other units, we will expand the system of evaluation for administrative staff members. (Responsible person: Rector, Bursar, Head of the Rector's Office) (I.10, I.11)
- In the area of further education for academic, research, head, and support staff members:
  - Based on the mapping of activities and the situation at the faculties and experience with distance learning, we will prepare courses expanding the existing basic educational module and focusing on pedagogical skills in an online environment or in relation to distance learning; we will focus the course selection on and adapt it to the demands of different target groups (PhD students, new academic staff, experienced instructors);
  - We will expand the educational programmes with a basic pilot programme in English;
  - We will organize workshops on new topics;
  - We will expand the topics for managerial and other skills;
  - We will create a university group that will identify suitable educational topics in the area of computerizing agendas and work with electronic data (e.g. electronic signatures), on the basis of which a new educational module on this issue will be created for Charles University employees.
 (Responsible person: Vice-Rector for Education, Vice-Rector for the Conception and Quality of Education) (I.12)
- For students, we will organize a regular cycle of workshops referred to as "FIT student", which will focus on areas such as stress management, burnout syndrome, prevention of sexual harassment, healthy diet, and well-being; we will offer peer programmes to students, we will provide mentoring to applicants and students from socioeconomically disadvantaged backgrounds; for employees, we will offer workshops for managing stress or burnout syndrome, including intervention; to improve the prevention of negative

psychological problems affecting employees and students, we will organize a series of online debates entitled *Evenings with Counselling*. (Responsible person: Vice-Rector for Education) (I.13)

- If financial resources are available, we will expand the offer of children's groups for the children of employees and student parents as part of the support for equal opportunities. (Responsible person: Vice-Rector for Education) (I.13)
- As part of the Erasmus+ programme, we will be engaged in the activities of working groups that, in relation to international mobility, deal with topics such as social inclusion, mental health, or taking into account specific needs, so that Charles University will gradually reach the European level in this area. (Responsible person: Vice-Rector for European Affairs) (I.13)
- Based on a comprehensive audit, we will adopt an equal opportunities plan for Charles University, which will, among other things, meet the conditions for participating in the schemes of the Horizon Europe programme. (Responsible person: Bursar, Head of the Rector's Office) (I.14)
- We will focus more intensively on addressing international and Czech graduates living abroad; in this area, we will cooperate with the embassies of the Czech Republic and Czech Centres around the world. (Responsible person: Vice-Rector for European Affairs) (I.15)
- We will enrich the traditional events organized for alumni with Charles University Alumni Day and reintroduce Charles University Days abroad. (Responsible person: Vice-Rector for European Affairs) (I.15)
- We will regularly inform our alumni about the activities of the *Charles University Endowment Fund* in order to obtain new donor support. (Responsible person: Bursar) (I.15, V.8)

## II. INTERNATIONALLY COMPETITIVE RESEARCH

- We will prepare and hold an in-depth university discussion on a new proposal for the Strategic Fund for supporting creative activity. (Responsible person: Vice-Rector for Research) (II.1 a II.2)
- We will define the form of annual monitoring, which will serve as continuous evaluation of the level of creative activity at the university or the Cooperatio programme, and we will carry out its pilot year zero, as a part of which a bibliometric report for the years 2019–2021 will be prepared, and which will be forwarded to the university bodies as a basis for a discussion on the strategic development of science and research. (Responsible person: Vice-Rector for Research) (II.3)
- In connection with the launch of the new basic institutional programme for the support of Cooperatio research, we will submit to the university's Research Board for approval the final drafts of the plans for development of the individual research areas. (Responsible person: Vice-Rector for Research, Vice-Rector for Projects and Publishing, Rector) (II.4)
- We will include the existing separate application for the management of projects for the Grant Agency of Charles University in the IS Věda system, in which both the administration of our other programmes for the support of research and the university evaluation of creative activities take place. (Responsible person: Member of the Rector's Board responsible for development of the CU Grant Agency) (II.5)
- In the area of support for improving our success in international grant competitions:
  - We will arrange continuing education for the European Centre's employees so that we can continue to provide comprehensive grant advice without funding from external companies;
  - We will increase the attention paid to our applicants for Marie Skłodowska-Curie Actions: Postdoctoral Fellowships, which are considered a precursor to ERC grants;

- We will enhance the cooperation with the Academy of Sciences of the Czech Republic as a part of the ERC expert group in order to provide applicants for these grants with more comprehensive care;
- As a part of the 4EU+ alliance project, we will map out how best to take care of European Research Council grant holders so that they do not go to another university during the project.

(Responsible person: Vice-Rector for Research) (II.6)

- We will enhance the cooperation of participating schools in the Association of Research Universities so that we can participate more in the creation of strategic decisions regarding higher education (e.g. the reform of PhD studies or the development and sharing of research infrastructures). (Responsible person: Vice-Rector for Research, Head of the Rector's Office) (II.7)
- In cooperation with our partners from the Association of Research Universities, we will implement the conclusions of the Anti-Influence Manual for the Higher Education Sector in the conditions of Charles University. (Responsible person: Head of the Rector's Office) (II.7)
- We will ensure presentation of the excellent results of our research in university media, including in English, as well as in public media (Czech Television, Czech Radio) and private media, with which Charles University has recently concluded memoranda of cooperation. (Responsible person: Vice-Rector for Research, Vice-Rector for Public Affairs) (II.8)
- In order to increase the impact of socio-humanitarian transfer on society or on Charles University's income in this area, we will adjust the division of competencies among the respective workplaces so that the Centre for Knowledge and Technology Transfer can fully devote itself to socio-humanitarian transfer and our subsidiary to technological transfer. With respect to this step, we are amending existing or will prepare new rector's directive regarding the transfer of knowledge and technology or commercialization of intellectual property. (Responsible person: Head of the Rector's Office) (II.9)
- Through our subsidiary, we will join the i&i Prague investment fund, which will enable us to obtain financial support for the creation and development of biotechnology spin-off companies in particular. (Responsible person: Head of the Rector's Office) (II.9)
- We will expand the professional part of our subsidiary's team in order to cover the high demand for its services within the university. (Responsible person: Head of the Rector's Office) (II.9)
- We will complete the comprehensive mapping of research facilities, research infrastructure, and *core facilities* at Charles University, and subsequently, as part of the TRAIN4EU+ project, we will prepare a plan for sharing our facilities with as little administrative burden as possible across member universities of the 4EU+ university alliance, and we will provide information support for new incoming researchers so that they may easily get a sense of the infrastructure that Charles University has to offer. (Responsible person: Vice-Rector for Development, Vice-Rector for Research) (II.10)
- In the area of open access and open science:
  - We will complete the analytical materials relating to the support of Open Science at Charles University;
  - We will launch the pilot operation of the repository of publication activities and provide the infrastructure for it;
  - We will map out the Article Processing Charges of Charles University for publishing in Open Access;
  - We will prepare a feasibility study of a standardized software solution for archiving research data as the basis for the institutional data repository.

(Responsible person: Vice-Rector for Projects and Publishing, Vice-Rector for Research, Director of the Central Library, Director of the Computer Science Centre) (II.10)

- As a part of the Hyb4City project, we will carry out activities geared to the popularization of science, such as Didaktikon, the exhibition Science is Beautiful, presentation of an interactive tool for text analysis, popular expert seminars, for example, on the topic of longevity or the pharmaceutical industry, or professional round tables, for example, on the topic of domestic violence. (Responsible person: Vice-Rector for Research, Director of the Centre for Knowledge and Technology Transfer) (II.10)
- In order to improve the visibility and searchability of electronic books published by Karolinum Press, we will continue to implement the onix metadata format. (Responsible person: Vice-Rector for Projects and Publishing, Director of Karolinum Press) (II.11)

### **III. EDUCATION FOR THE FUTURE AND EDUCATION TOWARDS THE FUTURE**

- In connection with the pilot phase of the evaluation of study programmes, we will complete the codification of the system and start the continuous evaluation of study programmes at Charles University. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.1)
- In cooperation with experts working together in the platform for the development of educational activities, we will conduct a survey among instructors on the possibilities of using digital innovations (online forms of instruction, flexibility of in-person and distance forms in the curriculum, etc.) in teaching and education in individual study programmes according to their subject-area specifics. We will gradually implement the results of the analysis into the accreditation process (revision of the Study Programme Standards of Charles University) and into the study programme evaluation system. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.1, III.9).
- We will define a uniform procedure for carrying out university-wide surveys with applicants, students (including those who left their studies prematurely), and graduates, and through the Tracking module, we will ensure their interconnection with information stored in the student information system so that the anonymity of respondents is ensured. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.1)
- We will prepare a comprehensive system of methodological support for the development of inter-faculty study programmes (responsibilities of the faculties relating to accreditation, creation of a template contract for the mutual organization of studies, etc.). (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.1)
- In cooperation with the platform for development of the quality of educational activities, we will perform an analysis of the scope and quality of practice and internships (the share of experienced lecturers in staffing, contractual arrangements with various entities, etc.) as a part of the curricula of the individual study programmes and prepare recommendations for further development in this area. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.2)
- We will create a career centre that will cover the career services provided by CU Point and enable better standardization of the services. (Responsible person: Vice-Rector for Education) (III.2)
- We will accredit the Career Start course as an optional course. (Responsible person: Vice-Rector for Education) (III.2)
- With the goal of improving the employability of graduates on the labour market, we will expand the offer of professionally oriented lifelong learning programmes for this target group; we will focus primarily on those graduates who will continue to work in the university environment (e.g. courses focused on teaching skills). (Responsible person: Vice-Rector for the Conception and Quality of Education) (I.3, I.5, III.2)
- We will support student entrepreneurship and creativity thanks to educational courses such as Management of Science and Innovations, Innovation Laboratory, Artificial Intelligence, World of the Pharmaceutical Industry, Violence in Close Relationships, or the competition Map The System. (Responsible person: Vice-Rector for Education, Vice-

Rector for the Conception and Quality of Education, Director of the Centre for Knowledge and Technology Transfer) (III.2)

- In cooperation with the platform for development of the quality of educational activities, we will analyse the settings of foreign language instruction as a part of the curricula of individual study programmes, the scope of courses taught in a foreign language and their relationship to the profiles of graduates, etc., and prepare recommendations for further development in this area. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.2)
- With respect to the national results, we will revise the standards for the professional profile of study programmes; as a part of the platform for development of the quality of educational activities, we will define the professional aspects of study programmes, not only with regard to regulated professions, but also the professions defined as essential in the current social discussion and from the standpoint of employers. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.3)
- With respect to the amendment of the Accreditation Code, we will complete the necessary adjustments to the accreditation process (issuing related rector's directives, elaboration of relevant methodologies, etc.) for the purpose of starting the process of re-granting authorization to study programmes as a part of institutional accreditation. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.5)
- In order to provide more PhD students with the option of dual supervision of their dissertations, we will extend the methodological support for concluding the relevant contracts to all faculties of Charles University and train the professional staff members. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.6)
- With the aim of reducing fragmentation in the educational activities of Charles University, we will develop inter-faculty cooperation in content-related study programmes in order to ensure the permeability of studies and the mutual enrichment of curricula. (Responsible person: Vice-Rector for the Conception and Quality of Education) (III.6)
- With respect to recognizing previous secondary school or university education abroad, we will organize a seminar for relevant faculty employees and streamline the interface of the university's information system. (Vice-Rector for Education) (III.7)
- To facilitate the administration of admitting international applicants for studying at the university, we will continue to provide our faculties with access to the Ecctis international database, central administration of the Student Regime, and central reporting of persons with a visa obligation. (Vice-Rector for Education) (III.7)
- We will provide university-wide "site" licenses for software used in instruction. (Responsible person: Vice-Rector for Education, Director of the Central Library) (III.8, I.13)
- We will upgrade Moodle to version 3.13, which will ensure the stability of the entire university system, new functions to increase the attractiveness of courses and testing, as well as updating the compatibility with the functional systems for operation (e.g. web browsers). (Responsible person: Vice-Rector for Education, Director of the Central Library, Director of the Computer Science Centre) (III.8)
- In order to increase the operational speed of the Moodle system and the option of simultaneous work by multiple users, we will ensure the dynamic distribution of the load on multiple servers and create a Moodle CU cluster. (Responsible person: Vice-Rector for Education, Director of the Central Library, Director of the Computer Science Centre) (III.8)
- To improve awareness of the options for electronic education at the university, we will verify the functionality and effectiveness of the new distribution channels for communication with users throughout the entire university, both in Czech and in English. (Responsible person: Director of the Central Library, Director of the Computer Science Centre) (III.8)
- We will introduce counselling relating to study prerequisites for applicants at Charles University. (Responsible person: Vice-Rector for Education) (III.9)



- In order to improve students' awareness of the specific forms of support that they can use at Charles University and related practical matters, we will organize a Carolina Centre summer school. (Responsible person: Vice-Rector for Education) (III.9)
- In order to cover the growing demands from students with special needs, socially disadvantaged students, or students who are parents, we will expand the HR capacities of counselling centres and the fund for technical aids intended for free, long-term use (laptops, Internet modems, etc.). (Responsible person: Vice-Rector for Education) (III.9)
- In the area of lifelong learning:
  - We will create a unified university system for recognizing the results of previous learning, especially informal;
  - As a part of the 4EU+ Alliance, we will set up a uniform system and procedures for recognizing *microcredentials* courses and focus on the permeability between lifelong learning courses and study programmes, which will, among other things, result in a pilot option for our faculties and other units to implement a lifelong learning programme as *microcredentials*.
 (Responsible person: Vice-Rector for Education, Vice-Rector for the Conception and Quality of Education) (III.10, IV.1)
- Mainly with regard to hybrid access to traditional and electronic information resources, we will pilot test the capabilities of the new Alma/PRIMO library platform. (Responsible person: Director of the Central Library) (III.11)
- Based on the evaluation of teaching and research needs and with the involvement of all university workplaces, we will prepare a basic and expanded portfolio of electronic information resources that will be subscribed to at Charles University in the period 2023–2027. (Responsible person: Director of the Central Library) (III.11)
- We will digitalize approximately 45,000 pages of university archives and selected faculty archives and make them available to students and academic staff for teaching purposes and, to the maximum extent possible, to the public as well. (Responsible person: Director of the Institute of the History of Charles University and Charles University Archives) (III. 8, III.12)
- We will expand the Archive Information System with another tool for long-term digital protection (format analysis) and other functionalities with the aim of gradually ensuring compliance with the requirements for its accreditation as the Digital Archives of Charles University. (Responsible person: Director of the Institute of the History of Charles University and Charles University Archives) (III.12)

#### **IV. INTERNATIONALIZATION IS A CRITICAL PREREQUISITE FOR QUALITY AND COMPETITIVENESS**

- As a part of the 4EU+ Alliance:
  - We will complete and submit for approval a comprehensive proposal for a common framework for the assessment of teaching and education, which will complement the quality assurance systems of the individual universities;
  - We will once again support the creation of new research teams by way of *mini-grants* (*seed funding* for newly established teams);
  - We will advocate for the concept of *bridge professors* to be part of the newly emerging 4EU+ Strategy and thus new grant applications and related activities of the alliance;
  - Together with partners, we will establish a 4EU+ Virtual Development Office, which will provide comprehensive grant support to research teams throughout the alliance;
  - We will focus on finding optimal conditions for implementing virtual mobility and blended learning;

- Through the Institute for Language and Preparatory Studies, we will offer partner universities online Czech courses (semester, short-term, summer) or partnerships in the area of language testing.

(Responsible person: Vice-Rector for European Affairs, Vice-Rector for Research, Vice-Rector for Education, Vice-Rector for Academic Appointments) (IV.1)

- In the area of strategic partnerships:
  - We will increase the number of joint research teams at Charles University with a selected strategic partner;
  - We will develop activities with individual strategic partners and expand cooperation to include online activities.

(Responsible person: Vice-Rector for International Affairs) (IV.2)

- We will expand our strategic partnership with a new institution from North America. (Responsible person: Vice-Rector for International Affairs) (IV.3)

- In the area of research, we will continue to maintain important documentation (e.g. as a part of the Cooperatio programme) and essential communication (websites, information materials, and brochures) in English as well. We will update the university's website relating to science and research so that the English version reflects the Czech version and contains all relevant information. When organizing public events, we will emphasize that they are accessible to international employees as well from the standpoint of language. (Responsible person: Vice-Rector for Research) (IV.4)

- We will create an English version of the web pages relating to lifelong learning courses, expand the range of courses in English (e.g. education in the area of pedagogical skills, etc.), and ensure that all supporting materials or methodologies for these courses are in the respective language. (Responsible person: Vice-Rector for Education) (IV.4)

- As a part of the service provided by the Institute for Language and Preparatory Studies:
  - We will reinstate the teaching of government scholarship holders and focus on new markets and cooperation in the preparation of international students for studies as well as clarifying the status of participants in preparatory programmes in the visa process;
  - We will introduce and develop an internship programme for students from American universities, and we will offer Czech language courses to our students and employees as well as students of universities belonging to the 4EU+ alliance;
  - We will increase the number of dates for Certified Exams and Language and Realia Tests for obtaining citizenship in the Czech Republic and organize an international conference of the Association of Language Testers in Europe;
  - We will start cooperating with the Institute of Postgraduate Education in Health Care, introduce new Czech language courses for health professionals, and open a new online course on Czech language methodology for teachers from abroad.

(Responsible person: Director of the Institute for Language and Preparatory Studies) (IV.5)

- The activities of our CU Staff Welcome Centre will focus, among other things, on the international advertising of academic and research positions and services that we can provide at Charles University to newly arriving instructors and researchers and on establishing a functional system of taxation and insurance for international and outgoing employees. (Responsible person: Head of the Rector's Office, Vice-Rector for European Affairs) (I.6, I.7, IV.6)

- We will ensure follow-on financing from the European Commission for the employees of the European Centre so that it can continue to support the structures of the 4EU+ alliance. We will use the funds obtained for the continued professional development of its employees and the hiring of one junior employee who will take care of selected administrative matters for the university alliance. (Responsible person: Vice-Rector for European Affairs) (IV.7)

- At all levels of the university, we will focus on promoting the services that the European Centre can offer to faculties and other units. (Responsible person: Vice-Rector for European Affairs) (IV.7)
- We will create a university working group that will take care of the development of the mobility of Charles University employees and the position of a university-wide manager of the activities. We will then pilot test the new employee mobility scheme as a part of the Erasmus+ programme. (Responsible person: Vice-Rector for International Affairs) (IV.8)
- We will take advantage of nationwide cooperation and our international experience from university associations or the 4EU+ alliance so that virtual mobility becomes an equivalent alternative to physical mobility. To this end, we will also work closely with the commissioner for 4EU+ mobility and, at the European level, we will advocate for promoting virtual mobility as a full-fledged scheme that can be used not only during a pandemic. (Responsible person: Vice-Rector for International Affairs, Vice-Rector for European Affairs) (IV.8)
- Students who come to Charles University as part of the Erasmus+ programme will be offered Czech language courses through the Institute of Language and Preparatory Studies. (Responsible person: Director of the Institute for Language and Preparatory Studies) (IV. 8)
- We will take advantage of the opportunities offered by the Václav Havel Scholarship programme or the European Solidarity Corps programme to support asylum seekers and students who find it difficult or impossible to study, so that they can become students of Charles University. (Responsible person: Vice-Rector for International Affairs) (IV.8)
- As a part of European university groups, we will focus on strengthening our representation in working groups (e.g. Research Support in the Coimbra Group) in which we have the opportunity to influence European research policy, as well as increasing the number of our students and staff involved in their activities and projects. (Responsible person: Vice-Rector for International Affairs, Vice-Rector for European Affairs) (IV.10)

## V. UNITY IN DIVERSITY – A COMMON BRAND, COMMON PRINCIPLES

- In addition to continuing current projects (*Diamonds of Czech Business, RUN4HELP, Czechia! And what next?*), we will organize events in connection with the Czech presidency of the Council of the European Union or on the occasion of important anniversaries, such as the discovery of Tutankhamun's tomb, the assassination of Reinhard Heydrich, or the birth and death of the author and rector emeritus of Charles University, Jan Campanus Vodňanský. (Responsible person: Rector) (V.1)
- In the area of sustainable development, we will improve the coordination of the activities of individual workplaces, select the type of environmental audit suitable for Charles University, and then prepare the documents for the corresponding public contract. (Responsible person: Member of the Rector's Board responsible for coordinating activities in the area of sustainable development) (V.2)
- We will prepare a basic course on sustainable development for students of bachelor's programmes and organize a student conference on the topic of sustainable development where students from various fields will be able to present their scientific findings. (Responsible person: Member of the Rector's Board responsible for coordinating activities in the area of sustainable development) (V.2)
- We will create the first episodes of educational podcasts with university experts on the current topics of sustainable development geared to students, employees, and the general public. (Responsible person: Member of the Rector's Board responsible for coordinating activities in the area of sustainable development) (V.2)
- We will complete the preparatory phase for the creation of the Czech national branch of the Sustainable Development Solutions Network, an organization that connects academic institutions in the country and coordinates application projects focused on sustainability.

(Responsible person: Member of the Rector's Board responsible for coordinating activities in the area of sustainable development) (V.2)

- We will complete preparations for Charles University's internal communication strategy and marketing strategy and begin to implement both in practice. (Responsible person: Rector, Vice-Rector for Public Affairs) (V.3)
- With respect to the academic and research integrity of our students and employees, we will carry out a promotional campaign among the academic community focused mainly on the topics of ethics in research, which will be evaluated as part of proposals for Horizon Europe projects, as well as more general topics of an ethical approach to student education, publication activities, and related issues. (Responsible person: Vice-Rector for Research, Vice-Rector for Education, Member of the Rector's Board responsible for PhD studies) (V.4)
- In the Moodle environment, we will create a course on the ethics of academic and research work for PhD students, which will use the findings of the Integrity Project, as well as the experience of faculties with this issue. (Responsible person: Vice-Rector for Research, Vice-Rector for Education, Member of the Rector's Board responsible for PhD studies) (V.4)
- With the aim of improving cooperation and strengthening the sharing of good practice within the university, we will create the first version of the internal information portal, support the use of electronic tools for team collaboration, and develop the Charles University Educational Portal, the use of which will also involve additional faculties. (Responsible person: Rector) (V.5)
- We will hire a tax and accounting methodologist, who will update the respective university directives and assist the faculties in solving tax issues in particular. (Responsible person: Bursar) (V.5)
- As part of the Hyb4City project, we will establish a partnership between Charles University and the City of Prague, as well as with non-profit organizations, the public sphere, or businesses, increase cooperation with existing partners (e.g. the Ministry of Regional Development, CzechInvest, the Technological Agency of the Czech Republic, Adria, or People in Need), and in order to collaborate in the field of research and innovation, we will ensure conditions for the academic community to meet with representatives of the application sphere. (Responsible person: Head of the Rector's Office, Director of the Centre for Knowledge and Technology Transfer) (V.6)
- With regard to the goal of ensuring quality documents and data for the administration and development of the university and reducing the administrative burden on our employees:
  - We will develop a uniform economic methodology for the entire university and prepare detailed procurement documentation for acquiring a uniform economic system;
  - We will complete the platform for the central data warehouse, which will also include downloading data from the student information system;
  - We will acquire a system to support the agenda for selection procedures and put it into pilot operation;
  - We will involve other faculties in the use of the newly launched university-wide application for the registration of mobility. (Responsible person: Bursar) (V.9)
- In connection with the start of the new programme period for the European Structural and Investment Funds and the National Recovery Plan, and with the aim of submitting high-quality project applications for our strategic projects, we will focus on the methodical preparation of the relevant university and faculty staff and on ensuring the necessary facilities, including a university-wide project database. (Responsible person: Vice-Rector for Development) (V.9)
- As part of the Hyb4City project, we will conclude memoranda on cooperation with the cities of Hradec Králové and Pilsen and create a platform for expert discussions relating

to societal issues. (Responsible person: Rector, Head of the Rector's Office, Director of the Centre for Knowledge and Technology Transfer) (V.10)

- We will continue the reconstruction and the preparation and project activities of other actions included in the programme documentation 133 220 Development and Renewal of the Material and Technical Base of Public Universities and 133 240 Development and Renewal of the Material and Technical Base of the Faculties of Medicine and Faculties of Education of Public Universities. (Responsible person: Vice-Rector for Development) (V.11)
- We will complete the reconstruction and finishing work of the premises of the Faculty of Social Sciences in Jinonice and construction of the campus for the Faculty of Medicine in Pilsen, including building of the Pilsen Canteen, and we will continue with implementation of the 4<sup>th</sup> stage of the construction of the building of the theoretical institutes of the 2<sup>nd</sup> Faculty of Medicine in Motol. (Responsible person: Vice-Rector for Development) (V.12)
- In block A4 of the Na Kotli dormitory, we will reconstruct the single rooms, some of them adapted for people with reduced mobility. (Responsible person: Vice-Rector for Development) (V.12)
- We will complete the project documentation for the Albertov Campus and the new building of the Institute of History of Charles University and the Archives of Charles University. (Responsible person: Vice-Rector for Development) (V.12)
- We will continue project preparations for the campus of the Faculty of Pharmacy and the Faculty of Medicine in Hradec Králové and the Central Building of the 2<sup>nd</sup> Faculty of Medicine in the University Hospital complex in Motol. (Responsible person: Vice-Rector for Development) (V.12)
- We will start selection procedures for the contractor for reconstructing the Faculty of Education buildings in Magdaléna Rettigová Street. (Responsible person: Vice-Rector for Development) (V.12)
- By implementing the priorities set by the Committee for Information Technology of the Academic Senate of Charles University and thanks to the creation of new modules for the areas of inter-university cooperation and scholarships, we will increase the functionality and user-friendliness of the Student Information System. (Responsible person: Bursar, Director of the Computer Science Centre) (V.13)
- We will launch a platform for recording, approving, and billing of domestic and foreign travel orders and, in the pilot operation, also a Business Intelligence portal providing online statistical outputs from the data warehouse. (Responsible person: Bursar, Director of the Computer Science Centre) (V.13)
- We will implement a central register of contracts for Charles University. (Responsible person: Bursar, Director of the Computer Science Centre) (V.13)
- In order to reduce the excessive copying and circulation of paper documents and to increase the speed of their processing while simultaneously ensuring the approval process, we will introduce electronic processing for invoices and orders. (Responsible person: Bursar, Director of the Computer Science Centre) (V.13)
- We will complete the interface for automatic data transfer between the electronic file service system and the Student Information System. (Responsible person: Bursar, Director of the Computer Science Centre) (V.13)