



**Charles
University**

IMPLEMENTATION OF THE STRATEGIC PLAN OF CHARLES UNIVERSITY FOR 2024

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INTRODUCTION

For 2024, **Charles University has set six priorities** that it considered to be of the utmost importance for this period:

1. In the area of science and research, our priority is to **launch and start implementing the second cycle of the internationally guaranteed assessment of the level of research at Charles University**, primarily on the basis of the self-evaluation report for the individual research areas for the Cooperatio programme and on-site visits by members of the Board.
2. An area that has received increased attention at the university in recent years is academic success, including the timely completion of studies. In relation to the steps and findings in this area so far, we will begin **preparations on the university concept for increasing academic success**.
3. Tools that contribute to the quality of the educational experience and professional training include the systematic development of pedagogical skills of both academic staff and students of PhD study programmes. This is also why our priority in this area is **to establish a competence framework for university instructors**, which will be linked to the awarding of important experts in the field of university education, and to start implementing the framework.
4. Artificial intelligence has been one of the most talked about topics in 2023. The university should not only come up with innovations, but also support their beneficial and responsible use. Across the academic community and in cooperation with Czech and foreign universities, we will therefore **look for new ways to use artificial intelligence tools in education and research**.
5. With regard to the changing conditions in the area of higher education in the Czech Republic, current and future social needs, as well as the intra-university debate, one of the priorities of Charles University in preparing the principles for allocating contributions and subsidies is **to discuss the future form of distributing the fixed part of contributions**.
6. As in previous year, one of the most important priorities of Charles University for 2024 remains the enhancement of digitalization. Specifically, we will focus on **continuing work on the specification and development of new modules of the student information system, systems for supporting the area of human resources, implementing the basic infrastructure for information systems and internal communication** (identity management, helpdesk), and **implementing the process portal as a key platform for supporting strategic management**.

I. THE BEST PEOPLE MAKE THE BEST UNIVERSITY

- With the goal of increasing the number of talented undergraduate students from abroad at all university faculties:
 - We will increase collaboration with foreign secondary school counsellors from prestigious international schools in order to inform them about our foreign-language study programmes (organization of in-person visits to the university, virtual or in-person presentations at international secondary schools in the Czech Republic and abroad);
 - We will introduce *virtual office hours* for applicants and counsellors;
 - We will organize presentations about studying at Charles University for incoming groups of international applicants.

(Responsible person: Member of the Rector's Board for Social Affairs and Sustainable Development, Head of the Rector's Office) (I.1, I.2)

- In cooperation with the association Czexpats in Science, we will introduce a postdoctoral discussion group based on the Young PI Forum model, which we organize for senior researchers. *(Responsible person: Vice-Rector for Research, Member of the Rector's Board for 4EU+) (I.1)*
- We will strengthen the institutionalization of the role and involvement of students of bachelor's, master's and PhD study programmes in various 4EU+ activities. For example, we will enable them to take an active role in organizing research and educational conferences, hold thematic workshops specifically for students of PhD programmes, and involve them in projects accepted as a part of SEED4EU+ calls. With respect to 4EU+, we will actively seek opportunities for obtaining community resources. *(Responsible person: Vice-Rector for Research, Member of the Rector's Board for 4EU+) (I.1, I.2, IV.1)*
- With respect to PhD studies:
 - We will introduce a selected portfolio of soft-skill courses as a part of the individual curricula;
 - We will finalize and approve the standards for Charles University supervisors (including the requirements for persons supervising dissertations) and the standards for PhD study programmes and put them into practice in the area of accreditation and evaluation of PhD study programmes;
 - For promotional purposes, we will use the online and printed version of Forum Magazine and publicize PhD student personalities on social networks and options for financing PhD studies at the university or examples of good practice (industrial PhD students, achievements of graduates who receive prestigious awards, such as the Česká hlava or Werner von Siemens award, etc.);
 - We will expand PhD mobility among the partner institutions of the 4EU+ alliance, including internships.

(Responsible person: Vice-Rector for Research, Vice-Rector for Education, Vice-Rector for Public Affairs, Member of the Rector's Board for 4EU+) (I.3, I.4, I.5, IV.1)

- We will complete work on the methodical integration of the recruitment process throughout the university and launch an application for selection procedures with the automatic posting of advertisements on selected servers in other countries. *(Responsible person: Vice-Rector for Information Technology, Bursar) (I.6)*
- As part of the support system for postdoctoral fellows, we will offer academic career counselling, consultation, and mentoring. This support will be coordinated with the career centre *(Responsible person: Vice-Rector for Research, Member of the Rector's Board for Social Affairs and Sustainable Development) (I.1, I.9)*

- For the creation of new postdoctoral positions at the university, we will promote in a targeted fashion the Marie Skłodowska-Curie Actions Postdoctoral Fellowships and COFUND programme, and we will submit the MSCA COFUND project to the relevant Horizon Europe competition. *(Responsible person: Vice-Rector for Research, Member of the Rector's Board for 4EU+) (I.1, I.9)*
- With the aim of ensuring adequate methodological and other support, we will evaluate the current functioning of the evaluation system for employees in academic, research, and lecturer positions. *(Responsible person: Bursar, Member of the Rector's Board for Strategies, Analyses, and Transfer) (I.10)*
- In connection with the adoption of the university-wide framework principles for career development and evaluation of technical and administrative employees, we will introduce appropriate rules throughout the university. *(Responsible person: Bursar, Member of the Rector's Board for Strategies, Analyses, and Transfer) (I.10)*
- **With respect to the further development of pedagogical skills at Charles University:**
 - **We will implement a competence framework for university instructors, which will be linked to the awarding of important experts in the field of university instruction;**
 - In connection with the creation of faculty centres for teaching support and the introduction of basic pedagogical skills courses, we will create the training programme “Train the Trainer” intended for new lecturers and organize related support training;
 - We will expand the activities of the Paedagogium platform with a system of reflective groups and the Inspirational Café (an informal meeting of instructors with domestic and foreign experts aimed at sharing experiences relating to higher-education pedagogy and didactics).

(Responsible person: Member of the Rector's Board for Developing the Educational Competence of Academic Employees) (I.12)
- As a part of fulfilling the Equal Opportunities Plan:
 - We will start work (an analysis and survey among parents) to create a standard for supporting university employees on maternity or parental leave;
 - If the project is approved as part of the call for the National Recovery Plan aimed at establishing a children's group, we will adapt selected spaces for new use;
 - In cooperation with the Institute of Sociology of the Czech Academy of Sciences, we will conduct a questionnaire regarding the needs of students and employees caring for a dependent person;
 - We will organize the first year of the Award for Contributions to Equal Opportunities at Charles University;
 - We will create an inclusive communication manual focused on gender aspects for a more balanced language and culture of the work environment;
 - We will organize the first round of training on grant schemes focused on the gender dimension of research;
 - We will prepare and adopt a new plan for the period 2025–2027.

(Responsible person: Member of the Rector's Board for Social Affairs and Sustainable Development) (I.13)
- With respect to improving the social conditions for employees and students and their well-being:
 - We will prepare new preventive Health Days and organize informal sporting and cultural networking activities;

- We will propose a system of refunding or waiving the ISIC student card fee for social grant recipients.

(Responsible person: Member of the Rector's Board for Social Affairs and Sustainable Development) (I.13)

- In order to maintain the HR Excellence in Research Award, we will evaluate the current fulfilment of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, prepare a plan for the upcoming period, and undergo the relevant external international evaluation. *(Responsible person: Rector, Bursar, Head of the Rector's Office, Member of the Rector's Board for Strategies, Analyses, and Transfer) (I.14, I.7)*
- We will expand the network of international alumni ambassadors in countries that are strategically important for the university in terms of attracting new students. *(Responsible person: Member of the Rector's Board for Social Affairs and Sustainable Development) (I.15)*

II. INTERNATIONALLY COMPETITIVE RESEARCH

- **We will launch and begin to implement the second cycle for the internal evaluation of research, the basis of which will be self-evaluation reports for the individual research areas of the Cooperatio programme and on-site visits of international members of the Board. We will also use the results of the evaluation to define profile subject areas at Charles University.** *(Responsible person: Vice-Rector for Research) (II.1, II.2, II.3)*
- We will start awarding the Donatio Universitatis Carolinae Chair research support geared to outstanding international senior researchers at Charles University. *(Responsible person: Vice-Rector for Research) (II.1, II.2, II.4)*
- With regard to increasing the quality of evaluation and the effectiveness of financing internal competitions at Charles University, we will connect the databases of projects and evaluators; for the applicants of Charles University Grant Agency projects who were not supported, we will then provide appropriate feedback so that they can improve their proposals and submit them again. *(Responsible person: Vice-Rector for Research) (II.5)*
- For unsupported applications of community projects, we will provide useful feedback together with recommendations for the appropriate next steps and the direction of project activity. *(Responsible person: Vice-Rector for Research, Member of the Rector's Board for Strategies, Analyses, and Transfer) (II.5)*
- We will increasingly promote the ERC at Charles University and expand the offer of online materials and guidance documents for applicants according to current needs and changes in order to facilitate the process of preparing project proposals as much as possible. *(Responsible person: Vice-Rector for Research) (II.6)*
- We will improve university services for open science through the activities of the network of faculty coordinators for Open Access and the establishment of a network of data stewards, the opening of a new lifelong learning course for data stewards, the commissioning of a pilot version of the data institutional repository and based on a study of the feasibility of migrating repositories for open publishing to a higher version of the DSpace system. *(Responsible person: Vice-Rector for Research, Member of the Rector's Board for Developing the Educational Competence of Academic Employees, Member of the Rector's Board for eGovernment and Security) (II.10)*
- We will develop the use of international metadata standards (ONIX, THEMA, BISAC) and continue to expand the number of print-on-demand partners; in the Czech Republic, we will cooperate with the National Library of the Czech Republic on preparation of a national book register. *(Responsible person: Vice-Rector for Academic Qualifications) (II.11)*

III. EDUCATION FOR THE FUTURE AND EDUCATION TOWARDS THE FUTURE

- Based on a pilot study and acquired experiences, we will launch an ongoing evaluation of PhD study programmes. *(Responsible person: Vice-Rector for the Conception and Quality of Educational Activities, Vice-Rector for Education) (III.1)*
- With the aim of supporting inter-faculty studies and streamlining the educational process, including the timely completion of studies, especially within the standard period of study plus one year, the settings of study obligations throughout the entire university will be discussed. The main tool in this regard will be the amendment of the Code of Study and Examination of Charles University, which will modify selected provisions for all faculties or provide an exhaustive list of clearly defined options that will also lead to unifying the internal regulations of the faculties. *(Responsible person: Vice-Rector for Education) (III.1, III.8)*
- In standard study programmes:
 - We will establish new requirements for the internationalization of study programmes taught in Czech in order to increase the readiness of students and graduates to function in an international environment in at least one foreign language;
 - In line with the national standards for professional programmes, we will prepare the relevant university standards (for example, the introduction of specific criteria for assessing the involvement of expert practitioners and the issue of theses);
 - We will codify learning outcomes and university standards for ECTS credit system applications, including preparation of the relevant methodology and corresponding training for faculty employees;
 - We will clarify the requirements for the guarantors of basic theoretical courses for the profiling base and courses for the profiling base of subjects so that they are in accordance with the methodology of the National Accreditation Bureau for Higher Education.

(Responsible person: Vice-Rector for the Conception and Quality of Educational Activities) (III.1)

- We will create technical support for student evaluations of teaching so that in the future it is also based on a common core both in terms of technical requirements (unification of the application used or the output format) and content, thanks to which comparable information will be available on the individual study programmes. *(Responsible person: Vice-Rector for the Conception and Quality of Educational Activities) (III.1)*
- With respect to strengthening the connection between our education and practice:
 - We will evaluate the pilot run of a university-wide career course preparing students for changes in the labour market in the 21st century and possibly expand the course (e.g. a two-semester course or more terms for more students);
 - We will select strategic employers who offer a wide range of employment for our graduates in various fields, and we will approach them with a partnership offer including the option of creating micro-credentials and cooperation at Career Day;

(Member of the Rector's Board for Social Affairs and Sustainable Development) (III.2)

- We will respond to the shortage and high demand for the education of secondary medical personnel and support the creation of an inter-faculty study programme focused on the preparation of teaching professional courses at secondary medical schools. *(Responsible person: Vice-Rector for the Conception and Quality of Educational Activities) (III.3)*
- With respect to modern pedagogical approaches:

- We will focus on supporting instructors and students in blended learning and improving their orientation in e-learning systems for supporting instruction (LMS Moodle, MS Teams, StreamServers), also thanks to a specialized manual;
- We will test and process feedback from the operation of the new system for making available audio/video files created at the university;
- We will expand the university-wide e-learning tools with tools for sharing digitalized objects in medicine and for quantitative analysis.

(Responsible person: Vice-Rector for Education, Member of the Rector's Board for Developing the Educational Competence of Academic Employees) (III.8)

- **Throughout the academic community and in cooperation with Czech and foreign universities, we will look for new ways to use artificial intelligence tools in research, instruction, and modifying assessments, in particular:**

- We will focus on the use of artificial intelligence tools **in the area of academic integrity** (preparation of methodologies, organizing a workshop for sharing experiences in connection with written assessments and their transformation under the influence of AI);
- **We will enrich the existing offer of educational events** with the topic of using artificial intelligence in academic writing;
- **We will ensure the sharing of experience from fields that have been using artificial intelligence for a long time** (e.g. image systems in medicine and those for which the tools are new);
- We will **propose measures, verify their impact**, and incorporate them into rules and directives regulating processes at Charles University or offer them to other universities for use.

(Responsible person: Vice-Rector for Education, Member of the Rector's Board for Developing the Educational Competence of Academic Employees) (III.8, V.4)

- **To increase the chances that students will finish their studies:**

- **We will prepare an analysis of failure in studies at the university, which will serve as a basis for preparing a university concept for increasing study success, the fulfilment of which will lead to a reduction in the occurrence of selected causes of students dropping out of the university;**
- We will involve the Charles University Volunteer Centre in integrating students into the university environment;
- We will evaluate whether the changes in the Carolina Centre website have resulted in greater access of information about support services for disadvantaged students and, if necessary, make further adjustments.

(Responsible person: Vice-Rector for the Conception and Quality of Educational Activities, Vice-Rector for Education, Member of the Rector's Board for Social Affairs and Sustainable Development) (III.9)

- We will carry out a pilot project introducing university studies at secondary vocational schools operating in socially excluded locations and taking into account fields with high social demand (e.g. healthcare). (Responsible person: *Member of the Rector's Board for Social Affairs and Sustainable Development*) (III.9)
- With respect to lifelong learning:
 - Charles University sets the framework for the newly created concept of micro-credentials, especially on the project platform for all Czech public universities NRP Transformation of HEIs (SC C1) in the context of the international 4EU+ alliance and

the EU specifications. We will offer this new, flexible, and high-quality method of education to effectively and sustainably set up-skilling, especially with respect to social interest topics. We will also evaluate the results and feedback from the pilot courses that led to earning micro-credentials, and we will further expand the offer of these courses at Charles University.

- With the aim of increasing awareness about the activities of the Centre for Lifelong Learning, we will develop cooperation and establish joint activities with organizations that focus on secondary school students or the general public (e.g. the Association of Non-Profit Organizations);
- We will prepare proposals for lifelong learning courses focused on the communication and popularization of science or volunteering and active civic participation;
- We will offer lifelong learning courses focused on upskilling and reskilling, primarily via the web pages of the Charles University Alumni Club and at events for graduates;
- We will complete the innovation of the educational part of the Didaktikon Centre exhibition from 2023.

(Responsible person: Vice-Rector for Public Affairs, Member of the Rector's Board for Developing the Educational Competence of Academic Employees, Member of the Rector's Board for Social Affairs and Sustainable Development, Head of the Rector's Office) (III.10)

- We will support the use of electronic information resources by students through the distribution of a new guidebook to the world of electronic information resources at Charles University among instructors and students. *(Responsible person: Member of the Rector's Board for Developing the Educational Competence of Academic Employees) (III.11)*
- Library services for students with specific needs will be extended thanks to the application of an exception to the Copyright Act with the possibility of access to digitalized textbooks in the Kramerius Digital Library of Charles University. *(Responsible person: Member of the Rector's Board for Developing the Educational Competence of Academic Employees) (III.11)*
- We will complete the functional elements of the archival information system necessary for the long-term protection of digital archives and purchase the required hardware. *(Responsible person: Vice-Rector for Academic Qualifications, Member of the Rector's Board for E-governance) (III.12)*

IV. INTERNATIONALIZATION IS A CRITICAL PREREQUISITE FOR QUALITY AND COMPETITIVENESS

- We will prepare a comprehensive strategy for internationalization at Charles University. *(Responsible person: Vice-Rector for International Affairs, Member of the Rector's Board for 4EU+) (IV.1 to IV.10)*
- In the 4EU+ alliance, we will focus on:
 - Preparing rules and methodologies that define the methods and conditions for using distance forms of education, including virtual mobility in all forms of study;
 - Further development of the alliance's e-learning system and its connection to the university's systems;
 - Conceptual development of inter-university studies in the international environment in connection with the results of a project aimed at piloting the European Degree Label;
 - Obtaining follow-up funding from external sources for 4EU+ educational and research activities with an emphasis on community resources;
 - Cooperation in the development of the European Open Science Cloud policies and the sharing of experience with the support of Citizen Science as a part of the alliance;

- While fulfilling the 4EU+ Language Policy, we will focus on the establishment of the SELFEE certification centre, which will support the teaching of alliance languages and increase the chances of bilingual students and academic employees succeeding at universities abroad and at European institutions;

(Responsible person: Vice-Rector for International Affairs, Member of the Rector's Board for 4EU+, Vice-Rector for the Conception and Quality of Educational Activities) (IV.1, IV.4, III.6)

- In a similar manner as with the 4EU+ alliance, we will also develop relations with our leading partners from strategic regions:
 - We will seek to conclude an agreement with the United States Department of Education regarding the *Direct Loan Program*;
 - In the region of Asia, we will strengthen our cooperation with Taiwanese universities (signing contracts with new institutions, launching an international project).

(Responsible person: Vice-Rector for International Affairs) (IV.3)

- We will offer new study preparation programmes in Czech and English. *(Responsible person: Vice-Rector for International Affairs) (IV.4, IV.6, I.7)*
- As part of the support offered by the CU Staff Welcome Centre, we will prepare uniform methodological materials and procedures, thereby unifying the processes relating to the support of international employees at Charles University, and educational seminars dealing with the issue of intercultural communication. *(Responsible person: Member of the Rector's Board for Social Affairs and Sustainable Development) (IV.6)*
- With the goal of supporting interest in mobility:
 - We will increase awareness of all types of exchange programmes among members of the academic community and administrative employees and employees participating in the mobility process, paying particular attention to disadvantaged people;
 - We will increase promotional activities (the university's web pages, the Charles Abroad portal, cooperation with the Erasmus Student Network, participation in international activities to promote inter-university cooperation and mobility);
 - We will announce a pilot financial support programme for the mobility of students with specific needs, which will be a complementary tool to all other types of mobility, and we will establish cooperation with partners in the 4EU+ alliance in order to coordinate and support the mobility of this target group.

(Responsible person: Vice-Rector for International Affairs) (IV.8, IV.1)

- We will create systematic support for strategic research centres at Charles University (in the first phase, Israel and Africa). *(Responsible person: Vice-Rector for International Affairs) (IV.9)*
- In connection with taking over the coordination role in the CENTRAL grouping from the University of Vienna, we will focus on the development of joint research projects, cooperation in the field of education, and the third role of partner universities. *(Responsible person: Vice-Rector for International Affairs, Member of the Rector's Board for 4EU+) (IV.10)*

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

- With respect to protecting rights and creating conditions for a safe, respectful, and non-threatening study, work, and academic environment with equal opportunities, we will focus on the activities of the ombuds of Charles University, we will prudently and effectively deal with cases of inappropriate behaviour and unequal treatment, based on them, introduce systemic measures, and pay proper attention to supporting the

professionalization of employees and services in this area. *(Responsible person: Rector) (V.1)*

- We will focus on a more intensive presentation of the activities of Charles University, its third role as a university, and the Equal Opportunities Strategy, both to the media community and the general public, and our contribution to the fundamental issues relating to the development of education and current social issues; in this respect, we will use the online and printed versions of Forum Magazine, the university's web pages, and social networks in the corresponding language variations. *(Responsible person: Rector, Vice-Rector for Public Affairs) (V.1)*
- With respect to sustainable development:
 - We will evaluate the implementation of the Action Plan for 2023–2024 and prepare a follow-up document for the next two years, in which we will take into account the activities supported under the National Recovery Plan;
 - Through the network of sustainable development coordinators, expert working groups for “Administration and Operation”, student associations, or using the pool of concepts and ideas, we will streamline and strengthen communication and coordination within the university relating to the activities of faculties and other units that are involved in the university-wide efforts in connection with the sustainable development agenda;
 - We will expand waste monitoring to include other commodities and strengthen the prevention, sorting, and further processing of waste;
 - We will expand the range of sustainable and healthy meals and gradually reduce the environmental footprint of the university's catering services;
 - We will follow up on the report on the current status of energy audits throughout the university and its recommendations for further action, and we will publish information on Charles University's carbon footprint for 2022 in the categories Scope 1 and Scope 2;
 - We will create measures/recommendations for the use of more environmentally friendly modes of transportation throughout the university;
 - We will focus on the more sustainable organization of university events;
 - We will intensify the support of study programmes and courses in the area of sustainable development and cooperation with educational media and platforms;
 - We will support the involvement of students in activities linked to the sustainable development agenda, either by announcing another grant call or through student associations and initiatives.

(Responsible person: Member of the Rector's Board for Social Affairs and Sustainable Development, Bursar) (V.2)

- We will use the new promotional logo of Charles University as part of the *corporate identity* system being prepared (marketing with respect to the public or applicants). *(Responsible person: Vice-Rector for Public Affairs) (V.3)*
- Based on the websites nakarlovku.cz and studycharles.cz, we will create a new page for applicants and those interested in lifelong learning. *(Responsible person: Vice-Rector for Public Affairs, Member of the Rector's Board for Social Affairs and Sustainable Development, Member of the Rector's Board for Developing the Educational Competence of Academic Employees) (V.3)*
- In order to support the activities of student associations and activities:

- We will record instructional videos covering topics, such as the establishment of a registered association and the preparation of financial statements, and organize follow-up meetings;
- We will ensure the technical development of the database for registering and managing association activities and update the application for the buddy programme;
- We will introduce a regular column regarding the events of student associations in the newsletter for students.

(Responsible person: Vice-Rector for Public Affairs, Member of the Rector's Board for Social Affairs and Sustainable Development) (V.3, V.5)

- We will create a full-fledged interface and implement other internal communication software components for use throughout the university and provide relevant training for employees. *(V.3, V.5) (Responsible person: Head of the Rector's Office, Vice-Rector for Information Technology)*
- With the aim of improving cooperation inside the university:
 - We will prepare a uniform methodology for the employment of foreign nationals at Charles University, which will facilitate the provision of mandatory contributions abroad;
 - We will organize round tables on the topic of joint degrees and cotutelle and training relating to internships as a part of the study programmes;
 - We will set effective cooperation and a uniform standard for the individual counselling centres;
 - We will organize at least five coordination meetings for the project departments of faculties and two workshops for the finance and HR departments for projects financed from the European Structural and Investment Funds and the National Recovery Plan.

(Responsible person: Vice-Rector for the Conception and Quality of Educational Activities, Member of the Rector's Board for Social Affairs and Sustainable Development, Bursar) (V.5)

- In accordance with the approved schedule, we will fulfil the vision and goals defined in Charles University's Strategy for Intersectoral Cooperation, including modification of the internal rules. *(Responsible person: Member of the Rector's Board for Strategies, Analyses, and Transfer) (II.9, II.10, V.6)*
- **During preparation of the Principles for the Distribution of Contributions and Subsidies at Charles University for 2025, we will focus on the future discussion regarding the distribution of the fixed part of contributions. *(Responsible person: Rector, Bursar, Member of the Rector's Board for Strategies, Analyses, and Transfer) (V.7)***
- With the aim of developing the activities of the Charles University Endowment Fund:
 - We will establish cooperation with experts in the field of fundraising, introduce a database of donors, and announce a donation call aimed at small donors from among graduates;
 - We will strengthen the link between the Alumni Club and the Charles University Endowment Fund, for example, in the form of joint campaigns aimed at small and medium-size donors, the proposal of a joint Customer Relationship Management database or a column in the newsletter.

(Responsible person: Head of the Rector's Office, Member of the Rector's Board for Social Affairs and Sustainable Development) (I.15, V.6)

- We will create a system for identifying and drawing on the innovative potential for Charles University and the city of Prague from among the residents of Campus Hybernská; in order

to support cooperation, we will organize at least four meetings of academic, public, non-profit, or private sector representatives. *(Responsible person: Head of the Rector's Office, Vice-Rector for Public Affairs, Member of the Rector's Board for Strategies, Analyses, and Transfer) (V.10)*

- We will continue the reconstruction of the Na Větrníku, Na Kotli, Praha Hostivař, and Kajetánka I dormitories. *(Responsible person: Vice-Rector for Strategic Cooperation and Development) (V.12)*
- We will launch the construction of mini campuses in Hradec Králové, Albertov and Motol. *(Responsible person: Vice-Rector for Strategic Cooperation and Development) (V.12)*
- We will start the design work on the construction of the sports complex for the Faculty of Physical Education and Sport, and we will start the reconstruction of the buildings of the Faculty of Education in Magdalény Rettigové Street and the reconstruction of premises in Jinonice for the Faculty of Social Sciences. *(Responsible person: Vice-Rector for Strategic Cooperation and Development) (V.12)*
- We will continue the reconstruction of the Faculty of Arts building in Opletalová Street and the Protestant Theological Faculty building in Černá Street. *(Responsible person: Vice-Rector for Strategic Cooperation and Development) (V.12)*
- We will start work on upgrading the system for electronic passporting of the university's property and implementing the BIM system. *(Responsible person: Vice-Rector for Strategic Cooperation and Development) (V.12)*
- **With respect to increasing the computerization of the university:**
 - We will introduce electronic support for the collection, registration, evaluation, and prioritization of the university's activities in the area of information technology in accordance with Charles University's IT Strategy (multi-year management model, planning and implementation of projects); we will also create a process for determining project requirements for information technology as a part of the specifications for projects and activities;
 - **We will prepare and implement a joint process portal (processing of documentation, procedures, processes, methodologies in the form of uniformly described and maintained business models for university agendas);**
 - We will introduce a unified central system for roles providing the possibility of scaling access to data based on the pertinence of the technical and business roles;
 - We will implement a uniform methodology and uniform codes in all operating instances of Charles University's finance system;
 - **We will focus on the development of part of the new modules of the student information system for students and other modules;**
 - We will launch an innovative HR operational module for the evaluation of employees;
 - **We will create a data policy concept, including the systematic provision of specific outputs from the data repository;**
 - With respect to the management information system, we will focus on a unified presentation of outputs and sets of economic data for researchers with an expansion to other university agendas;
 - We will put into operation the basic modules of the signatory infrastructure corresponding to the legal obligations of the university and eGovernment.

(Responsible person: Vice-Rector for Information Technology, Member of the Rector's Board for eGovernment and Security, Bursar) (V.9, V.13, I.10)

- In cooperation with the European Association of Universities (*Institutional Evaluation Programme*), we will carry out an independent, international evaluation of how Charles University fulfils the goals set in its strategic plan. (*Responsible person: Rector, Bursar, Member of the Rector's Board for Strategies, Analyses, and Transfer*) (V.14)