

Strategic Plan of Charles University 2026–2030

CONNECTING THE CENTURIES: SHAPING THE FUTURE SINCE 1348

Where are we headed?

addressing challenges **modernity** *public interest* 2030
research Europe inclusiveness *talent*
sustainability **autonomy** **science** knowledge
credibility *development* *interconnecting disciplines* *diversity* inspiration
tradition **service to society** *scholarship* quality
equal opportunities **openness** elite education
academic freedom *innovation* *excellence* *university life* social responsibility
values critical thinking **international** respect
internationalism *global dialogue* *ethics*
agent of change *vision* **integrity** *solidarity*
collaboration *cultivation of society*
education respect





Education, science, research, and creativity

Graduates employable now and in the future: competence, innovation, and permeability

In addition to the essential **theoretical foundation**, we will continue to reflect on and **anticipate social and technological developments** and promote students' ability to **think creatively, critically, and in broader contexts**. We will offer education to graduates even after they have completed their studies.

- We will create a modern educational environment.
- We will strengthen cooperation with the world of work.
- We will prepare a full range of lifelong learning courses.
- We will open up permeable and flexible pathways between disciplines and education levels.

Relevant, flexible, and sustainable study programmes

We will focus on the overall **interconnectedness** of study programmes, the **relevant workload** of students and teaching staff, and the degree of **internationalisation** within the study programmes.

- We will review the processes of creating, implementing, and evaluating study programmes.
- We will create an environment where feedback is an active part of the educational process.
- We will create a consistently internationalized study environment.

Supporting academic success: Satisfied and confident graduates of Charles University

Every year, Charles University accepts thousands of new students from different backgrounds and with a wide range of academic abilities. Therefore, it must create an environment that allows everyone **to successfully complete their studies** according to their abilities or to obtain qualifications through lifelong learning.

- We will create a network of student and academic tutors.
- We will improve counselling and support services for students.
- We will promote an open, inclusive, and safe learning environment.

Open research environment

We will be a European-level research university that develops **cutting-edge research** across disciplines, that is a strong partner for leading researchers and **international research teams** and projects, and that addresses **current societal challenges**.

- We will improve the environment for innovation, talent development, and international and cross-sector cooperation.
- We will promote the development of profile fields of study and unique specializations.
- We will open up research to society and make data and knowledge accessible.

Young science: To the forefront of science by working with talented individuals

We will strengthen PhD studies and conditions for young researchers so that they are attractive even at the international level, with the aim of promoting the growth of **a new generation of talent**.

- We will create an attractive environment for PhD students to study and conduct research.
- We will systematize support for postdoctoral stays at the best universities abroad.
- We will increase the attractiveness of the university for all those with long-term experience abroad.

Partnership for innovation: Interdisciplinary and intersectoral cooperation

We will strengthen our role in innovation and applied research by systematically connecting the academic sphere with **industry, startups, and the public sector**.

- We will improve cooperation with industry, startups, spin-offs, and the public sector.
- We will use research capacities to address societal and technological challenges.
- We will support innovation and entrepreneurship across the academic community.

The university as a socially responsible authority

Promoting science and open and clear communication as a tool for addressing societal challenges

We will be an active and trustworthy **voice in the public sphere**. Through our research, expert opinions, and open communication, we will engage in solving complex societal problems and **strengthen trust in scientific research** and its results.

- We will actively participate in resolving key societal issues and challenges.
- We will offer expertise for public administration and the media.

Social responsibility, ethics, and fairness

We are well aware of our **responsibility** in addressing global challenges, such as climate change, social inequality, and the impact of new technologies. By 2030, we want to be a climate-neutral, sustainable, and open university. In addition, we emphasize **equal opportunities** and an inclusive environment so that students and employees have **fair conditions** for their growth and development.

- We will integrate environmental, social, and economic sustainability principles.
- We will promote equal opportunities and inclusion and develop advisory services and the activities of ombudspersons.
- We will support vulnerable groups at the university.



Together for the university

Effective management, administration, and cooperation

We will create the conditions for Charles University to remain a **strong public institution**. In addition, we will improve management – we will integrate central and faculty management in a balanced manner and continue to make advances in digitization, financial planning, and process modernization so that they are transparent and less administratively demanding and take advantage of artificial intelligence.

- We will strengthen economic sustainability and efficiency.
- We will create a framework for obtaining additional resources beyond basic funding.
- We will modernize internal processes and reduce the administrative burden.
- We will strengthen internal communication using digital platforms and automation.
- We will prepare and implement a fair and transparent remuneration system.
- We will strengthen the institutional resilience of the university.

Modern physical and virtual academic spaces

We will create modern physical and virtual academic spaces at the university for **students, employees, and the public**.

- We will complete the construction of key mini-campuses and large university campuses.
- We will modernize buildings, sports facilities, and dormitories.
- We will prepare and implement the concept of a “Smart Campus”.
- We will transition to a new student information system and connect the CU’s IT systems.
- We will launch platforms for the use of AI in teaching, research, and advisory services.

A favourable environment for studying, working, and meeting people

We are becoming a place where not only education, but also the professional development and personal **well-being** of students, employees, and graduates are key priorities.

- We will strengthen existing activities relating to resilience, mental health, and well-being.
- We are implementing the European Charter for Researchers.
- We are implementing the principles of a Healthy Campus.
- Campus Hybernská will continue to be a place with a strong community dimension.
- We will seek out co-working opportunities on university campuses and in university buildings.

Building and developing the university community

We will create a strong and interconnected **community across generations**. Relationships with **alumni** are key to maintaining continuity, passing on the university's experience and values, strengthening links between the academic and professional worlds, and contributing to the long-term sustainability and development of the university.

- We will get graduates more involved in university life.
- We will continue to develop the Charles University Endowment Fund as a support tool.

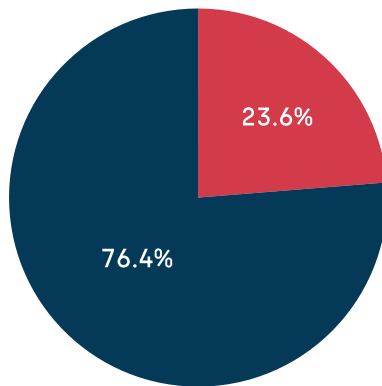
Full version of the Strategic Plan 2026–2030:



? Who we are

A university of international importance

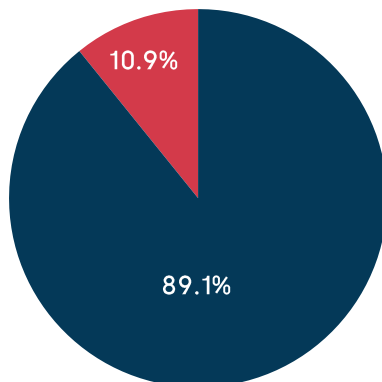
- We are among the top 1.5% of universities in the world according to the QS World University Rankings (2024).
- We have close to 55,000 students, including nearly 13,000 from abroad.



Charles University students

- Students from the Czech Republic (~42,000)
- Students from abroad (~13,000)

- There are almost 6,000 students enrolled in foreign language programmes (English, French, German, Russian).



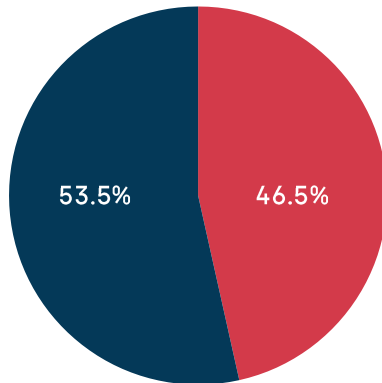
Students in Czech and foreign-language programmes

- Studying in Czech (~49,000)
- Studying in a foreign language (~6,000)

- Nearly 2,000 of our students travel abroad each year as part of the Erasmus+ programme, and around 1,000 students travel abroad each year as part of other programmes.
- Every year, we accept over 2,300 students from abroad under the Erasmus+ programme and over 1,000 students from abroad under other programmes.

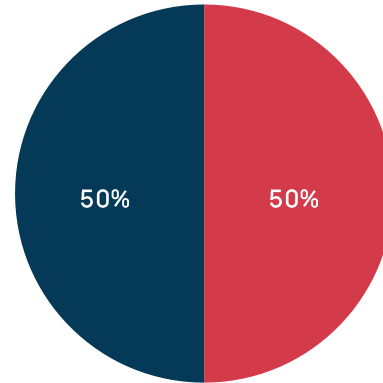
Erasmus+

- Incoming (~2,300)
- Outgoing (~2,000)



Other programmes

- Incoming (~1,000)
- Outgoing (~1,000)



- Under the Erasmus+ programme, we currently have around 3,000 agreements with almost 800 universities.
- We have concluded over 400 inter-university and inter-faculty agreements.
- We are members of the European University Alliance 4EU+, the Coimbra Group, the European University Association, CE7, the European University Foundation, Europaeum, and CENTRAL.
- We offer top-quality education that is competitive worldwide.
- We have over 6,000 PhD students.
- 60%–80% of enrolled students successfully complete bachelor's and master's degree programmes at our university.

- We offer a wide range of study programmes.
- We offer a wide range of lifelong learning courses, from Children's and Junior University to the University of the Third Age.
- We have 14,000 employees, or 9,224 full-time equivalents (FTE) (Annual Financial Report, 2024).

A wide range of research fields

- Charles University is active in more than 150 research fields across the humanities, social sciences, natural sciences, and medical disciplines.
- Excellence is confirmed by ERC and other grants.
- By 2026, Charles University had received a total of 25 ERC grants.
 - 13 ERC Starting
 - 9 ERC Consolidator
 - 1 ERC Advanced
 - 2 ERC Synergy
 - In 2024 alone, seven ERC projects by Charles University researchers were supported (with a total value of approximately CZK 354 million).
 - The success rate of ERC proposals submitted in 2024 reached approximately 29% (significantly above the European average).
 - By 2026, CU had received a total of 23 ERC-CZ grants (a total of approximately CZK 491 million).

International research impact and citations

- Researchers at Charles University regularly publish in the world's most prestigious journals (Nature, Nature Communications, Science Advances, Nature Ecology & Evolution, etc.).

- CU research teams contribute to highly cited publications with an impact factor of over 20–100+.
- CU has long been one of the most cited institutions in central Europe.

Strong involvement in international teams and projects

- Between 2022 and 2026, 103 Horizon Europe projects will be carried out at CU.
- In 2024 alone, 23 new Horizon Europe projects were launched.
- CU acts not only as a partner but also as a coordinator of international consortia.

Development of new research capacities

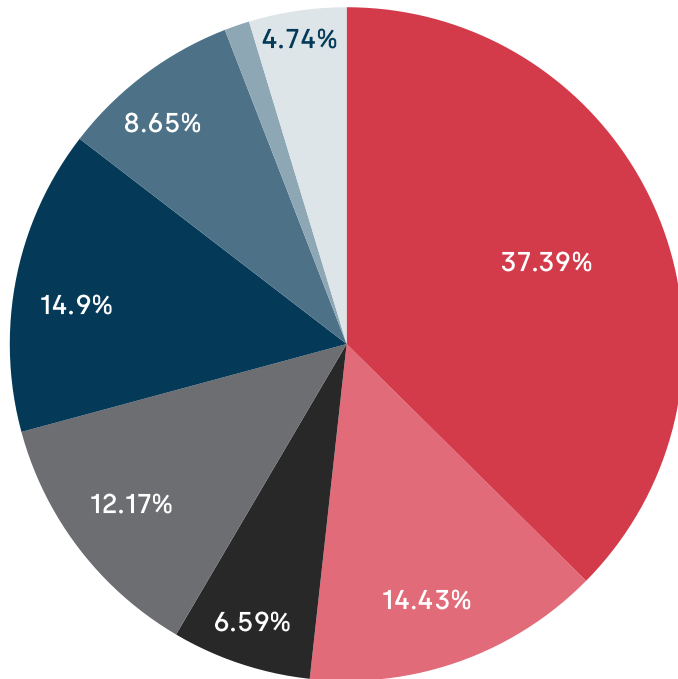
- 2 ERA Chairs obtained in 2023 (social sciences, mathematics/socioeconomic modelling)
- 20 international postdoctoral researchers funded under the MSCA COFUND programme (Charleston)
- Newly built state-of-the-art centres (the Albertov Biocentre, MEPHARED 2, the Motol Campus, and others) and interdisciplinary initiatives (AI, space research, social resilience, biomedicine)

Application of research results in practice

- Dozens of active collaborations with industry and the public sector
- More than 10 university spin-off companies
- Systematic support for technology transfer and networks of innovation scouts

CU sources of funding

2024



- Contributions and subsidies for educational activities (37.39%)
- Institutional contributions for science and research (14.43%)
- Structural funds and public funding from abroad (6.59%)
- Other headings under the state budget (grants) (12.17%)
- Revenue from own services (14.9%)
- Revenue from fees, including lifelong learning (8.65%)
- Knowledge transfer, rentals, donations (1.13%)
- Accommodation and food services (4.74%)

Faculties

- Catholic Theological Faculty
- Protestant Theological Faculty
- Hussite Theological Faculty
- Faculty of Law
- First Faculty of Medicine
- Second Faculty of Medicine
- Third Faculty of Medicine
- Faculty of Medicine in Pilsen
- Faculty of Medicine in Hradec Králové
- Faculty of Pharmacy in Hradec Králové
- Faculty of Arts
- Faculty of Science
- Faculty of Mathematics and Physics
- Faculty of Education
- Faculty of Social Sciences
- Faculty of Physical Education and Sport
- Faculty of Humanities



University institutes

- Institute of the History of Charles University and Archive of Charles University
- Centre for Theoretical Study
- Centre for Economic Research and Graduate Education
- Environment Centre

Other units

- Centre for Knowledge and Technology Transfer
- Institute for Language and Preparatory Studies
- Central Library

Service facilities

- Agency of the Council of Higher Education Institutions
- Dormitories and Refectories
- Karolinum Press
- Premises and Facilities Administration
- Information and Communication Technologies