

# Addendum to the Report

on Internal Quality Evaluation of  
Educational, Creative and Related Activities for

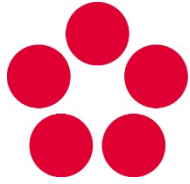
# 2023



Jihočeská univerzita  
v Českých Budějovicích  
University of South Bohemia  
in České Budějovice

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Addendum to the Report on Internal  
Quality Evaluation of Educational,  
Creative and Related Activities for 2023

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The submitted Addendum to the Report on Internal Quality Evaluation of Educational, Creative and Related Activities of the University of South Bohemia in České Budějovice for 2023 was:

- prepared by the USB Internal Evaluation Board,
- discussed by the USB Scientific Board on 10 June 2024,
- approved by the USB Academic Senate on 25 June 2024,
- discussed by the USB Board of Trustees on 26 June 2024.



# CONTENTS

<b>1</b>	<b>INTRODUCTION</b> .....	<b>7</b>
<b>2</b>	<b>INTERNAL QUALITY ASSURANCE SYSTEM</b> .....	<b>9</b>
2.1	Internal regulations, other standards and ordinances for quality assurance and evaluation of educational, creative and related activities.....	9
<b>3</b>	<b>USB INTERNAL EVALUATION BOARD</b> .....	<b>11</b>
3.1	Activities of the USB Internal Evaluation Board .....	11
3.2	Membership of the USB Internal Evaluation Board .....	13
3.3	Administrative management of the remit of the USB Internal Evaluation Board.....	15
<b>4</b>	<b>EVALUATION OF THE QUALITY OF EDUCATIONAL ACTIVITIES</b> .....	<b>19</b>
4.1	Discussions of substantive intents and drafts of degree programmes.....	19
4.2	Discussion of substantial changes in the implementation of accredited degree programmes.....	24
4.3	Discussion of review reports on accredited degree programmes .....	27
4.4	Evaluation of accredited degree programmes in the course of their implementation .....	29
4.5	Evaluation of doctoral degree programmes.....	34
4.6	Internationalisation.....	36
4.7	Feedback mechanisms .....	41
<b>5</b>	<b>EVALUATION OF THE QUALITY OF CREATIVE ACTIVITY</b> .....	<b>44</b>
5.1	External evaluation of science and research.....	44
5.2	International boards .....	46
5.3	Implementation of the Human Resources Strategy For Researchers (HRS4R).....	48
5.4	International university rankings.....	48
5.5	Internal evaluation of science and research.....	57
5.6	Evaluation of faculties .....	62
<b>6</b>	<b>EVALUATION OF THE QUALITY OF RELATED ACTIVITIES</b> .....	<b>67</b>
6.1	Evaluation of other constituent parts and USB units .....	67
6.2	Evaluation of lifelong learning .....	72
6.3	Strategic management and project support.....	73
6.4	Social responsibility .....	75
6.5	Human resources.....	77
6.6	Information technology.....	81
6.7	Libraries and electronic resources .....	83
6.8	Information, counselling and support services .....	87
6.9	Funding.....	91
6.10	Infrastructure and material resources.....	92
6.11	University sport and leisure activities .....	94
6.12	Communication and promotion of the University .....	95

**7 CONCLUSION .....97**  
**8 ABBREVIATIONS AND ACRONYMS ..... 101**  
**9 ANNEXES ..... 106**



# 1 INTRODUCTION

The University of South Bohemia in České Budějovice (hereinafter referred to as 'USB') is oriented towards the scientific, cultural, social and economic development of society as a top centre of education, independent knowledge and creative activity and its activities fulfil the mission of a university higher education institution according to Section 1 of Act No 111/1998, on higher education and amendment and supplementation of other acts (Higher Education Act), as amended: it develops education, supports independent knowledge and creative activity in research and development and actively fulfils its social responsibility in the cultural, economic, social and environmental fields.

As a research organisation, **USB's main mission** is to independently conduct basic and applied research or experimental development and to publicly disseminate the results of these activities through teaching, publications or knowledge transfer. Educational and related scientific and research, development and innovation, artistic and other creative activities are developed at USB in natural sciences, agriculture, humanities, social sciences and health sciences at an international level. In addition to educational and creative activities, USB also carries out complementary activities to help fulfil the USB mission. USB's vision and values are built on these foundations.

**The USB vision** is to be:

- a sought-after, friendly university with a motivating learning and working environment,
- a competitive university on a European and global scale,
- a university with an unmistakable identity that benefits the city and the region,
- an academic institution supporting students and staff.

**USB values:**

- **Professionalism** – USB relies on highly qualified and competent staff in all areas of its operations.
- **Ambition** – USB is a responsive institution and sets high goals in all areas of its activities.
- **Responsibility** – USB is committed to social responsibility and the principles of sustainable living.
- **Integration** – USB connects internal and external partners and is a free environment for the expression and implementation of their ideas.
- **Openness** – USB is committed to the principles of democracy and freedom and is open to accepting and sharing new ideas and approaches, as well as forging new partnerships.
- **Internationalization** – USB relies on international cooperation to achieve its mission.

**To support its activities, USB creates and provides:**

- working and learning conditions corresponding to its financial, material and spatial possibilities,
- information services, library collections and access to them, access to electronic information and information technologies, editorial services, counselling services and other services for students related to their studies,
- conditions for sports and cultural activities related to the fulfilment of the USB mission, including support for the activities of clubs and societies that bring together members of the USB academic community whose activities help to fulfil the USB mission,
- social conditions, including student accommodation and catering for students and staff in its own purpose-built facilities,
- conditions for creating and maintaining relationships with alumni.

Quality assurance and its evaluation is considered one of the basic tools of USB management, in accordance with the USB Strategic Plan for Educational and Scientific, Research, Development and Innovation, Artistic or Other Creative Activities (hereinafter referred to as the 'USB Strategic Plan') and the annual Implementation Plan of the USB Strategic Plans.

In accordance with the requirements of Section 77b(3)(b) of the Higher Education Act, the USB Internal Evaluation Board (hereinafter referred to as the 'IEB USB') prepared the second five-year Report on the Internal Evaluation of the Quality of USB Educational, Creative and Related Activities (hereinafter referred to as the 'Report') in 2023, which retrospectively summarized the most important quality outputs of USB in the individual monitored areas from 2018, when USB was granted institutional accreditation, until the end of 2022 with partial overlaps until the beginning of 2023, as well as measures taken to address any identified shortcomings.

The format of this Report was discussed within the USB and the IEB USB management, which also resulted in a structure and content that responded primarily to those circumstances of the internal evaluation that are not specified in detail in the USB Annual Activity Report. Both the USB management and the IEB USB consider these documents to be complementary, mutually supplementing. Therefore, in some areas the Report referred to the USB Annual Activity Report or the USB Annual Management Report, in particular in terms of financial resources, the economic use of which is a major focus of the USB management and the USB Academic Senate. The structure of the submitted Report and the same approach will be followed for the various annual addenda to this Report, i.e. not only the currently submitted 2023 addendum, but also future addenda for 2024 through 2026.

The addendum for 2023 comments mainly on changes in the setup of the USB internal quality assurance system, especially with regard to the implementation of recommendations resulting from external evaluations carried out at USB in recent years (mainly external evaluations of the USB educational, creative and related activities carried out by the National Accreditation Bureau for Higher Education, external evaluations of science and research carried out by the International Evaluation Panel and evaluations carried out within the framework of the first meeting of the USB International Board). Much attention is also paid to the description of the new system of internal evaluation of degree programmes, faculties and constituent parts of USB, which was first applied in 2023, the summary of the experience and the main findings of the evaluations carried out so far, the description of the already implemented or planned changes in the set-up of this system, including its connection to the USB accreditation system. Attention is also paid to the activities and functioning of the IEB USB, including a description of the new remits that the IEB USB has started to address for the first time in 2023, as well as a description of the main activities, measures and innovations implemented in the field of quality assessment of the USB educational, creative and related activities in 2023 with partial overlaps to the beginning of 2024.

## 2 INTERNAL QUALITY ASSURANCE SYSTEM

### 2.1 Internal regulations, other standards and ordinances for quality assurance and evaluation of educational, creative and related activities

During the year 2023, some regulations that have a direct or indirect impact on the overall setting and functioning of the internal system of quality assurance of educational, creative and related activities and internal quality assessment of educational, creative and related activities of USB (hereinafter referred to as the 'internal system of quality assurance and assessment') were created or significantly innovated. These are mainly the University's internal regulations and the Rector's ordinances. Some of them are described in more detail in the relevant chapters of this addendum, but for the sake of clarity, a recapitulation is given here. Where these regulations have been updated repeatedly during 2023, only the most recent version in force is given here. Their common denominator is an effort to define, describe and develop the USB internal quality assurance and assessment system, its various processes, tools and elements in line with the USB mission. The basic principle of the development of the USB internal quality assurance and evaluation system is a coordinated and cross-cutting approach, seeking common and uniform solutions and tools for USB.

The overview of university regulations issued in 2023 is also supplemented by selected strategic and other materials in the field of quality assurance and assessment that were developed or approved during 2023. In addition to the USB Internal Quality Assessment Report on the USB's educational, creative and related activities and the annual supplements to this Report, the USB's quality assessment is also reflected in balance sheet documents, annual activity reports and annual management reports, and, as appropriate, in the strategic documents of the faculties and the annual activity and management reports of the faculties.

*Overview of the main regulations, ordinances, strategic and other materials created or updated in 2023*

Name of document	Link
<b>Internal regulations<sup>1</sup></b>	
USB Statutes (registered by MEYS on 7 November 2023, effective from the date of publication in the public section of the USB website on 30 November 2023)	<a href="#">ONLINE</a>
USB Wage Regulations (registered by MEYS on 6 November 2023, effective 1 January 2024)	<a href="#">ONLINE</a>
Regulations of the Habilitation Procedure and the Procedure for Appointment as Professor at USB (registered by MEYS on 28 November 2023, effective from the date of publication in the public section of the USB website on 30 November 2023)	<a href="#">ONLINE</a>
<b>Rector's ordinances<sup>2</sup></b>	
Rector's ordinance on the lowest level of guaranteed salary (R 541 of 28 December 2023)	<a href="#">ONLINE</a>
Rector's ordinance issuing the Organisational Regulations of the USB Rectorate (R 537 of 11 December 2023)	<a href="#">ONLINE</a>
USB Internal Audit Statutes (R 536 of 11 December 2023)	<a href="#">ONLINE</a>
Rector's ordinance on the implementation of the internal control system (R 535 of 11 December 2023)	<a href="#">ONLINE</a>

<sup>1</sup> An overview of all applicable USB internal regulations is available at: <https://www.jcu.cz/cz/univerzita/dokumenty/vnitri-predpisy-ju>

<sup>2</sup> An overview of all valid Rector's ordinances including their annexes is available at: <https://www.jcu.cz/cz/univerzita/dokumenty/opatreni-rektora/platna-opatreni>

Name of document	Link
Rector's ordinance regulating the procedure for submitting an application for extension of the validity of DP accreditation and an application for granting and extending the validity of DP accreditation for the completion of existing students (R 534 of 11 December 2023)	<a href="#">ONLINE</a>
Rector's ordinance regulating the internal quality assessment of degree programmes and USB constituent parts (R 533 of 11 December 2023)	<a href="#">ONLINE</a>
Rector's ordinance issuing the USB Employment Regulations (R 531 of 29 September 2023)	<a href="#">ONLINE</a>
Rector's ordinance on the performance of work by USB employees outside the employer's facilities – homeworking (R 530 of 29 September 2023)	<a href="#">ONLINE</a>
Rector's ordinance on the internal notification system (R 529 of 19 September 2023)	<a href="#">ONLINE</a>
Methodological Guideline to Amendment No 2 to the USB Rector's Decision on the Establishment of the USB Ethics Committee (R 253 of 6 September 2023; R 253 is the number of the original USB Rector's Decision on the Establishment of the USB Ethics Committee)	<a href="#">ONLINE</a>
Amendment No 2 to the USB Rector's Decision on the Establishment of the USB Ethics Committee (R 253 of 6 September 2023; R 253 is the number of the original USB Rector's Decision on the Establishment of the USB Ethics Committee)	<a href="#">ONLINE</a>
Rector's ordinances on occupational health and safety inspections in 2023 (R 528 of 6 September 2023)	<a href="#">ONLINE</a>
Rector's ordinance setting out the USB Grant Agency's principles for projects starting in 2024 (R 527 of 22 August 2023)	<a href="#">ONLINE</a>
Rector's ordinance initiating the procedure for awarding USB Grant Agency projects for 2024 (R 526 of 22 August 2023)	<a href="#">ONLINE</a>
Rector's ordinance laying down rules for the award of honorary degrees, honorary titles, commemorative medals and scientific and pedagogical awards USB (R 524 of 30 June 2023)	<a href="#">ONLINE</a>
Rector's ordinance on the scope of powers delegated to the Bursar (R 523 of 16 June 2023)	<a href="#">ONLINE</a>
USB Rector's ordinance on providing cyber security training for students (R 522 of 1 June 2023)	<a href="#">ONLINE</a>
<b>Strategic and other materials</b>	
USB Implementation Plan for the USB Strategic Plan in 2023 + USB Investment Activities Plan 2023 (approved or discussed by the last required board on 19 October 2022)	<a href="#">ONLINE</a>
USB Implementation Plan for the USB Strategic Plan in 2024 + USB Investment Plan for 2024 (approved or discussed by the last required board on 1 November 2023)	<a href="#">ONLINE</a>
Report on the internal evaluation of the quality of educational, creative and related activities of USB for the period 20218–2022 (approved or discussed by the last required Board on 21 June 2023)	<a href="#">ONLINE</a>
USB Annual Activity Report 2022 (approved or discussed by the last required board on 21 June 2023)	<a href="#">ONLINE</a>
USB Annual Management Report 2022 (approved or discussed by the last required board on 21 June 2023)	<a href="#">ONLINE</a>
Addendum No 1 to the USB Collective Agreement 2021–2024 (concluded on 31 January 2023)	<a href="#">ONLINE</a>

## 3 USB INTERNAL EVALUATION BOARD

### 3.1 Activities of the USB Internal Evaluation Board

Since its establishment in June 2017, the IEB USB has been meeting regularly almost every month (except for summer and academic holidays). This was also the case in 2023, with a total of 7 regular IEB USB meetings and 1 per rollam vote.

#### *Overview of IEB USB ordinary sessions in 2023*

<b>IEB USB meeting</b>	<b>Date</b>
45th IEB USB meeting (hybrid)	7. 2. 2023
46th IEB USB meeting (in person)	14. 3. 2023
47th IEB USB meeting (in person)	2. 5. 2023
48th IEB USB meeting (in person)	13. 6. 2023
49th IEB USB meeting (in person)	17. 10. 2023
50th IEB USB meeting (in person)	21. 11. 2023
51st IEB USB meeting (hybrid)	12. 12. 2023

#### *Overview of the IEB USB per rollam vote in 2023*

<b>IEB USB per rollam voting</b>	<b>Deadline</b>
6th IEB USB per rollam vote	30. 12. 2022 – 9. 1. 2023

IEB USB meetings are usually held in person, or hybrid or fully online, while fully online IEB USB meetings in the past took place mainly due to the adverse epidemiological conditions related to the Covid-19 pandemic. Currently, in-person meetings are preferred, with the hybrid form used only in the case of increased number illnesses among IEB USB members or for other serious reasons. In 2023, the hybrid form was used on two occasions (45th and 51st meetings), the other meetings were held in person. IEB USB meetings are held in the USB Rectorate meeting room (Branišovská 31a, door No 03 003), which is equipped with high-quality computer and audiovisual equipment. The dates of the IEB USB meetings are always set six months in advance and published on the IEB USB website.

In addition to the standard remits that the IEB USB has been dealing with since its establishment, in 2023 it also started to deal with some new remits. These include the assessment of substantive proposals and subsequently proposals (full accreditation applications) for USB degree programmes that were originally accredited for 5 years and needed to start the process of 're-accreditation' in 2023. In addition, the planned internal quality assessment of the first degree programmes in the process of their accreditation, the internal evaluation of the faculties and the internal evaluation of other USB constituent parts and other units were also initiated in 2023, in accordance with the relevant Rector's ordinance.

In 2023, the IEB USB specifically addressed the following activities:

- It discussed 13 substantive proposals for applications for accreditation of degree programmes – of this number, the IEB USB approved 6 substantive proposals (without reservations) and approved 7 with reservations (see **Annexe 1**).
- It discussed 4 substantive proposals of applications for extension of accreditation of degree programmes – the IEB USB approved all submitted substantive proposals (see **Annexe 2**).
- It discussed 6 proposals (full accreditation applications) of degree programmes submitted within the framework of institutional accreditation – the IEB USB approved all submitted proposals, in the case of one degree programme it formulated requirements for the submission of an audit report (see **Annexe 3**).

- It discussed 5 proposals for extending the validity of accreditation of degree programmes (full accreditation applications) submitted within the framework of institutional accreditation – the IEB USB approved all submitted proposals, two of them after their completion and resubmission for consideration (see **Annexe 4**).
- It discussed 7 proposals (full accreditation applications) of degree programmes subsequently submitted for NAB consideration under the so-called programme accreditation – the IEB USB approved all submitted proposals, one of them after its completion and resubmission for consideration (see **Annexe 5**).
- It discussed 1 proposal for extension of the validity of accreditation of a degree programme (full accreditation application) submitted to NAB for consideration under the so-called programme accreditation – the IEB USB approved the submitted proposal (see **Annexe 6**).
- It discussed 7 proposals to change the guarantors of ongoing degree programmes / fields of study (i.e. degree programmes / fields of study accredited before 1 September 2016, i.e. before the amendment to the Higher Education Act) – the IEB USB approved all submitted proposals (see **Annexe 8**).
- It discussed 7 proposals to change the guarantors of newly accredited degree programmes (i.e. degree programmes accredited after 1 September 2016) – the IEB USB approved all submitted proposals (see **Annexe 8**).
- It discussed 8 proposals for making other substantial changes in the implementation of accredited degree programmes (i.e. changes other than changes in the guarantors of degree programmes) – the IEB USB approved all the submitted proposals (see **Annexe 9**).
- It discussed the audit reports of 2 degree programmes accredited under institutional accreditation – the IEB USB approved both submitted audit reports (see **Annexe 10**).
- It carried out an evaluation of 191 ending degree programmes, i.e. degree programmes/fields of study accredited before 1 September 2016 (see **Annexe 13** and **Annexe 14**).
- It evaluated 16 degree programmes in the process of their accreditation, i.e. degree programmes accredited after 1 September 2016 (see **Annexe 15**).
- It discussed the audit reports for 3 areas of education (Philosophy, Religious Studies and Theology, Historical Sciences and Social Work). Submission of these reports was requested by the IEB USB at the time of approval of the above mentioned degree programmes under the current institutional accreditation.
- It has prepared and approved the second five-year Report on the Internal Evaluation of the Quality of USB's Educational, Creative and Related Activities (Report 2018–2022).
- It approved the USB Faculty of Science Internal Evaluation Report for the period 2018–2022.
- It approved the Report on the internal evaluation of other USB constituent parts and units for the period 2018–2022.

A complete summary of all requests, proposals, materials, and other important issues or matters discussed by the IEB USB in 2023 is provided in **Annexe 16**. Included in the summary is information on key topics that were discussed (often repeatedly) within the IEB USB and items of an informative nature that had a significant impact on the activities and operations of the IEB USB or the University as a whole. Where the IEB USB has returned to certain items repeatedly during its deliberations, these items are also mentioned repeatedly in the above summary, in the context of the relevant the IEB USB meeting at which these items were discussed. On the other hand, the above overview does not include information on the discussion of substantive proposals of applications for accreditation of degree programmes and substantive proposals of applications for extension of the validity of accreditation of degree programmes, proposals for degree programmes (full accreditation applications) and proposals for extension of the validity of accreditation of degree programmes, proposals for changes in the guarantors of expiring degree programmes (fields of study) and guarantors of newly accredited degree programmes, proposals for making other substantial changes in the implementation of accredited degree programmes, information on the discussion of audit reports of degree programmes approved by the USB IEB within the framework of valid institutional accreditation and information on internal evaluation of degree programmes during their accreditation (accredited after 1 September 2016). This information is provided separately in the relevant sections of this Addendum.

Basic information on the mission, scope and staffing of the IEB USB is available on the IEB USB website.<sup>3</sup> The dates and agendas of IEB USB meetings and brief reports summarising the most important outcomes of each meeting, the so-called public reports, are also published there on an ongoing basis. With these reports, USB fulfils its information obligation.

## 3.2 Membership of the USB Internal Evaluation Board

The IEB USB has 21 members, its Chair is the Rector, the Vice-Chair is appointed and dismissed by the Rector from among USB academic staff who are USB professors or associate professors. If this condition is met by the Vice-Rector, whose competence includes the area of internal quality assessment, the Vice-Rector is appointed as Vice-Chair of the IEB USB. The chair of the USB Academic Senate is a member of the IEB USB. The Vice-Chair and the other members of the IEB USB shall be appointed and removed by the Rector, with the prior approval of the USB Academic Senate, with one-third of the members appointed at the discretion of the Rector, one-third by the USB Academic Senate, and one-third by the USB Scientific Board. One of the members of the IEB USB shall always be appointed from among the students, from candidates nominated by the USB Academic Senate, with the understanding that the student representative on the IEB USB must always be a USB student. The other members of the IEB USB need not be USB employees, with the exception of the IEB USB Chair and Vice-Chair and the USB Academic Senate Chair.

The IEB USB is structured to include experts in all areas in which USB has received institutional accreditation. It is an unwritten policy that each faculty is represented by at least one member among the IEB USB members, but otherwise there is no emphasis on parity or numerical balance among the various faculty members, since the IEB USB is not intended to be an 'arena' for faculties, but a board pursuing the strategic goals of the University as a whole. The IEB USB also includes external members (with respect to academic and professional programs).

In 2023, several personnel changes occurred in the IEB USB, primarily due to the expiration of the six-year terms of several IEB USB members, as well as a change in the USB Academic Senate Chair. The nominations for IEB USB members submitted by the USB Academic Senate, the USB Scientific Board, and the USB Rector took into account, among other things, the opinion of the rapporteur of the main evaluation committee for the review of the USB application for institutional accreditation, which recommended, that the IEB USB de-emphasize the aspect of faculty leadership representation in favour of constructing the IEB USB as a professional, fully autonomous, self-governing academic body, and the recommendation of the NAB External Evaluation Committee on the selection of candidates for membership on the IEB USB.<sup>4</sup>

On the basis of these recommendations, a condition was imposed by the USB that a USB academic who holds the position of Vice-Rector (except for the Vice-Chair of the IEB USB), Dean or Vice-Dean of a faculty

<sup>3</sup> <https://www.jcu.cz/cz/univerzita/organy/rada-pro-vnitri-hodnoceni-ju>

<sup>4</sup> Based on the evaluation conducted, the NAB USB External Evaluation Committee formulated the following findings in relation to the IEB USB that should be addressed by USB management:

- Composition of the IEB USB: It can be perceived as problematic that the IEB USB – despite the positive changes that have taken place since the granting of institutional accreditation – features a significant number of functionaries, vice-deans, heads of institutes, heads of departments, etc. The appointment of only two external members of the IEB USB seems to be insufficient, not only because of the wide range of areas covered by USB, and therefore these external members cannot cover them sufficiently professionally, but also because of the lack of representation from other universities (it is common practice for IEB members to be representatives of other HEIs). There is a marked dominance of executive management considerations over aspects of relatively independent evaluation, feedback and quality control. This problem is underlined by the composition of the IEB USB evaluation committees that assess individual degree programmes. These are composed of USB academics. The evaluation committee noted that although the rules provide for the use of external evaluators to assess applications for approval of degree programmes, this option is not used to any significant extent at USB.
- There is a lack of feedback and control by independent experts outside the University. The committee recommends that such experts should either be more represented on the IEB USB or be involved as experts in working groups as a standard practice. External experts should be more involved in the evaluation of individual degree programme proposals and in the development of the IEB USB opinion.



at the time of the intended appointment as a member of the IEB USB cannot be appointed as a member of the IEB USB. However, if he/she begins to hold this position after his/her appointment as a member of the IEB USB, the concurrence of these positions shall not be considered grounds for resignation from membership on the IEB USB. This decision was applied for the first time in 2021, when the planned renewal of a part of the IEB USB took place, and was also respected in the nominations for 2023, when the number of external members of the IEB USB was also increased from the original two to the current three.

*Composition of the IEB USB as of 31.12.2023, indicating the personnel changes made in 2023 (for the sake of clarity, former IEB USB members are marked in grey)*

<b>Chair</b>	
prof. PhDr. Bohumil Jiroušek, Dr.	USB Rector
<b>Vice-Chair</b>	
prof. Tomáš Machula, Ph.D., Th.D.	USB Vice-Rector for Internal Evaluation
<b>Chair of the USB Academic Senate<sup>5</sup></b>	
JUDr. Rudolf Hrubý (until 24 November 2023)	USB Faculty of Economics
PhDr. Petr Dvořák, Ph.D. (from 6 December 2023)	USB Faculty of Education
<b>Student representative<sup>6</sup></b>	
Ing. Pavel Franta (until 6 June 2023)	USB Faculty of Fisheries and Protection of Waters
Ing. Michaela Hana Votruba (from 7 June 2023)	USB Faculty of Agriculture and Technology
<b>Internal members<sup>7</sup></b>	
doc. RNDr. Petr Bartoš, Ph.D. (until 6 June 2023)	USB Faculty of Agriculture and Technology
prof. Ing. Vladislav Čurn, Ph.D.	USB Faculty of Agriculture and Technology
doc. Ing. Ivana Faltová Leitmanová, CSc.	USB Faculty of Economics
doc. Ing. Milan Jílek, Ph.D.	USB Faculty of Economics
prof. RNDr. Jan Kaštovský, Ph.D. (until 6 June 2023)	USB Faculty of Science
doc. RNDr. Šárka Klementová, CSc.	USB Faculty of Science
doc. Ing. Martin Kocour, Ph.D. (until 6 June 2023)	USB Faculty of Fisheries and Protection of Waters
prof. Mgr. Ivana Kutá Smatanová, Ph.D. (from 7 June 2023)	USB Faculty of Science
doc. Mgr. Lenka Martínková, Ph.D.	USB Faculty of Arts
prof. PaedDr. Vladimír Papoušek, CSc.	USB Faculty of Arts
doc. Ing. Martin Pšenička, Ph.D.	USB Faculty of Fisheries and Protection of Waters

<sup>5</sup> On 24 November 2023, the USB Academic Senate Chair, JUDr. Rudolf Hrubý, automatically ceased to be a member of the IEB USB due to the fact that the USB Academic Senate elected for the 2020–2023 term of office ceased its activities on that date. On 5 December 2023, at the constituent meeting of the newly elected USB Academic Senate, Petr Dvořák, PhD, was elected as the new Chair of the USB Academic Senate, who was subsequently appointed as a member of the IEB USB with effect from 6 December 2023.

<sup>6</sup> On 6 June 2023 the term of office in the IEB USB student representative Ing. Pavel Frant. The new student representative in the IEB USB was appointed as of 7 June 2023 Ing. Michaela Hana Votruba.

<sup>7</sup> As of 6 June 2023, the term of office of five internal members of the IEB USB (doc. RNDr. Petr Bartoš, Ph.D.; prof. RNDr. Jan Kaštovský, Ph.D.; doc. Ing. Martin Kocour, Ph.D.; doc. Jakub Sirovátka, Dr. phil.; prof. RNDr. Vítězslav Straňák, Ph.D.) ended. To the position vacated by doc. RNDr. Petr Bartoš, Ph.D., doc. Ing. Pavel Smetana, Ph.D. was appointed for a six-year term of, and to the position vacated by prof. RNDr. Jan Kaštovský, Ph.D., prof. Mgr. Ivana Kutá Smatanová, Ph.D. was appointed on the same date and for the same term in office. On the same date, doc. Jakub Sirovátka, Dr. phil., and prof. RNDr. Vítězslav Straňák, Ph.D. were appointed for their new term in office on the IEB USB.



doc. Jakub Sirovátka, Dr. phil. (until 6 June 2023, then from 7 June 2023)	USB Faculty of Theology
doc. Ing. Pavel Smetana, Ph.D. (from 7 June 2023)	USB Faculty of Agriculture and Technology
prof. RNDr. Vítězslav Straňák, Ph.D. (until 6 June 2023, then from 7 June 2023)	USB Faculty of Science
prof. PaedDr. Iva Stuchlíková, CSc.	USB Faculty of Education
prof. PhDr. Valérie Tóthová, Ph.D.	USB Faculty of Health and Social Sciences
doc. Mgr. et Mgr. Jitka Vacková, Ph.D.	USB Faculty of Health and Social Sciences
<b>External members<sup>8</sup></b>	
Ing. Vladimír Jandík	Czech National Bank, České Budějovice branch (former director)
doc. RNDr. Stanislav Kozubek, DrSc. (from 7 June 2023 to 6 February 2024)	Institute of Biophysics CAS, v. v. i., Brno
prof. RNDr. Ivo Šauman, Ph.D.	Biology Centre CAS, v. v. i., České Budějovice

### 3.3 Administrative management of the remit of the USB Internal Evaluation Board

Administrative, material and technical support for the IEB USB activities is provided by the USB Rectorate, or the Rectorate Internal Evaluation Office. It is headed by the Vice-Rector for Internal Evaluation, who is also the Vice-Chair of the IEB USB. The administrative remit of the IEB USB is handled by the Secretary of the IEB USB, who is one of the two employees of the Rectorate's Internal Evaluation Office.

No staff changes were implemented within this office during 2023. The person charged to discharge the office of the IEB USB Secretary is appointed by the Rector from among the USB staff in consultation with the IEB USB Vice-Chair. The Secretary is not a member of the IEB USB but is entitled to attend IEB USB meetings.

Costs related to the IEB USB activities are covered by the budget of the Rectorate's Internal Evaluation Office and by internal projects submitted and administered annually by the Rectorate's Internal Evaluation Office. These projects cover not only material costs related to the activities of the IEB USB, but also part of the salary costs of the IEB USB Secretary, remuneration for IEB USB members, remuneration for external evaluators and remuneration for faculty quality coordinators and other rectorate and faculty collaborators involved in the development of the internal quality assurance and evaluation system.

During the summer holidays of 2023, the repository of the background materials and the entire IEB USB archive was moved from the old USB website to the MS Teams environment. The new repository has been prepared to respect the structure of the original repository running on the old USB website as much as possible, making it as simple and intuitive to work with as possible, while of course respecting all the limitations associated with the use of MS Teams. The new repository is regularly used to upload background material not only for regular meetings but also for per rollam voting. Also available here are the background materials for the individual IEB USB Review Panels, including information on the staffing of these panels, an archive of all materials discussed (both within individual IEB USB Evaluation

<sup>8</sup> As of 6 June 2023, the term of office of doc. Ing. Martin Kocour, Ph.D., who was an internal member of the IEB USB, ended. In order to expand the number of external members of the IEB USB, doc. RNDr. Stanislav Kozubek, DrSc., who holds a permanent position at the Institute of Biophysics CAS in Brno, was appointed to the open position with effect from 7 June 2023. Doc. Stanislav Kozubek has resigned from the USB IEB for health reasons effective 7 February 2024.

Committees and within the IEB USB as a whole), minutes of all regular IEB USB meetings,<sup>9</sup> dates of scheduled meetings, and an overview of the terms of office of the IEB USB members.

The transfer of the repository of supporting materials and the entire IEB USB archive to MS Teams represents a positive shift, especially in terms of access permission management, the possibility of connecting to other repositories (teams) within MS Teams or in terms of backup of uploaded data. IEB USB members, for example, get the option to connect from the IEB USB repository directly to faculty repositories (also available within MS Teams), which were created by the Rectorate's Internal Evaluation Office for the purpose of recording complete accreditation files of all degree programmes accredited after the amendment to the Higher Education Act (accredited under institutional accreditation and NAB programme accreditation) and for the purpose of recording so-called substantial changes made within these accredited degree programmes. Each member of the IEB USB has access to the new repository on the basis of their own login data, which are identical to those used for logging into the USB network or the IS STAG system. In the case of external IEB USB members who have no employment relationship with USB, the login details have been newly generated and sent to these members by email. These newly generated login details can be changed at any time.

On the basis of Rector's Ordinance R 504 on the registration of members of USB bodies, all members of the IEB USB are now obligatorily registered in the USB organisational structure. The registration of members of USB collective bodies in the USB organisational structure is carried out by the staff of the USB Rectorate's personnel offices or individual USB units; in the case of IEB USB members, the request for registration or deletion of an IEB USB member from the electronic register is submitted by the IEB USB Secretary. Once an IEB USB member has been registered in the system for registering the organisational structure, the IEB USB member gains access not only to the repository of supporting materials and the IEB USB archive within MS Teams, but also to the repository of complete accreditation files of accredited degree programmes and to the register of so-called substantial changes made within these programmes.

The management of the repository of supporting materials and the entire IEB USB archive within MS Teams, the repository of complete accreditation files of accredited degree programmes, the records of all accredited degree programmes and the electronic records of so-called substantial changes made within these programmes are managed by the Rectorate's Internal Evaluation Office, which also manages the IEB USB website.

In connection with the new remits that the IEB USB started to deal with in 2023 (in particular internal evaluation of degree programmes during their accreditation and extension of the validity of the existing accreditation of degree programmes), new forms were prepared by the Rectorate's Internal Evaluation Office for use both within the IEB USB plenary and within individual IEB USB Evaluation Committees. In parallel, the forms for all other IEB USB agendas were also upgraded. In order to reduce the administrative burden of the IEB USB Evaluation Committees, the basic identification data of the evaluated degree programmes are being pre-populated by the IEB USB Secretary in all evaluation forms from mid-2023 onwards, so that the members of the Evaluation Committees can fully concentrate on the actual substantive assessment of the submitted materials.

In 2023, USB joined the CDP project 'IEB – PDO: Internal Evaluation Boards – Practice, Development and Organisation' as a co-host university. Analysis of current practices and further development of the work of internal evaluation boards.' The aim of this project, in which a total of 15 universities from the Czech Republic cooperated and which was coordinated by Charles University, was to support the development of the work of internal evaluation boards as one of the key bodies within Czech universities involved in their decision-making and strategic direction, as well as in the overall development of a quality culture within the institution.

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<sup>9</sup> The minutes of the IEB USB meetings are closed to the public and are available in full to IEB USB members only. IEB USB members are always informed of the results of the per roll call vote by e-mail after the respective vote has been completed, and a recapitulation of the vote is also included in the minutes of the next regular IEB USB meeting held after the electronic voting deadline. Separate minutes of the IEB USB per rollam vote are not prepared.

Within the framework of the CDP project, an extensive input questionnaire (taking into account both internal regulations and measures and the existing practice at the participating universities) and furthermore, based on joint discussions of the research team, the main topics related to the functioning of internal evaluation boards were identified, analysed and elaborated in more detail. In particular, attention was paid to the following topics: the composition, composition and membership of internal evaluation boards, the demands of the role, the definition of the terms of reference, the work of internal evaluation boards from the perspective of educational and creative activities and the perspective of related activities, the preparation and conduct of meetings, the outcomes of meetings, the practical aspects of meetings, resources and tools, background, communication and quality culture. On this basis, a number of key areas were then identified, which were further explored by the research team as part of the analysis of the functioning of the internal evaluation boards (e.g. composition of the Boards, background and support, terms of reference, approval and evaluation processes and communication). These areas were subsequently reflected in further analyses, which were addressed by the research team in joint discussions, in a joint workshop (meeting of vice-chairs), at a public conference (the conference took place on 1 December 2023 at Mendel University in Brno) or in an exit survey.

Members of the internal evaluation boards of the participating universities, representatives of the faculty management and guarantors of degree programmes were contacted as part of this questionnaire survey. The project questionnaires were prepared and electronically processed by Charles University, and their subsequent distribution was carried out under the care of the individual participating universities. Through this questionnaire survey, the individual universities received valuable feedback on the functioning of their internal evaluation boards and the administrative apparatus that supports the activities of the internal evaluation boards. Beyond this questionnaire survey, focus groups were also conducted at the selected five universities by an expert team from Charles University, which complemented and deepened the findings from the previous analyses and questionnaire surveys.

The findings gathered in this way have been captured in the form of a description of current practice, supplemented in relevant cases by concrete examples that should show how the functioning of internal evaluation boards at universities has developed (including identification of potential problems, examples of good practice, generalisation of existing experience, etc.) The material produced in this way also includes methodological recommendations which should serve as a basis for how to set up internal evaluation boards and how to further develop their activities, both in terms of their day-to-day functioning and in terms of the overall development of a quality culture at the university. Within this material, attention is paid to the key themes identified in the previous phases of the project. Specifically, these themes are:

- Composition of internal evaluation boards (number of members and internal structure, involvement of learners, involvement of outsiders, remuneration of members, setting of conflicts of interest, renewal of members).
- Background and support for the work of the internal evaluation boards (administrative support, technical facilities, organisation of meetings).
- Definition of the remit of the internal evaluation boards (degree programme remit, creative activity remit and the remit of other related activities).
- Approval and evaluation processes (differentiation of processes within/outside institutional accreditation, differentiation of approval phases, setting of timelines, involvement of other bodies, boards or departments, use of external experts, assessment and decision-making, requirements for faculty).
- Communication (levels of communication, direct contact, issuing decisions and remedies, feedback).

USB greatly appreciates the opportunity to be part of this CDP project, which, in addition to very practical outputs, recommendations and suggestions for concrete measures, also provides valuable feedback not only from faculty management and curriculum guarantors, but also from the IEB USB members themselves. After the evaluation of the project output questionnaires (the questionnaires were provided to the participating universities in the form of 'raw' data), these outputs will be actively worked with by the USB management, the IEB USB and the Rectorate's Internal Evaluation Office and will be used as an important source of suggestions for further development of the IEB USB activities, for improvement of

the administrative service provided to the IEB USB members and for the overall development of the quality culture at USB.

An important source of inspiration for the development of the university system of quality assurance and evaluation, its individual elements and tools is, among other things, the annual conference Quality Assessment of Universities, held by MU at the University Centre in Telč. In 2023, when the 23rd edition of this conference was held, attention was paid to the experience with the functioning of institutional accreditation and the system of approval of degree programmes from the perspective of individual actors of the quality assurance system. Invited speakers discussed the role and involvement of NAB, Internal Assessment Boards, programme guarantors and learners. Space was also devoted to the possibilities of IT support for internal quality assurance systems and the future outlook in the context of institutional accreditation. A number of leading figures from Czech and Slovak universities and public administration spoke during the programme. USB was represented at the conference by the Vice-Rector for Internal Evaluation, prof. Tomáš Machula, who also actively participated as a panellist in the conference session dedicated to the role of internal evaluation boards.

## 4 EVALUATION OF THE QUALITY OF EDUCATIONAL ACTIVITIES

### 4.1 Discussions of substantive intents and drafts of degree programmes

The internal approval process for each degree programme submitted for consideration by the IEB USB includes a number of standardised tasks that are largely common to both degree programmes assessed under the authority of the granted institutional accreditation and to degree programmes that are subsequently (after approval by the IEB USB) submitted to the NAB for consideration under the so-called programme accreditation, i.e. degree programmes falling within the field(s) of education or types of study for which USB has not applied for or obtained institutional accreditation.

In 2023, the standard accreditation remits of the IEB USB were expanded to include two new remits, which are the review of applications for extension of the validity of the accreditation of a degree programme and the internal evaluation of a degree programme in the course of its accreditation. The internal evaluation of a degree programme in the course of its accreditation is carried out prior to any consideration of an application for the extension of the accreditation of a degree programme, or no later than five years after the award of accreditation to a given degree programme, unless the IEB USB or a Faculty Dean decide that the internal evaluation of the degree programme will take place earlier. Further information on internal evaluation of degree programmes is given in **Chapter 4.4**.

Detailed information on the submission and approval of the application for the extension of the degree programme accreditation validity is provided in the Rector's ordinance, which regulates not only the standard extension of the degree programme accreditation validity, but also the extension of the degree programme accreditation validity for the completion of existing students. That Rector's ordinance was amended in 2023 following the modifications to the Rector's ordinance on the internal evaluation of degree programmes, faculties and USB units and subsequently issued as Rector's Ordinance R 534 on 11 December 2023. This measure applies to all USB degree programs accredited after September 1, 2016, both degree programs accredited under institutional accreditation and degree programs accredited by NAB under so-called program accreditation.

The process of extending the validity of the accreditation of a degree programme is, like the accreditation process, a two-step process: first, the substantive proposal of the application for extending the validity of the accreditation of the degree programme is approved; if the substantive proposal is approved by the IEB USB, the submitting faculty prepares a complete draft application for extending the validity of the accreditation of the degree programme, which is subsequently approved by the IEB USB.

The substantive proposal is submitted in a simplified form in the structure of Form B-I – Degree Programme Characteristics. The material plan is accompanied by brief information on any planned substantial changes within the degree programme for which the faculty is requesting an extension of accreditation (compared to the currently accredited degree programme) and the expected date of submission of the complete draft application for extension of the degree programme accreditation. The expected date of submission of the complete draft application for the extension of the accreditation of the degree programme communicated by the faculty is taken into account when setting the timetable for the internal evaluation of the degree programme, while respecting the deadlines set out in the Rector's ordinance on the internal evaluation of degree programmes, faculties and USB units.

The substantive proposal of the application for the extension of the accreditation of a degree programme is not submitted to the Deans of other USB faculties for comment (the so-called 'dean's circle'), but it is forwarded directly to the IEB USB. The IEB USB approves the substantive proposal submitted in this way, without prior discussion within the IEB USB Evaluation Committees.

After the approval of the substantive proposal within the IEB USB, the submitting faculty will prepare a complete draft application for the extension of the accreditation of the degree programme in the same scope and structure of accreditation forms as in the case of a completely new degree programme accredited for the first time within USB. The complete application for the extension of the accreditation of a degree programme shall also include a self-evaluation report of the degree programme during its accreditation, prepared in the structure and manner set out in the Rector's Ordinance for the Internal Evaluation of Degree Programmes, Faculties and constituent parts of USB.

In the case of degree programmes accredited by the NAB under the so-called programme accreditation, the complete application for extension of the degree programme accreditation also includes a self-assessment report (Annexe E) prepared in the structure and manner specified by the NAB within the Methodological Material for the Preparation and Evaluation of the Application for Degree Programme Accreditation. This self-assessment report does not replace the self-assessment report defined in the Rector's ordinances on the Internal Evaluation of Degree Programmes, Faculties and constituent parts of USB.

A complete draft application for the extension of the validity of the accreditation of a degree programme is submitted by the faculty implementing the programme, after discussion in the faculty bodies established for quality assessment (the Degree Programme Board or the Disciplinary Board or the faculty Accreditation Committee), after discussion in the academic senate of the faculty, and after subsequent approval by the scientific board of the faculty.

The complete draft application for the extension of the accreditation of a degree programme is forwarded to the IEB USB only after the initial check of formal requirements carried out by the Rectorate's Internal Evaluation Office and after incorporation of the comments raised by this unit. The evaluation of the submitted complete draft application for the extension of the accreditation of a degree programme is carried out within the IEB USB using similar procedures as in the case of the evaluation of the establishment of a completely new degree programme. In addition to the summative evaluation of the fulfilment of the individual standards, the IEB USB may also add formative recommendations and suggestions for the further development of the degree programme under evaluation. The evaluation of a draft application for the extension of the validity of the accreditation of a degree programme is preceded by an internal evaluation of the degree programme during its accreditation, which is carried out by the IEB USB in accordance with the procedure set out in the Rector's ordinances on the Internal Evaluation of USB Degree Programmes, Faculties and Constituent Parts. The IEB USB will consider a submitted proposal for the extension of the accreditation of a degree programme only if the current implementation of the degree programme does not show serious deficiencies that would prevent its further implementation.

The statement of the IEB USB on the draft application for the extension of the validity of the degree programme accreditation is sent in electronic form to the dean of the submitting faculty and the faculty quality coordinator after the IEB USB meeting, who ensures its delivery to the guarantor of the relevant degree programme.

Subsequently, after incorporating the comments raised by the IEB USB during the discussion of the draft application for extension of the validity of the accreditation of the degree programme and the comments resulting from the formal output review of the draft, in the case of an approved draft, a resolution is issued by the IEB USB on the extension of the authorisation to carry out the degree programme in question within the framework of the valid institutional accreditation (in the case of a degree programme assessed within the framework of institutional accreditation). This resolution is sent by internal mail to the dean of the submitting faculty after signature by the USB Rector. It includes, among other things, requirements for possible corrective measures, requirements for improving the quality of the degree programme and requirements for submitting an audit report. If the authorisation to carry out a given degree programme is extended for a period of less than 10 years, the IEB USB resolution shall also include a justification for this decision. In accordance with the NAB Methodological Material on the Information Obligation of Institutionally Accredited Universities, information on the extension of the validity of the accreditation of a previously accredited degree programme is sent to the NAB at the same time as the IEB USB resolution is issued or sent.



If the IEB USB returns the submitted draft application for the extension of the accreditation of a degree programme to the faculty for completion, the completed draft may be submitted directly to the IEB USB for reconsideration. If the IEB USB does not approve the draft application for the extension of the degree programme accreditation, the approval process returns to the beginning and the application for the extension of the degree programme accreditation must be submitted first in the form of a substantive proposal and then (after approval by the IEB USB) in the form of a complete proposal. At the same time, however, when the proposal is reconsidered by the IEB USB, the internal evaluation of the degree programme during its accreditation is no longer repeated.

In the case of a degree programme that is subsequently (after approval by the IEB USB) submitted for consideration to the NAB under the so-called 'IEB'. The procedure for its assessment by the IEB USB is the same as for a degree programme assessed under institutional accreditation, with the only difference that after approval by the IEB USB, the draft application for the extension of the degree programme accreditation is sent, after incorporating the comments raised by the IEB USB during the discussion of the draft and the comments resulting from the final formal review of the draft, for further assessment at the NAB.

The deans of the faculties concerned, faculty quality coordinators, guarantors of the relevant degree programmes, or other relevant persons may also participate in the discussion of substantive proposals, degree programme proposals and other materials submitted by the faculties within the IEB USB if they wish. The IEB USB may also invite some of these persons to attend the meeting or invite them to prepare and present additional materials and documents. This option is used especially in the case of degree programmes that have been subject to serious comments, uncertainties or repeated discussions within the IEB USB by members of the Rector's Board, members of the IEB USB or the relevant IEB USB Evaluation Committees. The above procedure shall also apply, to the extent appropriate, to degree programmes for which an extension of their accreditation is requested.

In the case of degree programme proposals (full accreditation applications) approved within the framework of valid institutional accreditation, authorization to implement degree programmes was granted until the end of 2021, up to the maximum date of validity of the USB institutional accreditation. Thus, the so-called interim principle of determining the validity period of accreditation of degree programmes approved under valid institutional accreditation was not applied, for reasons of caution. A certain risk of determining the duration of the authorisation to implement degree programmes on the basis of this interim principle is that if the university fails to defend its institutional accreditation for all the fields of education and levels of study in which the university's degree programmes were accredited under previous institutional accreditation, it will only be possible to continue to implement these programmes for the completion of existing students.

Although the NAB Evaluation Committee, which conducted the external evaluation at USB in 2021, did not question the current method of granting authorization to implement degree programmes under the current institutional accreditation, respectively. In its report, USB has not commented on it in any way, USB has asked the NAB directly for a statement on this matter in order to verify the correctness of its current procedure with a promise that if the possibility of granting accreditation on a continuous basis is confirmed by the NAB, efforts will be made to extend or postpone the validity period of the already issued authorizations to carry out degree programmes for all USB degree programmes so far accredited under institutional accreditation. However, this extension would not be automatic, but would be linked to the results of a planned evaluation of the degree programmes after five years from the date of their accreditation. In response to an inquiry by USB, NAB advised that it does not appear from the Higher Education Act that the period of approval of a degree program, as determined by the university under the authorization granted by institutional accreditation, is in any way limited to the period of validity of the institutional accreditation granted. At the same time, it was stated that although the approval of degree programmes beyond the period of validity of the granted institutional accreditation poses a certain degree of risk, universities can influence a significant part of this risk, whether by consistently evaluating the functionality of the educational quality assurance system on a regular basis, and related activities (referring to Section 77b of the Higher Education Act) and drawing appropriate consequences in order to improve the system, but also by submitting a timely application for new institutional accreditation. On the basis of this NAB response, USB, i.e. the IEB USB, has proceeded to apply the principle of continuous determination of the period of validity of the authorization to carry out approved

degree programmes under institutional accreditation from the beginning of 2022. In parallel with this, the decision-making practice of the IEB USB regarding the determination of the duration of this authorization has also been stabilized, which is granted for only 10 or 5 years.

In the case of degree programmes accredited under institutional accreditation until the end of 2021, the possibility of extending or postponing the validity period of already issued authorisations to implement the degree programmes in question will also be assessed individually in the course of their accreditation, following the results of the internal evaluation of these degree programmes in accordance with the procedure set out in the Rector's ordinances on the Internal Evaluation of Degree Programmes, Faculties and Constituent Parts of USB. It will be possible to extend or postpone the period of validity of already issued authorisations to carry out the degree programmes in question up to the maximum period for which the degree programme would have been initially accredited if the so-called continuous principle of determining the period of validity of accreditation had been applied at the time of its accreditation. This option will only apply to degree programmes, which the IEB USB has previously decided to accredit until the end of the USB's institutional accreditation, i.e. until 16 November 2028. A request to postpone the end of the current accreditation of a degree programme can be submitted together with the self-evaluation report of the degree programme in the course of its accreditation. The first degree programmes to which the above procedure could theoretically be applied were degree programmes for which the internal evaluation process was launched in 2023 (more on this evaluation in **Chapter 4.4**), however, given the fact that the difference between the current length of accreditation and the length determined on the basis of the so-called interim principle was only 4 days for most of the evaluated programmes and less than a month for a few programmes, the possibility of postponing the validity period of the already issued authorisations to carry out the degree programmes in question was not considered at all. In the case of degree programmes whose internal evaluation will start in 2024, it is already foreseen that a possible request to postpone the expiry of the current accreditation of the degree programme will be submitted as part of the self-assessment report. Of course, this is provided that the guarantor of the degree programme in question is willing to do so.

From the establishment of the IEB USB until the end of 2023, the following totals were **approved**:

- 224 substantive proposals for applications for accreditation of degree programmes (including the extension of existing degree programmes to include new specialisations),<sup>10</sup> of which 13 in 2023.
- 4 substantive proposals for applications to extend the validity of accreditation of degree programmes (this is a new remit, which was first addressed by the IEB USB in 2023).
- 134 proposals (full accreditation applications) for degree programmes under current institutional accreditation (including the extension of existing degree programmes with new specialisations),<sup>11</sup> 6 of which in 2023.
- 3 proposals (full accreditation applications) to extend the validity of accreditation of degree programmes under the current institutional accreditation (this is a new remit, which the IEB USB addressed for the first time in 2023).
- 119 degree programme proposals (full accreditation applications) subsequently submitted to NAB for consideration under the so-called programme accreditation, of which 6 in 2023.
- 1 proposal (full accreditation application) to extend the validity of the accreditation of a degree programme subsequently submitted to the NAB for consideration as part of the so-called programme accreditation (this is a new agenda, which was first addressed by the IEB USB in 2023).

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<sup>10</sup> The total number of approved substantive proposals for applications for accreditation of degree programmes includes those that were approved with reservations. This remark also applies to the subject-matter plans of applications for the extension of the validity of the accreditation of degree programmes.

<sup>11</sup> The total number of approved proposals (full accreditation applications) for degree programmes includes proposals that have been approved for a shorter period than the validity of the institutional accreditation, i.e. for less than 10 years.



*Number of accreditation materials approved by the IEB USB by 2023*

<b>Year of approval</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Substantive proposal of the application for accreditation of the degree programme	38	44	68	31	21	9	13
Substantive proposal of the application for extension of accreditation of the degree programme	x	x	x	x	x	x	4
Proposal (full accreditation application) for a degree programme within the framework of the current IA	x	27	37	36	22	6	6
Proposal (full accreditation application) for the extension of the accreditation of a degree programme under the current IA	x	x	x	x	x	x	3
A proposal (full accreditation application) for a degree programme subsequently submitted to NAB for consideration as part of programme accreditation	x	48	16	22	22	5	6
Proposal (full accreditation application) for extension of the accreditation of the degree programme subsequently submitted to the NAB for consideration under programme accreditation	x	x	x	x	x	x	1

In 2023, the NAB decided, or its decision became final, to grant programme accreditation to a total of 9 new USB degree programmes. The submitted USB proposal to extend the accreditation of 1 existing degree programme has not been decided by the end of 2023. No decision was made by the NAB to discontinue any USB degree programme during 2023. A complete summary of USB degree program accreditations granted by NAB in 2023 is provided in **Annexe 7**.

*Number of USB degree programme proposals reviewed by NAB under programme accreditation by 2023*

<b>Year the NAB decision becomes final</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Accreditation of the USB degree programme granted by NAB within the framework of programme accreditation	x	8	11	17	20	6	9
Extension of the USB degree programme accreditation granted by NAB under programme accreditation	x	x	x	x	x	x	0
Discontinued NAB proceedings for accreditation of the USB degree programme under programme accreditation	x	0	0	4	0	6	0
Discontinued NAB proceedings to extend the validity of the accreditation of the USB degree programme under programme accreditation	x	x	x	x	x	x	0

An overview of all USB accredited degree programmes can be found on the USB website<sup>12</sup> (section 'What to study at the University of South Bohemia') and in the Register of Universities and Study Programmes (MEYS Register).<sup>13</sup>

Although from the point of view of the management of internal processes of accreditation of degree programmes, the relations between the IEB USB and the faculties can be assessed as correct and friendly, it will be necessary to improve communication during the evaluation process itself, i.e. in the framework of the negotiations between the faculty/proposer and the IEB USB, or the individual IEB USB Evaluation Committees, which prepare opinions on the submitted accreditation materials (substantive proposals

<sup>12</sup> <http://www.jcu.cz/uchazec-o-studium/co-u-nas-studovat>

<sup>13</sup> <https://regvssp.msmt.cz/registrvssp/csplist.aspx>

for applications for accreditation of degree programmes and subsequent proposals for degree programmes). Based on the IEB USB's commitment to independence, the composition of the individual IEB USB Evaluation Committees is an internal matter and is not communicated to the faculties. However, this complicates communication in case of ambiguities during the accreditation process. It will be necessary to change the communication setup between the Evaluation Committees and the submitters of the accreditation application in order to maintain as much independence of the IEB USB as possible and to ensure functional communication with the faculty/submitter during the procedure at the same time.

The IEB USB is also prepared to use external evaluators in the evaluation process to a much greater extent than before. To this end, a Rector's ordinance was already issued in 2021 to set out the conditions for the involvement of external evaluators in the evaluation of degree programme proposals submitted for consideration by the IEB USB (Rector's Ordinance R 476). In accordance with this ordinance, a database of external evaluators is gradually being built up.

Another challenge is to standardise in more detail the procedures for the evaluation of materials submitted to the IEB USB. Based on past experience, the USB and IEB USB leadership is now working on changes to the rules and processes for evaluating/reviewing accreditation applications so that a comprehensive amendment to some of the USB internal regulations can be prepared. A long-term task is also the gradual computerisation/digitisation of all quality assurance and assessment related agendas, including accreditation agendas.

## **4.2 Discussion of substantial changes in the implementation of accredited degree programmes**

The obligation to monitor significant changes that have or may have an impact on the implementation of accredited activities in relation to degree programmes is based on the Higher Education Act, the NAB Methodological Material on the obligation of universities to inform about changes in the implementation of accredited activities and the NAB Methodological material on the information obligation of universities with institutional accreditation.

Substantial changes are defined in Section 85(c) of the Higher Education Act, as well as in the two NAB methodological materials mentioned above, and in Article 25 of the Rules and Article 20 of Rector's Ordinance R 410, which issues Standards for the Accreditation and Implementation of USB Degree Programmes. The significant changes in the implementation of the degree programme framework include:

- Change in degree programme guarantors.
- Changes in the composition of more than one-third of the members of the doctoral degree programme's disciplinary board.
- Changes in study objectives or graduate profiles.
- Changes to the curriculum (changes to the subjects of the profiling basis, softening of the conditions for individual study plans in the case of doctoral degree programmes, changes to the components of the state final examination or the state doctoral examination or their content if they have a significant impact on the graduate's profile or if they change the basic theoretical areas from which the profiling knowledge or skills are tested; also applies appropriately to the state rigorous examination).
- Reduction in the overall scope or change in the type of professional practical training.
- Changes in the provision of the degree programme (guarantors of courses of a profiling basis, limitation of study materials or specialist databases, change of location or addition of another location for the implementation of the degree programme, substantial reduction of the total capacity of teaching rooms, substantial changes in the contract with a legal entity or foreign university cooperating in the implementation of the degree programme).
- Changes in the number of enrolled students when the increase is more than 30%.

- Changes consisting in the intention to carry out an accredited degree programme in cooperation with a foreign university, including possible extension to cooperation with other universities, or in the intention to terminate cooperation in the implementation of a degree programme with a foreign university.

Substantial changes are not changes at the level of the parameters of a specific course or changes to the current offer of compulsory or optional courses. These changes are fully within the competence of the faculty quality assessment bodies.

Proposals for substantial changes in the implementation of accredited degree programmes are submitted by the faculty quality coordinator to the Vice-Chair of the IEB USB after prior discussion within the faculty quality assessment bodies.

Proposals for substantial changes in the implementation of accredited degree programmes are submitted to the IEB USB with the consent of the degree programme guarantor within a reasonable period of time before their effective date or before the date of their planned implementation in the implementation of the degree programme, with the exception of changes in degree programmes that are assessed cumulatively (changes in the composition of more than one-third of the members of the doctoral programme board, changes in more than half of the guarantors of courses of the profiling basis, changes in the number of enrolled students by more than 30%). Proposals for these changes are submitted only after the cumulative threshold has been reached or exceeded.

A change in the degree programme guarantor and, in the case of a doctoral degree programme, of the Chair of the Disciplinary Board is possible only after a reasoned proposal for such a change has been discussed in advance within the IEB USB; the proposal includes relevant information about the new degree programme guarantor to the same extent as in the case of a new accreditation.

With the exception of the proposal to change the programme guarantor, all other proposals for substantial changes are first assessed by the IEB USB Evaluation Committee for the field of education to which the accredited programme with the proposed substantial changes belongs. Subsequently, these proposals, accompanied by the opinion of the relevant evaluation committee, are considered at the level of the entire IEB USB.

Substantial changes in the implementation of an accredited degree programme as defined in Article 2 of the NAB Methodological Material on the information obligation of universities with institutional accreditation and Article 2 of the NAB Methodological Material on the obligation of universities to inform about changes in the implementation of accredited activities are notified to the NAB after approval within the IEB USB, in the manner and within the time limits specified in the relevant methodological materials. This notification is provided, with appropriate cooperation of USB faculties, by the Rectorate's Internal Evaluation Office.

Substantial changes in the implementation of accredited degree programmes approved by the IEB USB are recorded and archived by the Rectorate's Internal Evaluation Office together with the relevant opinions of the IEB USB. Upon receipt of the outcome of the deliberations on the proposed substantial changes, the submitting faculty will ensure that they are reflected in the IS STAG student affairs information system.

From the establishment of the IEB USB until the end of 2023, the following totals were **approved**:

- 90 proposals to change the guarantors of ongoing degree programmes/fields, 7 of them in 2023.
- 18 proposals to change guarantors of newly accredited degree programmes, i.e. degree programmes accredited after 1 September 2016,<sup>14</sup> 7 of which in 2023.

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<sup>14</sup> The total number of approved proposals to change the guarantors of newly accredited degree programmes includes both proposals to change the guarantors of degree programmes accredited under institutional accreditation and proposals to change the guarantors of degree programmes approved by NAB under the so-called programme accreditation.

- 12 proposals for other substantial changes in the implementation of accredited degree programmes (i.e. apart from changes in the guarantors of degree programmes), of which 8 in 2023.

*Number of proposals to make substantial changes to the delivery of accredited degree programmes approved by the IEB USB by 2023*

<b>Year of approval of substantial change</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Change in the guarantor of an ending degree programme / field of study	x	32	39	4	3	5	7
Change in the guarantor of a degree programme accredited after 1 September 2016	x	0	1	2	2	6	7
Other substantial changes in the implementation of accredited degree programmes	x	0	0	0	1	3	8

All changes in the guarantors of ending degree programmes, or fields of study, as well as newly accredited degree programmes were reported to NAB after approval within the IEB USB. All other substantive changes made to degree programmes accredited by NAB under the so-called programme accreditation were also reported to NAB after approval by the IEB USB. In 2023, this reporting involved a total of 3 USB degree programmes. In case any additional questions or requirements are raised by NAB on the substantial changes reported in this way, the concerned faculties or guarantors of the respective degree programmes are provided with appropriate assistance. With the gradual 'ageing' of degree programmes, it can be expected that the frequency and extent of substantive changes made within accredited degree programmes will gradually increase.

The issue of substantial changes in the delivery of accredited degree programmes is receiving a great deal of attention from USB and the IEB USB. Following the internal audits of degree programmes from 2021 and 2022, which mainly included the audit of changes made to the guarantors of the basic theoretical subjects of the profiling basis for all USB degree programmes accredited so far (accredited both under institutional accreditation and under the so-called 'institutional accreditation'), the internal audits have been carried out. The IEB USB initiated a change in the existing method of recording especially other substantial changes, i.e. changes other than changes in the guarantors of degree programmes. In this context, the IEB USB also requested that substantial changes in degree programmes be recorded continuously, using a suitable electronic tool, thus significantly reducing the amount of 'manual' work involved in reporting and checking these changes.

To this end, Rector's Ordinance R 503 was prepared and issued in June 2022, setting out the procedure for the submission, assessment and registration of substantial changes in the implementation of accredited degree programmes. The procedure defined in this ordinance applies to both degree programmes accredited under institutional accreditation and degree programmes accredited by NAB under the so-called programme accreditation. This ordinance was updated in September 2022 (following the update of the relevant NAB methodological materials) and newly issued as Rector's Ordinance R 509. Rector's Ordinance R 509 modifies the definitions of certain substantive changes in degree programmes and in particular lists exhaustively changes to certain basic attributes of degree programmes that cannot be addressed through change reports but only through the accreditation procedure. In accordance with Rector's Ordinance R 509, proposals for changes to degree programmes which are not substantial in terms of their impact on the implementation of the degree programme and thus do not need to be discussed within the IEB USB, but the submitting faculty actively requests the assessment of the proposed changes itself, may also be submitted to the IEB USB. In this case, and also in the case of cumulatively assessed changes in the implementation of degree programmes submitted to the IEB USB before the cumulative threshold is reached or exceeded, the submitted proposals are assessed within the IEB USB in the same way as proposals for substantial changes, however, only those changes in degree programmes that meet the definition of substantial changes (according to the relevant NAB methodological materials) are subject to the subsequent information obligation in relation to the NAB.

Following the Rector's Ordinance R 503 and Rector's Ordinance R 509, the Rectorate's Internal Evaluation Office created shared change forms in the second half of 2022 in the MS Teams environment for all USB accredited degree programmes, in which faculties continuously record all cumulatively assessed substantial changes in degree programmes and the Rectorate's Internal Evaluation Office then all substantial changes approved by the IEB USB or NAB as part of the requested audit reports. These changes are recorded in revision mode so that changes made against the final application for accreditation of the relevant degree programme can be tracked. For each USB accredited degree programme, a separate folder is created in the MS Teams application environment, where, in addition to the change form, the final version of the accreditation application of the respective degree programme (for the purpose of possible review) as well as the approved version of the review report (if a review report has been requested by the IEB USB or NAB) is uploaded. On the basis of this record, the Rectorate's Internal Evaluation Office then submits to the IEB USB once a year a summary of the substantial changes made to accredited degree programmes to date, including information on the status of the cumulative changes under review. The first such comprehensive overview, which covered substantial changes made to accredited degree programmes up to and including the academic year 2021/2022, was discussed by the IEB USB at the 45th IEB USB meeting on 7 February 2023. In parallel, ways are being sought to make the recording of substantial changes more automated, using the IS STAG system and the data warehouse that is gradually being built or expanded.

### 4.3 Discussion of review reports on accredited degree programmes

Audit reports are an essential part of the USB quality assurance and evaluation system, and the following basic types of audit reports are distinguished in terms of their focus:

- Audit reports requested by NAB in connection with the institutional accreditation granted.
- Audit reports requested by the IEB USB in connection with the accreditation of degree programmes granted under the current institutional accreditation.
- Audit reports requested by NAB in connection with the accreditation of degree programmes under the so-called programme accreditation.
- Audit reports requested by NAB in relation to reported facts arising from the information obligation of universities with institutional accreditation and the obligation of universities to report changes in the conduct of accredited activities.
- Inspection reports requested by NAB in connection with the accreditation of habilitation and professorship procedures.

In connection with the granting of institutional accreditation to USB, the NAB formulated requirements for the submission of a total of four audit reports, including one audit report on the institutional environment of the university and three audit reports on selected areas of education for which USB has received institutional accreditation.

The Institutional Environment Audit Report was submitted to the USB in 2022 and was also noted by the NAB Council in the same year with no comments (see NAB Council Minutes No 10/2022 of 24 November 2022).

By the deadline of 31 August 2023, USB still had to submit audit reports for selected areas of education for which it had received institutional accreditation. Specifically, these were the educational areas of Philosophy, Religious Studies and Theology, as well as Historical Studies and Social Work. The content of these audit reports was to include the following.

Field of education Philosophy, Religious Studies and Theology:

- An overview of the staffing of all master's degree programmes, especially newly accredited ones.
- An overview of the creative activities (including grants) of the University, which are specifically related to individual degree programmes of the master's type.

- Details of the composition and functioning of the disciplinary boards (including minutes of meetings).
- Data on the composition of supervisors and their publications, the number of doctoral students supervised by individual supervisors and the topics of individual dissertation projects.
- Detailed information about the internships or study stays of individual PhD students.

Field of Education Historical Sciences:

- A general overview of the scientific activities (including projects and international projects) of the University related to individual doctoral programmes.
- An overview of activities with an international dimension.

Field of education Social Work:

- A general overview of the scientific activities (including publications, projects and international projects) of the University related to the individual master's degree programmes.

As these audit reports largely concerned degree programmes accredited under the authority of the granted institutional accreditation, they were first discussed or agreed within the IEB USB at the 48th IEB USB meeting on 13 June 2023 before being sent to NAB. The guarantors of the respective degree programmes were informed about the obligation to submit audit reports already at the time of accreditation of the respective degree programmes (the cut-off date for submission of audit reports to the IEB USB was set at 31 May 2023). However, since the audit reports were not to be prepared for individual degree programmes, as is usual, but for the educational fields, it was necessary to coordinate the procedure for preparing the audit reports and at the same time to set requirements for their form and content so that the reports would be prepared uniformly for all three educational fields. The preparation of the audit reports was carried out under the responsibility of the respective faculty quality coordinators (FAR USB, FTH USB and FHSS USB), with the proviso that if a given area of education covered more than one USB faculty (AE Social Work – FTH USB and FHSS USB), then the preparation of the audit report was carried out in cooperation with the faculty quality coordinators of these USB faculties. Based on a joint agreement between all participating faculties, the IEB USB and the Rectorate's Internal Evaluation Office, the audit reports were prepared in such a way that they were based in content and form on Part B of the USB Self-Evaluation Report prepared as part of the USB application for institutional accreditation for each area of education. The relevant NAB Evaluation Committee commented on these Part B reports and also formulated its comments and requirements for submission of the audit reports. Thus, the audit reports were based on the original text of Part B of the self-assessment report, which was supplemented with the information required by the NAB Council for the respective educational areas, with the exception that redundant chapters of Part B of the self-assessment report, i.e. chapters that were not the content of the audit report, were deleted. All the three audit reports thus prepared were sent to NAB after their discussion at the IEB USB. The NAB Council considered these reports later in 2023 and noted all three submitted reports without comment (see NAB Council Minutes No 7/2023 dated 19 October 2023 and No 8/2023 dated 23 November 2023).

Audit reports are also required in the framework of accreditation of degree programmes, both programmes accredited by the IEB USB under the current institutional accreditation and NAB under the so-called programme accreditation. In the event that an audit report is required for a newly accredited degree programme, the content of the report and the deadline for its submission are determined by the IEB USB or NAB. Monitoring reports for degree programmes accredited under a valid institutional accreditation are submitted to the IEB USB. Inspection reports for degree programmes accredited by NAB under programme accreditation shall be submitted directly to NAB through the Rectorate's Internal Evaluation Office. All other types of audit reports and other requested information and completions are also submitted through this unit, except for audit reports for habilitation and professorship programmes, which are submitted to NAB through the Rectorate's Science and Research Office.

Since the establishment of the IEB USB until the end of 2023, a total of 9 degree programmes accredited under institutional accreditation have had their audit reports submitted and discussed in 2023 as requested by the IEB USB by the deadlines set. An overview of these audit reports is provided in **Annexe 10**. In the same period, a total of 34 audit reports were submitted to degree programmes accredited



under the so-called programme accreditation as requested by NAB, of which 19 audit reports were submitted in 2023. A complete summary of the audit reports submitted to the USB in 2023, together with audit reports that were submitted in 2022 but not acted upon by the NAB Council until 2023, is provided in **Annexe 11**.

*Number of audit reports submitted for accredited degree programmes by 2023*

Year of submission of the audit report	2017	2018	2019	2020	2021	2022	2023
Audit report requested by the IEB USB on degree programmes accredited under institutional accreditation	x	0	0	4	0	3	2
Audit report requested by NAB on degree programs accredited under program accreditation	x	0	0	5	3	7	19

Another type of audit reports are audit reports requested by NAB in connection with reported facts arising from the information obligation of universities with institutional accreditation and the obligation of universities to report changes in the implementation of accredited activities. These are mainly audit reports, or requests for supplementation or clarification of reported facts, which are e.g. information on changes in the guarantors of accredited degree programmes (or ending programmes, or fields of study), information on changes in the list of degree programmes (i.e. information on degree programmes newly accredited under institutional accreditation), information on changes in the composition of the doctoral disciplinary boards and information on other significant changes in the implementation of accredited degree programmes. The bulk of the information so reported was noted by the NAB Council in the reporting period from the establishment of the IEB USB until the end of 2023, without comment. In some cases, some additional information or more detailed justification were requested. In some cases, the NAB Council also requested submission of additional audit reports. USB or the concerned faculties of USB responded to the NAB's requests so received within the stipulated time limits and provided NAB with all the required supporting documents and, where appropriate, further information and explanations.

Given that failure to prepare and submit audit reports on time may have unpleasant consequences for the faculties or for the whole USB, an early warning system has been introduced at USB from the second half of 2020, under which the Rectorate's Internal Evaluation Office regularly informs faculties or faculty quality coordinators about the obligation to submit the relevant audit reports. An overview of all required audit reports, including their content, is also available to the Faculty Quality Coordinators within the MS Teams environment. This overview is regularly updated by the Rectorate's Internal Evaluation Office, following the NAB Council or IEB USB meetings. Requests for the submission of audit reports and any calls for additional data or other documents are of course also sent to individual faculties immediately after their receipt by NAB, or after their publication in the minutes of the relevant NAB Council meetings, and immediately after the IEB USB meetings at which these requests were formulated.

#### **4.4 Evaluation of accredited degree programmes in the course of their implementation**

The quality of individual fields of study (programmes) has always been the subject of internal evaluation at USB, especially at the level of individual faculty scientific boards (within the framework of accreditation, or renewal of accreditation), as well as at the level of faculty academic senates and faculty accreditation committees, which, on behalf of the deans, took care of minor adjustments during the period of validity of the accreditation (change of the course supervisor, modification of the course content, etc.) so that the quality of the implemented field of study (programme) was maintained.

All USB degree programmes with active studies under the Bachelor's, Master's and Doctoral degree programme types are subject to regular internal quality assessment, and both degree programmes accredited after 1 September 2016 (i.e. after the amendment to the Higher Education Act) and the so-called ending study fields (programmes) accredited before 1 September 2016 are being assessed. Depending on the date of accreditation (i.e. before and after 1 September 2016) and the type of degree programme, different evaluation mechanisms are set up.

All so-called ending study fields (programmes) are evaluated in a uniform manner, regardless of the type of study field or programme. The basis for this evaluation is a report prepared annually by the guarantor of the field of study (programme) in which he/she assesses the change in the quality of the field of study (programme) since the previous evaluation. This report is called the 'Supplement to the Self-Evaluation Report of the Study Field (Programme)' because it is a follow-up to the comprehensive evaluation of the quality of all accredited study fields (programmes) that was carried out at USB in connection with the preparation of the application for institutional accreditation in 2017, or was completed in early 2018. This evaluation, which covered the years 2012–2016, was carried out for all existing USB fields of study or programmes, with the exception of fields (programmes) that at that time were intended only for the completion of existing students or fields (programmes) that were not open or in which no students were studying during the five-year period. The basis for this evaluation was the self-assessment report of each accredited field of study (programme), and it is to this report that the annual supplements are prepared.

The supplement to the self-evaluation report of a field of study (programme) is not prepared for those fields of study (programmes) in which no students were no longer studying in the year under review. On the basis of this condition, the number of evaluated courses of study (programmes) is gradually reduced. In the year 2023, when the Supplements to the Self-Evaluation Report of the field of study (programme) for the year 2022 were evaluated, 'only' 156 running Bachelor's and Master's fields of study (programmes) passed this evaluation. A complete overview of the running Bachelor's and Master's fields of study (programmes) evaluated by the IEB USB in 2023 is presented in **Annexe 10**. Further information on the evaluation of doctoral degree programmes is provided in **Chapter 4.5**.

*Number of ending bachelor's and master's study fields (programmes) evaluated by the IEB USB by 2023*

<b>Year of evaluation</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Pedagogical-psychological / common foundation	3	3	3	3	3	3
Bc. fields of study (programmes)	109	108	102	98	91	81
Mgr. and NMgr. majors (programs)	95	93	89	85	80	72
<b>TOTAL</b>	<b>207</b>	<b>204</b>	<b>194</b>	<b>186</b>	<b>174</b>	<b>156</b>

For each of the fields of study (programmes) evaluated in the annual supplements, the IEB USB formulates a brief verbal evaluation, which is structured according to the individual sub-requirements/areas defined in the Supplement to the Self-Evaluation Report of the field of study (programme) for the relevant year. The structure of this form has undergone a gradual transformation which has settled on this form in recent years:

- Response to the evaluation of the supplement to the self-evaluation report of the field of study (program) for the previous year formulated by the IEB USB.
- Changes in the staffing of the field of study (programme) and other significant changes affecting the fulfilment of the relevant requirements for the field of study (programme) over the last year.
- Other information, comments and suggestions that, in the opinion of the guarantors of the study fields (programmes), should be taken into account in connection with the implementation of the study field (programme) and its evaluation.

Such verbal evaluations are sent to the deans of the individual faculties, the respective faculty quality coordinators and, through them, to the guarantors of individual ending study fields (programmes) after their approval within the IEB USB.

The annual supplements for the ending fields of study (programmes) will be processed and evaluated for the last time in 2024 (evaluation for 2023), due to the fact that the accreditation of all these ending fields of study (programmes) ends on 31 December 2024. Theoretically, it would be possible to evaluate these ending fields of study (programmes) in 2025 (2024 evaluation), but as no students will be enrolled in the fields of study (programmes) at that time, such an evaluation would be pointless.

In the case of newly accredited degree programmes, i.e. those accredited after 1 September 2016, the internal evaluation of all degree programmes with active study under the bachelor's and master's degree type is carried out in accordance with the Rector's ordinance regulating the internal evaluation of the



quality of degree programmes and USB constituent parts. The said Rector's ordinance applies to both degree programmes accredited under institutional accreditation and degree programmes accredited by NAB under the so-called programme accreditation. This ordinance does not affect the internal evaluation of doctoral degree programmes and the internal evaluation of so-called ending fields of study (programmes).

The subject of the internal evaluation of the quality of the degree programme according to the Rector's ordinance is in particular the assessment of the fulfilment of the set quality standards in a longer time series and the evaluation of trends in the development of the degree programme during its accreditation. The internal evaluation of the quality of a degree programme during its accreditation shall be carried out prior to any assessment of an application for the extension of the validity of the accreditation of a degree programme or at the latest within five years of the granting of accreditation to a given degree programme, unless the IEB USB or the dean decides that the internal evaluation of the degree programme shall be carried out earlier. The internal quality assessment of a degree programme during its accreditation is not carried out in the case of degree programmes for which the intention to withdraw is being processed and degree programmes for which no application for re-accreditation (extension of accreditation) is submitted at the end of the validity of their accreditation.

The schedule of planned internal evaluations of degree programmes for a given calendar year is published by the IEB USB no later than the end of the previous calendar year so that the guarantors of the evaluated degree programmes can prepare for the evaluation in advance.

The basis of the internal evaluation of the quality of the degree programme is the self-assessment report, which is prepared by the degree programme guarantor in cooperation with the heads of the degree programme teaching departments and the guarantors of individual courses of the degree programme, with the proviso that the preparation of the self-assessment report does not relieve the degree programme guarantor of the obligation to submit the audit reports required by the NAB or the IEB USB in connection with the assessment of the accreditation application.

The self-evaluation report of the degree programme includes:

- Evaluation of submitted audit reports.
- Evaluation of the fulfilment of the basic qualitative standards of the degree programme.
- Evaluation of implemented substantial changes in the degree programme.
- Evaluation of the implementation of the degree programme, including the evaluation of the success rate in the admission procedure, the study success and failure rates, the rate of proper completion of studies and the employability of graduates.
- Evaluation of the personnel and material and technical support of the degree programme.
- Evaluation of the international dimension of the degree programme,
- Evaluation of feedback, i.e. results of student and alumni surveys, evaluation by employers, partners (for joint degree programmes), or other relevant evaluations.
- Identification of strengths, weaknesses, opportunities and threats for further development of the degree programme (SWOT analysis).
- A draft development plan for the degree programme for the next five-year period.
- Plan for the development of the degree programme in the following year.

The self-assessment report also includes data documents including selected statistical and other data on the degree programme, and the preparation of these data documents is coordinated by the Vice-Rector, whose responsibility is internal evaluation. For this purpose, not only primary University databases and systems, but also Business Intelligence tools<sup>15</sup> are used to the maximum extent possible.

<sup>15</sup> The purpose of Business Intelligence is to support the strategic decision-making of the University management, the management of its faculties and selected University-wide and rectorate offices. Business Intelligence includes data pumps and data warehouse, records of granted access and rights, and analytical tools. Outputs from Business Intelligence are anonymous or pseudonymous and are provided only through analytical tools that comply with USB's IT security policy. The way Business Intelligence is implemented at USB is regulated by Rector's Ordinance R 453.

This data support is used not only for the evaluation of degree programmes but permeates all University activities that cannot do without good quality data. In this context, however, it should be noted that the development of Business Intelligence tools and data support for internal evaluation in general is a long-term task that still needs to be worked on.

If the expected renewal date of the degree programme accreditation falls within the year in which the internal evaluation of the degree programme is planned, the current accreditation file of the relevant degree programme is also attached to the self-assessment report. In the case of extension of the accreditation of a degree programme accredited under institutional accreditation, all relevant documents are submitted to the IEB USB no later than 6 months before the end of the accreditation of the degree programme in question, and in the case of extension of the accreditation of a degree programme accredited by NAB under the so-called programme accreditation, no later than 9 months before the end of the accreditation of the degree programme in question.

The self-evaluation report is approved by the Degree Programme Board at its meeting, which is usually also attended by the head of the department where the degree programme is carried out, prior to its submission to the IEB USB. The self-assessment report so approved is forwarded to the IEB USB via the faculty quality coordinator.

The evaluation of the submitted self-evaluation report or degree programme is carried out within the IEB USB using similar procedures as in the case of the evaluation of the establishment of the degree programme. In addition to the summative evaluation of the fulfilment of the individual standards, the IEB USB may add formative recommendations and suggestions for further development of the assessed degree programme. If the implementation of the degree programme shows serious deficiencies in certain areas or standards, the IEB USB may also establish binding measures and a mechanism for monitoring the implementation of these measures, including a deadline for verifying the successful remediation of the state of affairs, or decide to conduct an in-depth review of the assessed degree programme.

The dean of the faculty and the faculty quality coordinator are informed about the result of the evaluation of the degree programme within the IEB USB, who ensures that the result of the evaluation is forwarded to the guarantor of the evaluated degree programme together with any recommendations for improving the quality of the degree programme formulated by the IEB USB. The conclusions of the evaluation of the degree programme will then be reflected by the degree programme guarantor in the further implementation of the degree programme or in the preparation of the application for the extension of the accreditation or extension of the accreditation of the degree programme.

In the following five-year cycle of the internal evaluation of the degree programme, the evaluation process also includes an assessment of the extent to which the long-term objectives of the degree programme development set out in the self-evaluation report for the previous five-year period and the recommendations and suggestions for improvement of the implemented activities formulated by the IEB USB as part of the evaluation of the previous five-year period have been met.

Beyond this procedure, individual USB faculties may establish their own additional assessment procedures to ensure the qualitative development of their degree programs.

In accordance with the Rector's ordinance regulating the internal evaluation of the quality of USB degree programmes and units, the internal evaluation of a total of 36 bachelor's and postgraduate degree programmes at four USB faculties was officially launched at the end of 2022. These were both degree programs accredited under institutional accreditation and degree programs accredited by NAB under so-called program accreditation. The actual implementation of the individual phases of this evaluation started in accordance with the approved schedule during 2023, while these phases, or the dates of their implementation, are set individually for each degree programme, taking into account the date of accreditation of the given degree programme. The calendar year in which the internal evaluation of the degree programme is to be launched is then determined, taking into account the date of accreditation of the degree programme, primarily by the deadline for the first phase of the evaluation. This first phase is the processing or delivery of selected data for the subsequent preparation of the degree programme's self-evaluation report. The other phases of the internal evaluation then follow on predetermined dates, with the proviso that some of these phases, including the final evaluation within the IEB USB, may take

place in the following year. Thus, the full implementation of the internal evaluation of degree programmes during their accreditation does not necessarily have to take place within one calendar year but may be spread over two years.

*Internal evaluation of USB degree programmes started in 2022*

Faculty	DPs accredited under IA	DPs accredited by NAB	Total
USB Faculty of Economics	3	1	4
USB Faculty of Arts	20	5	25
USB Faculty of Science	1	3	4
USB Faculty of Health and Social Sciences	3	0	3
<b>TOTAL</b>	<b>27</b>	<b>9</b>	<b>36</b>

Out of the total of 36 degree programmes the evaluation of which was officially launched in 2022, a total of 16 were evaluated by the IEB USB by the end of 2023 (see **Annexe 15** for a complete list of degree programmes evaluated by the IEB USB in 2023), of which in the case of 4 degree programmes, the internal evaluation was combined with a subsequent assessment of the submitted proposals for extending the validity of the accreditation of these degree programmes. In all 4 cases, these were degree programmes of the USB Faculty of Economics that were initially accredited for a period of five years. Another 19 degree programmes were evaluated by the IEB USB, mainly for capacity reasons, only at the first IEB USB meeting in 2024. The last degree programme not yet evaluated from the group of degree programmes whose evaluation officially started at the end of 2022 will be evaluated in the first half of 2024 according to the approved schedule.

In the case of all 35 degree programmes evaluated so far, the IEB USB found that there were no deficiencies in the implementation of the degree programmes in question to date that would prevent the further implementation of these degree programmes or require any corrective measures subject to follow-up by the IEB USB. The IEB USB only formulated recommendations for further implementation and development of the degree programmes in question for some of the evaluated programmes, which were sent together with verbal comments on individual parts of the self-assessment reports to the deans of the individual faculties, to the respective faculty quality coordinators and through them to the guarantors of the individual evaluated degree programmes.

Based on the experience from the first year of the internal evaluation of degree programmes during their accreditation and on the feedback received from the IEB USB, guarantors of the evaluated degree programmes and faculty quality coordinators of the faculties concerned, some areas of the internal evaluation that were unclear or caused the greatest problems were modified or clarified. Requests were also made to modify or expand the data documentation provided by the Rectorate's Internal Evaluation Office, to modify the outline of the self-assessment report, to clarify the relationship between the internal evaluation of degree programmes and the consideration of proposals for extending the validity of accreditation of degree programmes, and to set up a mechanism for submitting and assessing proposals for postponing the validity of accreditation of degree programmes for which the so-called interim principle of determining the duration of accreditation was not applied at the time of their first accreditation. At the same time, the addition of some functionalities to IS STAG was initiated, thanks to which it is now possible to obtain selected data on the staffing of degree programmes more easily, quickly and clearly than before. Within the outline of the self-assessment report, the wording of some problematic questions has been modified, and the outline itself has been expanded to include questions responding to current discussions in the higher education space and to some new NAB methodological materials and guidelines. These include in particular the issues of teaching quality and the use of distance learning elements. All of these changes have been incorporated into an updated version of the Rector's ordinances governing the internal quality assessment of degree programmes and USB constituent parts. The original Rector's Ordinance R 512 of 24 November 2022 was replaced by Rector's Ordinance R 533 of 11 December 2023. In accordance with this updated measure, the next round of internal evaluation of degree programmes during their accreditation was officially launched at the end of 2023, and a total of 43 USB degree programmes are expected to undergo this process in 2024.

## 4.5 Evaluation of doctoral degree programmes

A comprehensive evaluation of the quality of all accredited doctoral programmes was carried out at USB in connection with the preparation of the application for institutional accreditation in 2017 or was completed in early 2018. This evaluation, which covered the years 2012–2016, took place in parallel with the evaluation of bachelor's and master's degree programmes. A total of 37 doctoral degree programmes were evaluated. The basis for their evaluation was the self-evaluation report of the degree programme submitted by the guarantor of the respective degree programme. Its discussion within the IEB USB followed the same procedure as in the case of bachelor's and master's degree programmes, with the exception that for each of these ending doctoral fields of study (programmes) a supplement to this report is prepared annually, which evaluates the progress in the quality of the course (programme) since the previous evaluation. Also, in the case of doctoral fields of study (programmes), the principle applies that the annual supplement to the self-evaluation report of the field of study (programme) is not prepared for those fields of study (programmes) in which no students were studying in the year under review. This situation did not arise until 2023, when the number of evaluated ending doctoral study fields (programmes) fell to 35. A complete overview of the ending doctoral fields of study (programmes) evaluated by the IEB USB in 2023 is presented in **Annexe 14**.

*Number of ending doctoral fields of study (programmes) evaluated by the IEB USB by 2023*

Year of evaluation	2018	2019	2020	2021	2022	2023
Ph.D. fields of study (programs)	37	37	37	37	37	35

In terms of procedure, the evaluation of ending doctoral fields of study (programmes) is carried out in exactly the same way as in the case of ending bachelor's and master's degree programmes. Again, for each of the doctoral fields of study (programmes) evaluated in the annual supplements, the IEB USB formulates a brief narrative evaluation that is structured according to the individual sub-requirements/areas defined in the Supplement to the Self-Evaluation Report of the Field of Study (programme) for the relevant year. The structure of this form is identical for all ending fields of study (programmes), including doctoral ones. Also in this case, the annual addenda for ending doctoral fields of study (programmes) will be processed and evaluated for the last time in 2024 (evaluation for 2023), due to the fact that the accreditation of all these ongoing courses (programmes) ends on 31 December 2024.

A systematic analysis of the current status and internal evaluation of all newly accredited doctoral degree programmes, i.e. those accredited after 1 September 2016 (i.e. after the amendment to the Higher Education Act), will be carried out in the future in accordance with the terms and procedure set out in a separate regulation to be issued after the establishment of the School of Doctoral Studies. This evaluation will cover both degree programmes accredited under institutional accreditation and degree programmes accredited by NAB under the so-called programme accreditation.

Schools of doctoral studies currently represent the highest level of structured organisational support for scientific training in Europe. Their primary mission is to provide talented and motivated students with an excellent start in their independent, internationally recognised careers, and to achieve, through a welcoming and professional research environment, the development of critical thinkers and knowledge and skills holders inside and outside the academic environment. Starting with the accreditation of the PhD programme and a quality admissions process, through meaningful, effective and mutually inspiring interaction between students and supervisors in the research arena, decent financial support for PhD students and the opportunity to develop their transferable skills, to the defence of their dissertation and help with the selection and start of their subsequent career, All this and much more should be provided and guaranteed by the School of Doctoral Studies as an intra-university unified platform in close cooperation with the IEB USB and the degree programme boards of the individual doctoral programmes, across all faculties and their doctoral programmes.

USB aims to establish and launch the School of Doctoral Studies, which will be the umbrella organisation for all doctoral programmes at USB and which has been the subject of much debate at various levels, in 2023, in 2024, supported, among other things, by the MEYS project 'Preparing for the implementation of the Doctoral Reform 2024–2025' and the internal SPSM project 'School of Doctoral Studies 2024–

2025'. The first of these projects, in which all relevant HEIs including USB will participate, is directly aimed at supporting the development of the School of Doctoral Studies concept and the preparatory steps for the implementation of individual elements of the forthcoming amendment to the Higher Education Act and the Government Regulation on Standards in the Field of Doctoral Studies. Among other things, the first activities on the USB side will include the development and approval of the statute of the School of Doctoral Studies and its firm establishment in the existing regulations and structure of USB, the establishment of a specific 'executive committee' of the school, and an analysis of the current state of doctoral studies at USB, with an emphasis on the indicators that led MEYS to initiate the reform of doctoral studies in the Czech Republic. In addition, USB will also focus on possible inconsistencies in the processes related to doctoral studies at the different faculties of USB.

The School of Doctoral Studies, in collaboration with the IEB USB, will also partially take on the task of evaluating doctoral programmes to meet NAB requirements. The specific form of this activity will also be part of the forthcoming statutes of the School.

The aim of the reform of doctoral studies by MEYS, as reflected in the forthcoming amendment to the Higher Education Act and the government regulation on standards in the field of doctoral studies, is to make doctoral studies in the Czech Republic more efficient so that the current nationwide 'production' of successful doctoral students reduces both the percentage of unsuccessful doctoral students and the average time spent in these studies. MEYS wants to achieve this mainly through a revision of the doctoral income (stipend or salary) and the related requirement for a minimum 'time' for a student to work on his/her dissertation, but also through the improvement of the quality of doctoral studies, e.g. through the requirement for codification of the standard of supervisor at individual HEIs or the emphasis on the development of so-called transferable skills and through the internationalisation of doctoral students themselves. All of these and other attributes of the planned doctoral reform will be adequately covered by both the project 'Preparation for the implementation of the doctoral reform 2024–2025' and the upcoming USB School of Doctoral Studies.

In 2023, the Standard for Supervisors in Doctoral Studies at USB and the Standard for Students in Doctoral Studies at USB were developed and approved. The more general Principles of Integrity in Science and Research at USB have also been developed and approved and will soon become part of the revised USB Code of Ethics. All three of these documents are available on the USB website in the Science and Research section.<sup>16</sup>

In 2023, USB also hosted a seminar on the reform and current challenges of doctoral studies. This seminar, held on 24 April 2023 at the USB Faculty of Science, was organized by MEYS. Topics discussed included doctoral study reform and quality assurance, setting a standard for supervisors in doctoral studies, and practical examples of doctoral students' involvement in creative or grant-making activities. The seminar was attended by, among others, the Deputy Minister of Education, Youth and Sports of the Czech Republic, prof. Jaroslav Miller, the Chairman of the NAB Council, Dr. Robert Plaga, and the Dean of the USB Faculty of Science, Prof. František Vácha, as a representative of the hosting university.

USB also hosted the third annual USB University-wide doctoral student conference 'Beyond the Horizon and for Mutual Understanding' on November 21–22, 2023. The idea of this conference is based on three fundamental pillars:

- The need to strengthen the social integration of PhD students beyond disciplines and faculties.
- Unity of science and mutual respect of scientists of all disciplines as a basis for its successful development.
- The need for an interdisciplinary approach to address a number of current societal challenges.

The aim of the conference is, among other things, to emphasize the values corresponding to these pillars from the very beginning of a scientific career. In 2023, 35 PhD students from most of the USB faculties actively participated in this conference, of which 34 presented their work through a lecture and one through a poster. The conference also included an invited paper on Open Science and Open Data at USB. The two-day conference was held in a very pleasant and informal atmosphere. The program was

<sup>16</sup> <https://www.jcu.cz/cz/veda-a-vyzkum/politiky-vav>

deliberately not thematically structured, but with the goal of the conference in mind, so that presentations by students from different faculties were mixed in different sessions. Thus, the papers ranged from issues related to the decline of the athene noctua or the crucian carp, to sustainable management of agricultural production, to various molecular biology topics or an archaeological project in Ghana, to microbial communities in different organisms or the issue of insects as food. The conference concluded with a social evening where, among other things, the four best presentations were announced. These prizes were largely decided by the students themselves through their votes. The prize-winning students, who received small gifts and a cash prize, were:

- Sangeeth Sailas Santhosh (USB Faculty of Science).
- Alžběta Strouhová (USB Faculty of Fisheries and Protection of Waters).
- Dorsaf Ennaceur (USB Faculty of Science).
- Yves Theoneste Murindangabo (USB Faculty of Agriculture and Technology).

## 4.6 Internationalisation

In the 32 years of its existence, USB has been significantly involved in the international arena, both in Europe and globally. The University currently collaborates with nearly 450 universities worldwide. Among the units that guarantee the internationalisation of USB are the Rectorate's of International Relations Office and the International Relations Offices of the individual USB faculties.

International cooperation takes place mainly with similarly oriented university and academic units, so students participating in foreign exchange programmes have the opportunity to choose courses that match their study plans and can make maximum use of the ECTS (European Credit Transfer System) model, which is implemented at USB. The aim is to support the trips of USB students and staff to facilities abroad and the arrival of foreign students and academic staff at USB. Since 2005, USB has awarded a Diploma Supplement Label to all graduates, free of charge and automatically. Approximately 200 international exchange students come to USB each year and more than 800 international students study in bachelor's, master's and doctoral programmes. The number of USB students going to foreign universities and the number of international students coming to study or intern at USB has been negatively impacted by the Covid-19 pandemic in recent years, but in 2022, exchange student numbers have reached 2019 levels. In 2023, a total of 262 USB students went abroad for study or internships, and a total of 343 international students came to study at USB.

USB is a holder of the Erasmus Charter for Higher Education (ECHE) 2020, which allows USB to participate in the Erasmus+ project in the 2021–2030 programming period and to implement student and staff mobility in the key activities KA103/131 (mobility between programme countries), KA107/171 (mobility with partner countries outside the EU) and KA2 (strategic cooperation projects between institutions and organisations). The amount of grants received by USB to support mobilities (KA103/131) totalled EUR 320 662 in 2021 and EUR 666 098 in 2022. In 2023, a grant of EUR 857 448 was awarded to USB.

In support of mobility to non-EU countries (KA 107/171), the USB received a grant of EUR 235 903 in 2023 (to Albania, Bosnia and Herzegovina, Montenegro, Armenia, Israel, Cameroon, Senegal). Under KA 107/171, mobility to/from the following non-EU countries was implemented in 2023: Bosnia and Herzegovina, Israel, Albania, Papua New Guinea, Armenia, Senegal, Taiwan, Canada, Cameroon, Uzbekistan, Zambia, Malaysia, Nepal, Peru. The total financial support from grant KA 107/171 amounted to almost EUR 506 000.

USB students and employees take advantage of opportunities to participate in foreign exchange programmes not only within the Erasmus+ project, but also within the SPSM projects (2022–2023) or the Internal Call for International Cooperation (2019–2023), where they receive financial support for trips abroad. Student mobility is further supported by scholarships from faculty scholarship funds, scholarships based on intergovernmental agreements to specific destinations within the framework of the international educational programmes Erasmus Mundus, Comenius, Tempus, Fulbright Foundation, CEEPUS, DAAD, KAAD and Aktion. Students' trips abroad are also supported by funds from individual and team projects of the USB Grant Agency and departmental funding from LCDRO. The possibility of foreign



stays and internships is offered to students from the 2nd year of bachelor's degree and master's degree students. Doctoral level students usually have study abroad placements established as part of their individual study plans.

Within the projects 'USB Development – International Mobility – MSCA II-IF', foreign mobility of junior and senior scientists as well as internships of technical and administrative staff are planned. In 2023, the first mobility – the arrival of a researcher to the USB Faculty of Science out of a total of three planned mobilities within the project period October 2023 to March 2026 – has started. The next planned mobility is the arrival of a foreign researcher to the USB Faculty of Science and the departure of a researcher from the USB Faculty of Arts to a foreign institution. The total budget of the project is approx. CZK 11.19m.

USB employees and students also have the opportunity to participate in language courses organised by foreign universities or language schools. Participation in language courses (including online courses) was supported by the SPSM 2022–2023 project 'Supporting the internationalisation of the USB'. At the USB Faculty of Arts and the USB Faculty of Science, Czech language courses are organized for foreign students enrolled in USB studies, as well as courses for foreign students on semester stays. At the USB Faculty of Arts, a year-long course of Czech language for foreigners is implemented, culminating in a certified examination. Within the framework of the SPSM 2022–2023 project 'Supporting the internationalisation of USB', courses focused on intercultural preparation of USB students were also implemented in the summer semester of the academic year 2022/2023 and in the winter semester of the academic year 2023/2024. These courses were organised by the USB Faculty of Education.

Support for USB students and employees going on international mobility is provided by a go-abroad officer at the Rectorate's International Relations Office. This position was introduced at the USB within the framework of the OP RDE project 'USB Development – ESF', and in 2023 it was supported by the SPSM 2022–2023 project 'Supporting the internationalisation of the USB'. During the academic year, events are organised to support students going abroad and to inspire other students who are yet to go abroad. In 2023 the following events were organised: welcome back, international days, orientation week and Erasmus days. Before the start of the new semester, an orientation week is held for international students to introduce them to the university environment and to provide assistance with the most important issues related to starting their studies at USB. The International Relations Office also employs a professional staff member in the position of Welcome Officer. Her services are aimed at supporting international staff and students coming to USB. In cooperation between the USB Centre of Information Technology and the International Relations Office, the activities of the IT Officer are also supported to support international mobility and the digitisation of the Erasmus+ programme in the new programming period 2021–2030.

One of the goals of USB internationalization is to increase the number of international students to the total number of USB students. In 2022, the proportion of international students (including short-term stays) exceeded 10% of USB students for the first time. This trend was confirmed in 2023. In 2020–2023, USB also supported the study of Belarusian students who were admitted to study at USB in close connection with the situation in Belarus. In 2023, 3 students were supported for the period January–September 2023 and 2 students for the period October–December 2023. USB also supported 23 Ukrainian students admitted to study at the USB in 2023 from the MEYS Education Policy Fund project who were prevented from studying in Ukraine or were students who were afraid to continue their studies in Ukraine under the current situation.

In 2023, USB also continued to support the activities of the European Student Network (ESN USB Budweis) club under the auspices of the Welcome Officer and Go-Abroad Officer. The student organisation ESN USB Budweis organises a buddy system (assigning a Czech student, a so-called 'buddy' to a foreign student to facilitate orientation at the university and at the beginning of studies) and prepares a large number of activities for foreign students, from sightseeing trips to cultural and sporting events.

USB also offers degree programmes in a foreign language and cooperates with partner universities abroad in jointly accredited joint degree, double degree and multiple degree programmes, during which students complete part of their studies at a foreign university. Within the framework of cross-border cooperation, USB cooperates most intensively with the partner Johannes Kepler University in Linz and

the University of Passau. International activities are of great importance in raising the quality and international standards in education and research. USB currently offers 11 double degree (9x) and joint degree (2x) programmes, of which three are bachelor's programmes and eight consecutive master's programmes. A complete list of these programmes is available on the USB website.<sup>17</sup>

In 2023, USB offered 33 degree programmes in foreign languages (including double and joint degree programmes) as part of its international marketing strategy. These programs were:

- Biological Chemistry (Bc., NMgr.).
- Applied Foreign Languages for International Business (LEA).
- Sprach- und Textwissensschaften / Philology: German Language and Literature.
- Ecology.
- Multifunctional Agriculture.
- Fishery and Protection of Waters.
- Artificial Intelligence and Data Science (MAID).
- Linguistics, Sociolinguistics.
- Linguistics (Text and Discourse).
- Linguistics, Terminology.
- Teaching Spanish as a Foreign Language.
- Regional and European Project Management.
- European Master in Migration and Intercultural Relations.
- Economics and Management.
- Philosophy.
- Spirituality and Ethics in Social Work.
- Theology.
- Applied Physics.
- Biochemistry.
- Biophysics.
- Botany.
- Ecosystem Biology and Ecology.
- Entomology.
- Integrative Biology.
- Limnology.
- Parasitology.
- Zoology.
- Fishery.
- Protection of Aquatic Ecosystems.
- Archaeology.
- Theory and History of Modern Czech Literature.
- Educational Psychology.

International collaboration at USB is also supported through overseas research stations in Svalbard (Centre for Polar Ecology) and Papua New Guinea (Tropical Ecology Station), which is operated in close collaboration with the Biology Centre CAS. Both of these stations are also staffed by USB students, further underlining the active involvement of students in international research at USB.

To recruit foreign students, USB implements marketing campaigns using foreign educational portals and participation in educational fairs (e.g. EAIE, APAIE, NAFSA, online fairs within Study in the Czech Republic, EHEVF, etc.) and student fairs and webinars. USB has also implemented search and PPC content

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<sup>17</sup> <https://www.jcu.cz/cz/prijimaci-zkousky/double-joint-degree>



campaigns, including a smart campaign on the Google platform, an online campaign on Google, and campaigns on USB's social networks – Facebook University of South Bohemia and Instagram u\_south\_bohemia. The focus of the campaigns was set according to the analysis of the priority countries and the format was adapted to the target groups. In addition to the above-mentioned campaigns, USB was presented on paid foreign educational portals – Study Portals (Bachelors, Masters, PhD Portals), Czech Universities and also on some unpaid foreign portals (websites), where information about USB was continuously updated (e.g. Study in the Czech Republic, QS Top universities, European Danube-Vltava region and others). USB also emphasizes cooperation with the Czech National Agency for International Education and Research (DZS, Study in the Czech Republic), cooperation with USB foreign ambassadors (promotion of contributions and activities on the USB website and social networks) and cooperation with partner universities (sharing promotional materials and contributions, participation in Erasmus/International Days, etc.).

New partnerships are being established between USB and EU universities (70) and between USB and non-EU universities. In 2023, a Memorandum of Understanding was concluded with universities from Taiwan (National Formosa University), Uzbekistan (Temez State University, Karshi State University), the United States (Wilson College), Japan (Kochi University), Vietnam (University of Cuu Long), Mexico (Universidad Autónoma de San Luis Potosí) and Egypt (Nile University).

One of the goals of the USB internationalisation expressed in the USB Strategic Plan 2021–2030 is also the integration of USB into the structure of European university alliances. In 2023, USB engaged in the preparation of an updated project of the consortium of European universities KreativEU (Knowledge & Creativity European University). The Consortium KreativEU brings together a total of 11 European universities: the Instituto Politécnico de Tomar (Portugal; main coordinator of the project), the University of South Bohemia in České Budějovice (Czech Republic), Universitatea Valahia din Târgoviște (Romania), D. A. Tsenov Academy of Economics (Bulgaria), Adana Alparslan Türkeş Science and Technology University (Turkey), Università degli Studi di Camerino (Italy), University of Trnava (Slovak Republic) and 4 new partners, namely Breda University of Applied Sciences (Netherlands), Politechnika Opolska (Poland), Södertörn University (Sweden) and Universität Greifswald (Germany). This consortium represents a unique alliance of universities across Europe, linking local and national heritage, traditions, crafts and folklore with shared European values. The project of the universities associated in the KreativEU consortium is built on a shared vision of the importance of European cultural and artistic diversity as a driver of cohesion, equality, peace and sustainability, as well as on the educational, economic, political, social and scientific aspects of innovation and development. In the Call 2023, although the project of the KreativEU consortium was not selected for funding, it was very well evaluated and received the Seal of Excellence award. In February 2023, a delegation from the partner universities involved in the preparation of the KreativEU project visited USB. A rich programme was prepared for the participants of this two-day visit.

The European Network of Innovative Higher Education Institutions (ENIHEI) was launched at the Education and Innovation Summit in Brussels in June 2022. USB was nominated as the sole representative of the Czech Republic within this network, which currently has 38 members. In 2023, the USB Technology Transfer Office very actively engaged in the activities of this network. ENIHEI is a discussion forum for the exchange of knowledge, ideas and experiences within the higher education environment. The aim of ENIHEI is to maximise the innovation potential of European higher education (especially in deep-tech areas), to promote the development of talent, entrepreneurship and creativity. At the same time, it should actively help to implement European university and innovation strategies.

The area of international marketing has been under the responsibility of the Rectorate's Marketing Office since 2019, when a specialist officer (marketing specialist) for international marketing was hired. In 2021, a language coordinator for USB was also recruited to the aforementioned unit. Furthermore, a system was set up to identify the number of international students (on long-term and short-term study stays) and the countries where these students come from, and which faculty and degree programme they study. The database is updated twice a year. Repeated questionnaire surveys are also conducted among these international students to find out, among other things, from which information channels they learned about the possibility of studying at USB and what were the reasons that led them to choose to study at USB. Online international marketing campaigns are also steadily run, which are set or adjusted according

to a regularly updated analysis of priority countries (the last update took place in 2023). Priority countries for foreign marketing targeting are selected based on the following factors:

- The number of current international students at USB, taking into account long-term sustainability.
- Faculty needs (faculty preferences).
- SIMS statistics, MEYS statistics.
- Existing USB partner universities.
- Relatedness of a country's language – language potential.
- Country's visa policy – student regime.
- Interest in the education sector in the country.
- Number, age and education of the population of a country, GDP of a country.
- Statistics of foreign study portals.
- Presence of Czech centres in the country.
- Cultural popularity (tourist data).

In 2023, cooperation with the Czech National Agency for International Education and Research (DZS; Study in Czechia), the Erasmus Student Network (ESN) and selected foreign educational portals was further developed and supported. USB also cooperates with DZS within social networks, and the University also participates in events and workshops organised by DZS (e.g. Study In Academy). Appropriate content for international alumni is also created and shared on USB social networks, and invitations to international alumni meetings are also shared. Communication with USB international alumni is also further developed through the cooperation with Czechia Alumni (DZS). International video presentations are also regularly created and updated in cooperation with USB student international ambassadors. Great attention is also paid to the continuous updating and supplementing of the [usb.cu.cz](https://usb.cu.cz) website for international students (a website about student life at USB, including profiles of USB international student ambassadors, a calendar of USB events and events of student associations).

Other activities provided by the Rectorate Marketing Office include:

- Continuous updating of selected parts of the USB English website in cooperation with the Rectorate's International Relations Office.
- Continuous updating of individual foreign degree programmes' websites in cooperation with USB faculties.
- Continuous updating of English printed USB materials and creation of new ones.
- Continuous updating of USB presentations on foreign online platforms (e.g. QS Top Universities, Study in Czechia, Wikipedia, Study Adviser, ERDV, UniRank, etc.).
- Targeted advertising campaigns in priority countries consisting of:
  - in online campaigns on the Google platform (content and search PPC campaign) and social networks,
  - the creation of specific visuals of these campaigns for different types of study stays (short-term and Erasmus+) and forms of study (Bc. + NMgr. degree programmes and Ph.D. degree programmes) and the creation of individual landing pages for these individual campaigns – in some priority countries, online campaigns are also supported by print advertising (educational magazines, etc.),
  - participation in student education fairs in priority countries (online form),
  - participation in professional fairs (support for cooperation with partner universities and institutions); examples of some of the fairs implemented in 2023: professional contact conferences EAIE 2023, APAIE 2023, CZEDUCON 2023 and NAFSA 2023, as well as virtual student fairs EHEVF 2023 (India and neighbouring countries), FPP Study in Czechia (within DZS), FPP Study in Europe and others.
  - in the implementation of webinars in conjunction with partner universities, educational agencies and DZS,

- in paid presentation on foreign educational portals and continuous updating of campaigns conducted on them according to statistics and recommendations of representatives of these portals (Study Portals, CzechUniversities.com) and evaluation of offers of competing portals.
- Developing a network of USB ambassadors abroad – Erasmus+ ambassadors, Media ambassadors (degree programmes) and through them promoting USB by blogging on the student website [usb.cu.cz](http://usb.cu.cz), creating posts on USB social networks, participating in online fairs/webinars and filming foreign language videos.
- Supporting the promotion of science and research at USB abroad – posts on social networks (Facebook and LinkedIn), sharing faculty content.

## 4.7 Feedback mechanisms

USB systematically monitors and evaluates the quality of USB's educational, creative and related activities. The individual feedback processes are captured in the evaluation reports on educational activities (see **Chapter 4.4**), in the evaluation reports on faculty creative activities (see **Chapter 5.6**), in the evaluation reports on lifelong learning (see **Chapter 6.2**) and in the evaluation reports on related activities (see **Chapter 6.1**). These reports document the detailed progress of the current state of feedback gathering from all relevant stakeholders.

USB also regularly evaluates the University's ranking in national and international rankings. The subject of comparison with universities in the Czech Republic is mainly data on the success of projects applying for support from grant agencies, comparison of publication performance, data on unemployment of graduates of public universities and their employment in the labour market and other results of university activities evaluated from outside. Regular meetings of associations of deans of selected faculties of Czech universities also contribute to regular comparisons of basic quality indicators of faculties of the same or similar focus, not only within the Czech Republic but also in the international context. In addition to national rankings, USB also monitors international rankings (see **Chapter 5.4**), although it is aware of some of the negatives associated with some of the existing international rankings (e.g. the focus of the ratings primarily on the scientific performance and/or reputation of the institution being evaluated, ranking based on the number of Nobel Prize winners, inaccuracy of the input data, inconsistency of the methodology used over time, annual expansion of the number of institutions included in the ranking, etc.). From this perspective, USB also takes a cautious approach to working with these rankings and to interpreting the results contained therein.

Of the feedback processes, the most developed is the system of student evaluation of instruction (SEI). SEI is monitored every semester by the entire University, faculty and also by individual programme guarantors, or the Degree Programme Board, whereby repeated problems are monitored in particular, as well as verbal evaluations, which often have a greater predictive value than the specific points awarded to individual lecturers and seminar leaders. The results of student evaluations of teaching are also discussed at meetings between the dean or faculty management and students and are also one of the topics of regular meetings of the academic senates and academic communities of the faculties. As of WS 2020/2021, the student evaluation of instruction is implemented University-wide within the IS STAG system, or within the 'Teaching Evaluation' module. The SEI questionnaire contains mandatory questions that are common to all USB faculties, with the proviso that beyond these mandatory questions, faculties can extend the questionnaire with additional custom questions. Within the SEI, the emphasis is on verbal evaluation and on communication (academic staff comments on the evaluation). An integral part of the SEI is also the possibility to rate or send comments on the departments providing selected related activities (e.g. refectory, library, dormitories, student affairs office) or to send any other comments. In 2023, the results of the student evaluation of instruction contained in the IS STAG (scores and verbal evaluation) were linked to the data warehouse, which will allow for better analysis and further work with these results in the future.

In addition to this University-wide system of student evaluation of instruction, evaluations are also used, which are organized by the teachers themselves within their subjects or courses in order to obtain feedback from students to further improve the quality of teaching. In addition, some student evaluation

web portals are also used or monitored. Another level of quality assessment is the direct participation of faculty management representatives in teaching, for randomly selected courses and also for courses where student evaluations indicate a deficiency or where students themselves have directly pointed out a deficiency.

At the University-wide level and at the level of individual USB faculties, the success rate of applicants for studies (analysis of admissions), students (graduation rate) and USB graduates is also regularly monitored in accordance with the USB Strategic Plan and its annual implementation plans, within the framework of the so-called public and non-public (intended only for the internal use of the USB) indicators of the strategic plan. These indicators, which inform about the situation at the level of the university as a whole and at the level of its individual faculties, are further supplemented by detailed analyses that are processed down to the level of individual degree programmes/fields with the possibility of tracking individual types and forms of study separately. The age structure of applicants to USB or the regional origin of the applications received are also monitored. Regular summaries of the schools from which applicants apply to study at the USB are produced, both for bachelor's (or unstructured master's) and for consecutive master's and doctoral studies. USB also regularly monitors, within the indicators of the USB Strategic Plan and in separate analyses, the completion of studies at USB and the related success/failure rates in individual degree programmes/fields, types and forms of study. USB also regularly monitors and evaluates the labour market performance of its graduates, in particular using data from the Ministry of Education, Youth and Sports and the Ministry of Labour and Social Affairs (statistics on school graduates and juveniles on the records of the labour offices). USB also regularly monitors the special supplements of some newspapers and magazines which publish sectoral comparisons of unemployment of university graduates during the university application period. Data on the number of unemployed graduates and their structure are monitored not only at the level of the University and individual faculties, but also at the level of degree programmes or individual fields of study, which increases the usefulness of these data for the implementation of follow-up measures, e.g. changes in the content of specific degree programmes/fields.

At the level of individual faculties of USB, there are also regular events such as surveys focused on students leaving their studies without proper graduation in order to reveal the real reasons for their departure, surveys among first-year students mapping in particular the motivation to study at the university and possible problems encountered during the first year of study, surveys among students finishing their studies providing a retrospective view of their graduation, employee satisfaction surveys providing, among other things, anonymous comments and suggestions for improvement, as well as surveys among employers, partners and other external stakeholders. A very important target group from which feedback is regularly obtained is the University's alumni. The graduate surveys map the transition from the university to the labour market, the speed of finding a job, the current position held, the salary conditions of graduates, the evaluation of acquired competences with regard to the requirements of the positions held or the interest of graduates in joining the University-wide USB Alumni Club or faculty alumni clubs. These faculty surveys are mostly conducted in written form, but telephone interviews have been very successful in some faculties. The monitoring of graduates' employment takes different forms at USB faculties, as do contacts with employers, with more emphasis on such feedback in regulated professions and professionally oriented programmes where employers are clearly given (schools, hospitals, etc.), while in academically oriented programmes these contacts are often less formalised (meetings with graduates at faculty/branch meetings, or meetings within the USB Alumni Club, lectures by successful graduates at USB, contacts with cultural institutions). The involvement of these external stakeholders in the boards of individual degree programmes is also a significant improvement of contacts with alumni and employers, which since 2017 has significantly strengthened the feedback on specific fields (programmes), already in the process of creating new degree programmes that are subsequently submitted for accreditation.

The aforementioned USB Alumni Club, which was established in 2016, plays an important role in obtaining feedback from university alumni. Members of the USB Alumni Club are open to those who have successfully completed their studies at USB as part of the bachelor's, master's or doctoral degree programmes offered. By registering in the USB Alumni Club, graduates receive, among other things, a range of information and offers (graduates are regularly sent newsletters and electronic versions of the university magazine JOURNAL), but they also provide the University with valuable feedback about the programme/field they have studied and their practical application. The University also offers a number

of benefits to members of the USB Alumni Club. In 2023, the existing alumni benefits were expanded to include, for example, the possibility of discounted use of the services of the České Budějovice carsharing company GoDrive (USB alumni are offered a 7% discount). Further expansion of the portfolio of benefits for USB graduates is planned for the future. For the needs of effective communication with USB alumni, a University-wide coordination platform was created within the strategic project 'USB Development – ESF'. This web-based platform continues to be developed, e.g. in 2023 its connection to the University's information systems was optimised. Members of the USB Alumni Club are provided with alumni office system licences after registration in the university's Identity Management System (IDM), and also have access to a University e-mail account. The 'USB Development – ESF' project also produced upgraded feedback mechanisms for employers and alumni and several methodological materials, such as the Methodology of Options for Types and Areas of Cooperation with Alumni and Recommendations for Organising Events with Alumni. Surveys aimed at employers and USB alumni were also carried out. USB also organises a number of lectures, cultural and social events for its alumni each year. In 2023, for example, 14 lectures of the Academic Half Hour series were implemented. Furthermore, alumni were able to participate in the celebration of the 75th anniversary of the USB Faculty of Education. A number of partial alumni gatherings were also prepared by the respective USB faculties or their departments.

USB also regularly participates in national surveys that map the labour market application of graduates of Czech universities and their evaluation of their higher education. These surveys are mainly conducted or coordinated by the Centre for the Study of Higher Education, in cooperation with the Centre for the Study of Higher Education, in cooperation with the Centre for Educational Policy of the Faculty of Education of Charles University, and other domestic and foreign partners, according to the MEYS assignment. Specifically, the 'Graduate' survey focuses on two target groups. The main target group consists of graduates of bachelor's, master's and doctoral degree programmes of universities, while the second target group consists of employers of university graduates from the first target group. This survey provides retrospective data not only on the graduates' employment on the labour market, but also on how, with the passage of time, graduates evaluate the quality of study offer, study and teaching conditions, the quality of the university and teachers, their satisfaction with their choice of university and field of study, the level of acquired knowledge, skills and competences and their applicability in practice. Other surveys include the international survey 'Eurograduate', which compares the working and living conditions of university graduates in the participating EU Member States, the international survey 'Eurostudent', which focuses on the socio-economic dimension of students' lives in Europe, and the national survey 'Doctoral Students', which reflects on the study conditions of doctoral students.

USB's feedback mechanisms also include communication with applicants, where marketing tools and USB social networks play a major role – in addition to popularisation lectures, especially in secondary schools. All USB faculties also organise an annual USB Open Day and occasionally other events for secondary school students (Olympiads, lectures, experiments) and primary and secondary school teachers (among others, further training of teaching staff).

Feedback processes are also developed at USB within the evaluation system for academic and non-academic, i.e. other staff (see **Chapter 6.5**).

## 5 EVALUATION OF THE QUALITY OF CREATIVE ACTIVITY

### 5.1 External evaluation of science and research

The basic framework for the external evaluation of science and research in the Czech Republic remains the Methodology for the Evaluation of Research Organisations and the Evaluation of Programmes of Special Purpose Support for Research, Development and Innovation (hereinafter referred to as the 'M17+ Methodology'), whose creator and guarantor is the Government Council for Research, Development and Innovation (R&D&I Council). Its main objective is to provide the basis for decision-making on the provision of institutional support for LCDRO and to provide information for the long-term management of research organisations by their management. The evaluation is carried out in a total of five modules:

- Quality of selected results (M1).
- Research performance (M2).
- Social Relevance (M3).
- Viability/Vitality (M4).
- Strategy and Concepts (M5).

Detailed descriptions of each module can be found on the R&D&I Council website.<sup>18</sup> Briefly, the modules assess the following aspects of science and research:

- M1: evaluation of selected results in two categories: contribution to knowledge and social relevance.
- M2: overall research performance based mainly on bibliographic data.
- M3: the impact of research on society, in particular applied research.
- M4: quality of management and internal processes of research organisations.
- M5: research strategy of research organisations.

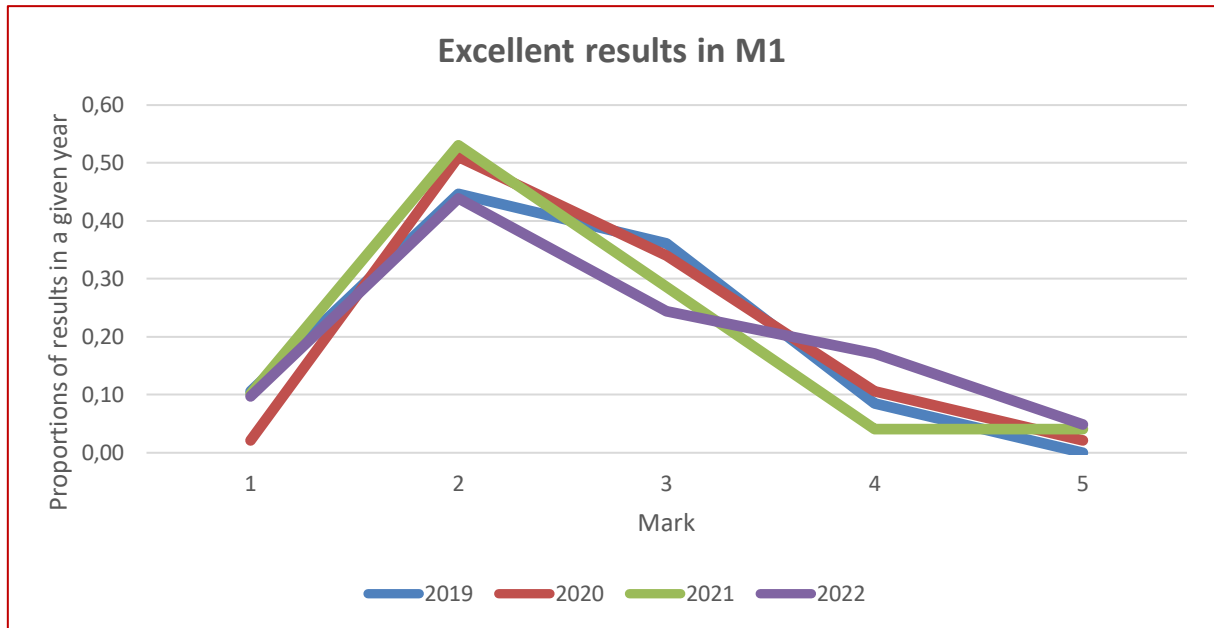
While the evaluation in modules M1 and M2 is carried out annually, in the other modules research organisations are evaluated every 5 years, with the first evaluation in all modules taking place in 2020. In module M1, the higher education institution always delivers a prescribed number of scientific outputs that it considers to be excellent (and which are subsequently graded 1-5 on the basis of a remote review). In module M2, the indicators monitored are the bibliometric data corresponding to the complete output of the higher education institution. The R&D&I Council is currently working on an update of this methodology, which aims, among other things, to strengthen the promotion of internationalisation, interdisciplinarity and applied research, and to further streamline the evaluation process. This will be reflected, among other things, in an updated evaluation format in modules M3, M4 and M5 for the evaluation of research organisations, which is planned for 2025. In this context, a discussion on the status of implementation of the recommendations made by the USB at the end of the 2020 evaluation by the then International Evaluation Panel (IEP) has already started at the USB in 2023 (and will continue in 2024).

In 2023, USB received a great award when doc. Jakub Sirovátka from the Department of Philosophy and Religious Studies of the USB Faculty of Theology was elected by the R&D&I Council as the Chair of the Advisory Panel 6. Humanities and the Arts, which evaluates the scholarly output of all humanities and arts disciplines.

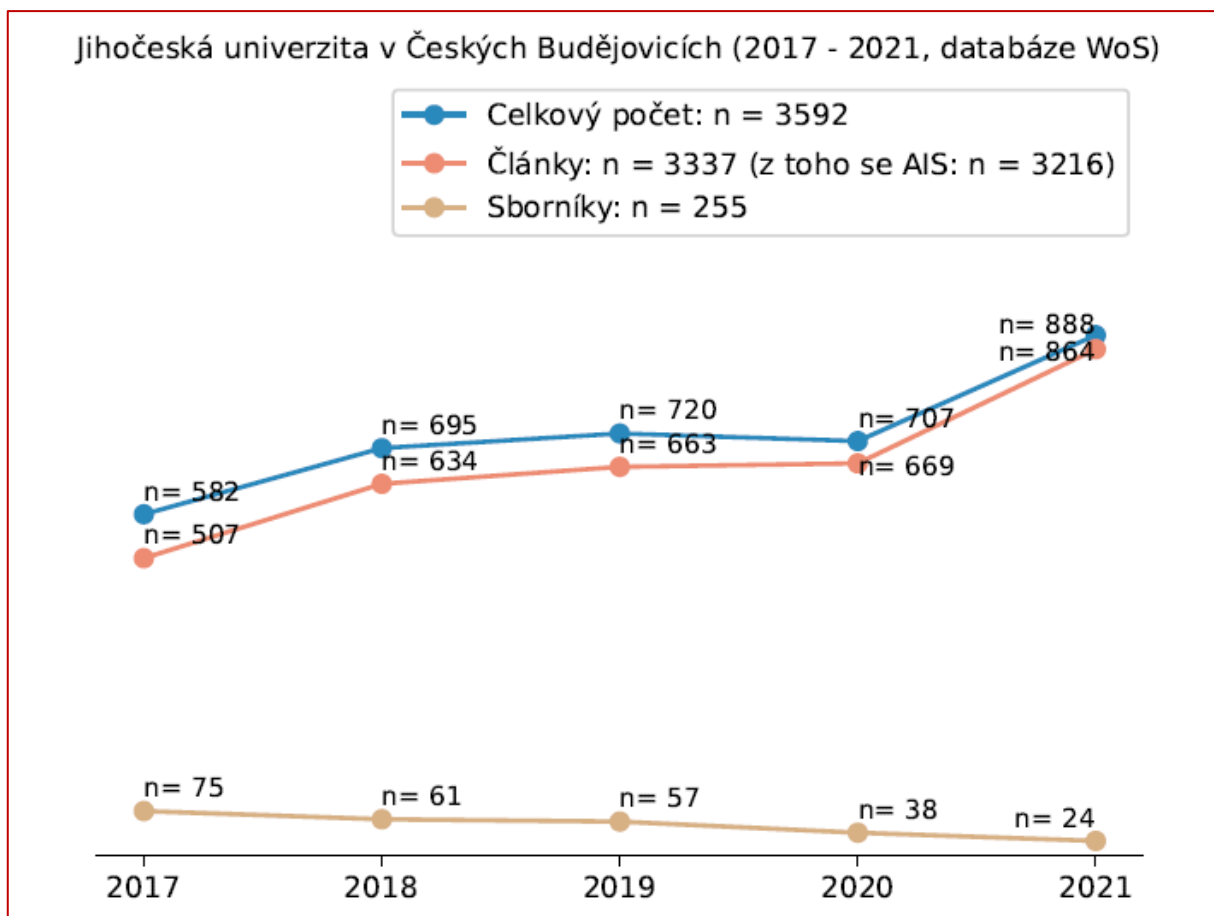
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<sup>18</sup> <https://www.vyzkum.cz/FrontClanek.aspx?idsekce=799796>





USB results in module M1 of the M17+ Methodology.  
 Source: <https://hodnoceni.rvvi.cz/hodnoceni2022/nebiblio>



USB results in the M2 module of the M17+ Methodology.  
 Source: <https://hodnoceni.rvvi.cz/hodnoceni2022/biblio-vo>

In the field of quality assessment of creative activity, the document 'The Agreement on Reforming Research Assessment', published in 2022 by the European-level supported platform Coalition for Advancing Research Assessment ([www.coara.eu](http://www.coara.eu)), is increasingly gaining prominence. The content of this document is to set out basic principles defining a meaningful and state-of-the-art approach to the assessment of science, scientists and research organisations, with the aim of maximising the quality and impact of science and research. USB signed on to this document in the autumn of 2023, thereby also committing itself to these principles. This also means, among other things, for USB to prepare and share a document within one year of joining the document setting out how the principles will be reflected in USB evaluations. As the R&D&I Council has also signed on to these principles, these principles will undoubtedly also be reflected in the international evaluation of USB in 2025.

USB also undergoes significant external evaluation through meetings of the USB International Board and the USB International Boards of faculties (more on this in **Chapter 5.2**). The assessment of USB applications for accreditation of habilitation and professorship procedures can also be considered as external evaluation. In 2023, NAB decided, or its decision became final, to grant accreditation of the habilitation procedure for 2 fields of study and the procedure for the appointment as professor also for 2 USB fields of study. A complete overview of the accreditation of the habilitation procedure and the procedure for the appointment of professor granted by NAB in 2023 is given in **Annexe 12**. Further information on the habilitation and appointment procedures is then available on the USB's dedicated research website.<sup>19</sup>

*Number of USB proposals for accreditation of habilitation and professor appointment procedures considered by NAB by 2023*

Year the NAB decision becomes final	2017	2018	2019	2020	2021	2022	2023
Accreditation of habilitation procedure granted by NAB	x	10	1	5	2	1	2
Discontinued NAB proceedings for accreditation of the habilitation procedure	x	0	0	0	0	0	0
Accreditation of the procedure for appointment as a professor granted by NAB	x	10	1	2	1	0	2
Discontinued NAB proceedings for accreditation of the procedure for appointment as a professor	x	0	0	1	0	0	0

## 5.2 International boards

USB has, since 2018 (effective 1 January 2018), established the USB International Board, which is an important advisory body to the USB Rector for assessing the direction and quality of the USB's educational and creative activities. It is composed of prominent personalities in European and world science, usually also with experience in university management. The members of the USB International Board are appointed by the USB Rector for a period of five years. With effect from 1 January 2023, a new USB International Board was appointed, with prof. Dr. Norbert Müller as its President once again.

*Composition of the USB International Board with effect from 1 January 2023*

Members	Locations
Prof. Dr. Norbert Müller (President of the USB International Board)	Institute of Organic Chemistry, Johannes Kepler University, Austria
Prof. Dr. hab. Joanna Czaplińska	Institute of Literary Studies, University of Opole, Poland
Prof. Dr. Martin Lindner	Faculty of Natural Sciences – Biosciences, Martin Luther University Halle-Wittenberg, Germany

<sup>19</sup> <https://www.jcu.cz/cz/veda-a-vyzkum/habilitacni-a-jmenovaci-rizeni>



Members	Locations
Prof. Dr. József Betlehem, Ph.D.	Faculty of Health Sciences, University of Pécs, Hungary
Prof. Dr. James Sanford Rikoon	College of Human Environmental Sciences, University of Missouri, USA
Assoc. Prof. Diplth-Ing. Mag. Dr.nat.techn. Reinhard Neugschwandtner	Institute of Agronomy, University of Natural Resources and Life Sciences, Vienna, Austria
Prof. Dr. Klaus Baumann	Theologische Fakultät, Universität Freiburg, Germany
Prof. Dr. Johan Verreth	Aquaculture and Fisheries, Wageningen University, The Netherlands

The first meeting of the USB International Board took place on 14–16 September 2022 at the University of South Bohemia. During the meeting, the members of the USB International Board met with the USB management and the deans of all USB faculties and received basic information about the USB activities, international cooperation and scientific activities, got acquainted with the educational programmes implemented at USB, the method of evaluating the quality of educational and research activities and the method of financing and management of USB. The individual faculties presented their educational, scientific and social activities to the members of the USB International Board. The detailed conclusions and recommendations that the USB International Board sent in writing to the USB management were discussed at a joint meeting of the USB management and the deans of the faculties in January 2023. The conclusions of the discussion contributed to further reflection on the development of USB and were reflected in the update of the 2023 and 2024 plans in the USB strategic management.

Suggestions and recommendations formulated by the USB International Board were related to the following points:

- Interfaculty cooperation (interdisciplinarity) in science and research.
- Status of University-wide activities integrated in the USB structure into the faculties (Career Centre, Psychological Counselling).
- The role of the International Boards at faculties.
- The question of the existing decentralization/centralization of services of the Rectorate offices.
- Responsibility to the region and sustainability.
- Sports activities, health.
- Unequal teaching loads at faculties.
- Offer of bachelor's programmes in English.
- Regular awards for outstanding scientists and teachers.
- Innovative teaching strategies.
- Fighting inbreeding.
- School of Doctoral Studies.
- Further education of HEI educators.
- Sabbatical – arrivals/departures, support.
- Fund for visiting professors.
- Gender issues.
- Prestigious faculty activities.
- Budget.
- Sustainability: in degree programmes, staffing, career development.

The next meeting of the USB International Board is planned for 2025.

In addition to the USB Faculty of Science, individual USB faculties have established international boards. The USB Faculty of Education has established its International Board in 2023, and the USB Faculty of Science will further consider establishing a faculty International Board.

## 5.3 Implementation of the Human Resources Strategy For Researchers (HRS4R)

In line with its Strategic Plan 2016–2020, USB signed up to the principles enshrined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in December 2017. The aim was to win the prestigious HR Award, which USB then received on 22 July 2019. The so-called implementation phase includes an interim evaluation, as well as the submission of a progress report on the implementation of the measures outlined in the Action Plan and, at the same time, a Revised Action Plan.

A self-assessment was carried out at USB in 2021 and submitted to the European Commission for evaluation. In its positive statement, the Commission positively assessed both the systematic implementation of the Action Plan and the quality and implementation of its activities. On the basis of this statement, USB is continuing to meet the set objectives and outputs until 2024, when it will enter the phase for the renewal of the HR Award, which includes, among other things, a one-day on-site inspection of USB by independent evaluators appointed by the European Commission. This evaluation and the eventual defence of the award is planned for September 2024.

The activities of the Task Force and the implementation of the individual phases are overseen by a Steering Committee, which is composed of representatives of the University's management and senior professional staff. It is chaired by the USB Rector. In 2023, the HR Award Steering Committee met on 7 February 2023, when it also assessed the status of the Action Plan and approved its update. It also approved the following new outputs:

- Strategies for setting up and developing the USB internal evaluation.
- Strategic setting and development of international cooperation in research and development and internationalization of USB.
- Strategies for the development of cross-sectoral collaboration, for the management of intellectual property and for the transfer of knowledge from the research environment to practice and at working group level.

Beyond the obligations of the implementation phase, USB initiated a questionnaire survey 'HR Award and its impact on selected areas of the functioning of PHEIs' during February 2023. The questionnaire was sent out to all higher education institutions in the country that had received the award and was also inserted into the communication channel to the CDP project investigators focusing on social security and ethics of higher education institutions. The questionnaire survey was conducted in two rounds, with a second round asking respondents to complete the questionnaire again. A total of 136 respondents were contacted and 47 responded, representing a return rate of 34.55%.

Details of the HR Award are listed on the USB website under Science and Research.<sup>20</sup>

## 5.4 International university rankings

USB has been systematically monitoring all major international rankings of universities and research institutions for a long time, both those in which the university is already represented and those in which it is not yet represented.<sup>21</sup> Specifically, the following rankings are monitored:

- **The Big Three rankings** (ARWU – Academic Ranking of World Universities; QS World University Rankings; THE – Times Higher Education World University Rankings).
- **Rankings focused primarily on research** (CWTS Leiden Ranking; NTU – National Taiwan University Ranking; Performance Ranking of Scientific Papers of World Universities; URAP – University Ranking by Academic Performance).

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<sup>20</sup> <https://www.jcu.cz/cz/veda-a-vyzkum/hr-award/hr-award-hrs4r>  
<https://www.jcu.cz/en/science-and-research/hr-award-hrs4r>

<sup>21</sup> Of these rankings, USB is not yet ranked in the U-Multirank, for which USB does not actively provide any data, and in the RUR (Round University Ranking).

- **Multirank** (U-Multirank; SIR – SCImago Institutions Rankings).
- **Alternative rankings** (CWUR – Center for World University Rankings; U.S. News Best Global Universities; MosIUR – Three University Missions Moscow International University Ranking; RUR – Round University Ranking).
- **Web rankings** (Webometrics Ranking of World Universities; UniRank – University Ranking).

The fact that in recent years USB has been able to assert itself in the so-called Big Three rankings, in which USB had not been included in the past, both in global and regional rankings and in industry rankings, can be considered a particular success. In addition, in 2023, for the first time ever, USB has been included in the Leiden Rankings,<sup>22</sup> which are compiled by experts from the Centre for Science and Technology Studies (CWTS) at Leiden University. In contrast to most other international rankings, the Leiden Ranking does not rank the universities in one overall ranking given by the combination and value of the individual indicators but allows interested parties to compare and rank the ranked institutions according to the indicators relevant to them. In the recent edition of this ranking, which compared the scientific performance of more than 1,400 universities worldwide in the four areas monitored (scientific impact, international collaboration, open access and gender diversity), publications from 2018-2021 registered in the Web of Science database were evaluated. In the Leiden ranking, USB ranked best among all Czech universities in one of the proportional indicators in the Scientific Impact category, with 9% of its publications belonging to the top 10% of publications in their respective fields, placing it among the leading institutions in this area. The top disciplines at USB in this respect are Life and Earth Sciences (10.0%) and Biomedical and Health Sciences (7.1%). USB also ranked very well in this indicator from a global perspective, coming in at number 733 overall. In the area of international collaboration (Collaboration), almost all Czech universities ranked exceeded the 80% threshold for publications produced in inter-institutional, inter-regional or international collaboration. USB was again the most successful in this respect, achieving 92.3% in this indicator, which is 66th in the world. The best disciplines at USB in this respect are Physical Sciences and Engineering (95.3%), Life and Earth Sciences (92.4%) and Biomedical and Health Sciences (92.3%). In the Open access indicator, USB ranked 7th overall among the Czech universities assessed. In the case of the indicator of gender diversity within the publication activity (Gender), it ranked 4th. The highest representation of female authors from USB can be found in the fields of Biomedical and Health Sciences (37.7%), Social Sciences and Humanities (37.6%), Life and Earth Sciences (30.4%) and Physical Sciences and Engineering (24.1%).

After a few years of scoring in the regional EECA (Emerging Europe and Central Asia) QS World University Rankings and in some of the QS sectoral rankings (specifically the 'Agriculture & Forestry' and 'Biological Sciences' sectoral rankings), and after being ranked in the global best universities in the world for the first time in 2022, USB also made its way into the QS World University Rankings in 2023: Sustainability (abbreviated QS Sustainability Rankings), where it ranked 5th among 11 reported Czech universities and 801st-820th overall in the world. The international QS Sustainability Rankings, compiled for only the second time in 2023, assess the contribution of universities to addressing the challenges of sustainable development. It does so by assessing more than five dozen parameters, which it groups into nine thematic indicators (Environmental Research, Environmental Sustainability, Environmental Education, Health and Wellbeing, Knowledge Exchange, Employability and Outcomes, Equality, Impact of Education and Good Governance). These are then aggregated into three categories: Environmental Impact, Social Impact and Governance. Some of the data is submitted to the QS rankings by the individual higher education institutions assessed, but most of the data is drawn from other sources, in particular Elsevier data, publicly available national statistics and third-party assessments. The parameters monitored in the QS Sustainability Rankings include, for example, bibliometric outputs from the Scopus database (level of research related to sustainable development), public awareness and educational activities, ethical values stated in the strategy of the institution being ranked, membership of the ranked institution in prestigious international initiatives and organisations, support for the disabled, activities of a research centre dealing with environmental issues, existence of a strategic commitment to sustainable development or student involvement in the university's decision-making processes. In terms of quantitative data, the QS Sustainability Rankings include parameters tracking the number of women among students, academics and within the university's management, CO<sub>2</sub> production, water and energy consumption. Reputational surveys among academics and employers are also taken into account. USB's best ranking was in the

<sup>22</sup> <https://www.leidenranking.com/>

Governance category, where it ranked 267th overall in a field of more than 1,400 institutions that made it into the most recent edition of this QS ranking.

In 2023, the QS regional rankings underwent a major change, with some of the existing rankings being abolished and replaced by new rankings. This has also affected the EECA regional rankings, in which USB has performed very well in previous years. Now the Czech Republic, and therefore USB, has been included in the regional ranking Europe, or Eastern Europe. At the same time, there have been some methodological innovations in the QS global and regional rankings. The first innovation is the extension of the established evaluation criteria to include a sustainability criterion based on the QS Sustainability Rankings. This criterion has been given a weighting of 5%. The second innovation of the QS rankings is the increased emphasis on employment and employability issues for graduates of individual universities. This means that the criterion of reputation with employers and now also the employment outcomes of graduates have more weight in the rankings. The third new metric is the International Research Network, which reflects the extent to which research at a given university is linked to institutions abroad. The aim is to highlight the meaning and importance of global collaboration in contemporary science. After taking this innovative methodology into account, USB is ranked 459th and 57th in the new regional ranking of Europe and Eastern Europe, respectively, which is a shared 13th–14th place among Czech universities. Within the global QS World University Rankings, USB is ranked 1,001st–1,200th overall.

The THE (Times Higher Education World University Rankings) and the sub-rankings derived from it have also undergone year-on-year changes in methodology, within which some selected indicators have been adjusted and further refined. The THE rankings track a total of 18 indicators that assess an institution's performance in a total of five areas (teaching, research environment, research quality, industry and internationalisation). The biggest change has been in the area of research quality, which was previously primarily made up of industry-weighted citation impact. This metric is now complemented by other indicators. These include, for example, research strength, which is calculated by the 75th percentile of the citation rate of research results produced at a given university in each discipline. Another methodological innovation is the introduction of the research excellence indicator, which assesses how many of the truly best papers have been produced at a given institution. The third innovation in the area of research quality assessment is the research impact indicator, which takes into account the influence and impact of research produced at the university being assessed. An indicator related to patents is added to the industry area in the new methodology. This indicator examines how often the university's research is cited in patents. The assessment of the reputation of individual universities (specifically the indicators on teaching reputation and research reputation) benefits from a more robust survey among academics. Times Higher Education company newly surveys over 35,000 respondents, 3.5 times more than in previous years. A total of 1,904 universities from 108 countries and regions were ranked in the most recent edition of the Times Higher Education World University Rankings. As in the QS World University Rankings, USB was ranked 1,001st–1,200th overall in this global ranking. THE rankings no longer include the regional ranking of THE Emerging Economies University Rankings, in which USB has performed very well in previous years. The latest available data is for 2021.

For more information on USB's position in the main international rankings, see the following tables.<sup>23</sup>

*International rankings of the Big Three*

Year / USB ranking	2019	2020	2021	2022	2023
<b>ARWU (Academic Ranking of World Universities)</b>	<b>901st–1 000th (6th–7th from the Czech Republic)</b>	<b>901st–1 000th (6th–7th from the Czech Republic)</b>	-	<b>901st–1 000th (6th–8th from the Czech Republic)</b>	-

<sup>23</sup> This overview does not include web rankings, which mainly assess the 'visibility' of universities on the Internet, the size of their web content, the popularity of their websites, etc.

Year / USB ranking	2019	2020	2021	2022	2023
ARWU – Industry Ranking ‘Agricultural Sciences’	201st–300th (4th–5th from the Czech Republic)	201st–300th (3rd–5th from the Czech Republic)	201st–300th (3rd–5th from the Czech Republic)	201st–300th (3rd–5th from the Czech Republic)	151st–200th (3rd from the Czech Republic)
ARWU – Industry Ranking ‘Veterinary Sciences’	151st–200th (2nd from the Czech Republic)	151st–200th (1st–2nd from the Czech Republic)	151st–200th (1st from the Czech Republic)	151st–200th (1st from the Czech Republic)	201st–300th (1st–4th from the Czech Republic)
ARWU – Industry Ranking ‘Ecology’	101st–150th (1st–2nd from the Czech Republic)	101st–150th (1st from the Czech Republic)	101st–150th (1st from the Czech Republic)	101st–150th (1st–2nd from the Czech Republic)	76th–100th (1st from the Czech Republic)
ARWU – Industry Ranking ‘Biological Sciences’	401st–500th (2nd–4th from the Czech Republic)	-	-	-	401st–500th (2nd–3rd from the Czech Republic)
ARWU – Industry Ranking ‘Environmental Science & Engineering’	401st–500th (3rd–4th from the Czech Republic)	401st–500th (3rd–4th from the Czech Republic)	401st–500th (2nd–4th from the Czech Republic)	401st–500th (2nd–4th from the Czech Republic)	401st–500th (3rd from the Czech Republic)
<b>QS World University Rankings</b>	-	-	-	<b>701st–750th (6th–7th from the Czech Republic)</b>	<b>1 001st–1 200th (9th–14th from the Czech Republic)</b>
QS World University Rankings – EECA (Emerging Europe & Central Asia) regional rankings	123rd (13th from the Czech Republic)	122nd (13th from the Czech Republic)	145th (14th from the Czech Republic)	x	x
QS World University Rankings – Regional Rankings (Europe)	x	x	x	x	459th (13th–14th from the Czech Republic)
QS World University Rankings – Regional Rankings (Eastern Europe)	x	x	x	x	57th (13th–14th from the Czech Republic)
QS World University Rankings: Sustainability	x	x	x	-	801st–820th (5th from the Czech Republic)
QS World University Rankings – sectoral ranking ‘Agriculture & Forestry’	201st–250th (2nd from the Czech Republic)	251st–300th (2nd–4th from the Czech Republic)	251st–300th (3rd–5th from the Czech Republic)	251st–300th (3rd–5th from the Czech Republic)	301st–350th (4th–5th from the Czech Republic)

Year / USB ranking	2019	2020	2021	2022	2023
QS World University Rankings – subject ranking 'Biological Sciences'	551st–600th (3rd–4th from the Czech Republic)	551st–600th (3rd–4th from the Czech Republic)	601st–640th (4th from the Czech Republic)	601st–650th (4th from the Czech Republic)	651st–670th (5th from the Czech Republic)
<b>THE (Times Higher Education World University Rankings)</b>	<b>801st–1 000th (4th–5th from the Czech Republic)</b>	<b>801st–1 000th (4th from the Czech Republic)</b>	<b>801st–1 000th (2nd–4th from the Czech Republic)</b>	<b>801st–1 000th (2nd–3rd from the Czech Republic)</b>	<b>1 001st–1 200th (5th–8th from the Czech Republic)</b>
THE Emerging Economies University Rankings – regional rankings	201st–250th (4th–5th from the Czech Republic)	251st–300th (4th–6th from the Czech Republic)	251st–300th (4th–5th from the Czech Republic)	x	x
THE Young University Rankings – rankings of universities under 50	201st–250th (1st from the Czech Republic)	251st–300th (1st from the Czech Republic)	251st–300th (1st from the Czech Republic)	301st–350th (1st from the Czech Republic)	251st–300th (1st from the Czech Republic)
THE – Industry Ranking 'Life sciences'	301st–400th (1st–2nd from the Czech Republic)	401st–500th (1st–3rd from the Czech Republic)	401st–500th (1st–2nd from the Czech Republic)	401st–500th (2nd–3rd from the Czech Republic)	401st–500th (2nd from the Czech Republic)
THE – Industry Ranking 'Clinical, pre-clinical & health'	601+ (4th–6th from the Czech Republic)	601+ (4th–6th from the Czech Republic)	601+ (3rd–6th from the Czech Republic)	801+ (5th–6th from the Czech Republic)	801st–1 000th (4th–6th from the Czech Republic)
THE – Industry Ranking 'Arts & humanities'	-	-	501+ (3rd–4th from the Czech Republic)	501st–600th (3rd from the Czech Republic)	601+ (4th from the Czech Republic)
THE – Industry Ranking 'Social sciences'	-	-	601+ (2nd–5th from the Czech Republic)	801+ (5th–6th from the Czech Republic)	801+ (5th–7th from the Czech Republic)
THE – Industry Ranking 'Education'	-	-	-	601+ (4th from the Czech Republic)	601+ (3rd–4th from the Czech Republic)
THE – Industry Ranking 'Physical sciences'	-	-	-	-	501st–600th (2nd–3rd from the Czech Republic)



Certificate of USB's ranking in the recent edition of the QS World University Rankings: Sustainability.



## International rankings focused primarily on research

Year / USB ranking	2019	2020	2021	2022	2023
<b>NTU (National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities)</b>	-	-	-	-	-
NTU – ranking for the scientific field 'Agriculture'	285th (3rd from the Czech Republic)	301st–350th (4th from the Czech Republic)	301st–350th (3rd–4th from the Czech Republic)	255th (3rd from the Czech Republic)	283rd (3rd from the Czech Republic)
NTU – Industry Ranking 'Plant & Animal Science'	186th (2nd from the Czech Republic)	172nd (2nd from the Czech Republic)	144th (2nd from the Czech Republic)	135th (2nd from the Czech Republic)	155th (3rd from the Czech Republic)
NTU – Industry Ranking 'Environment/ Ecology'	281st (3rd from the Czech Republic)	-	279th (3rd from the Czech Republic)	236th (2nd from the Czech Republic)	253rd (3rd from the Czech Republic)
NTU – Industry Ranking 'Agricultural Sciences'	451st–500th (2nd–4th from the Czech Republic)	451st–500th (3rd from the Czech Republic)	-	451st–500th (3rd from the Czech Republic)	451st–500th (2nd–3rd from the Czech Republic)
NTU – Industry Ranking 'Microbiology'	291st (2nd from the Czech Republic)	289th (2nd from the Czech Republic)	297th (2nd from the Czech Republic)	-	-
<b>URAP (University Ranking by Academic Performance)</b>	<b>941st (7th from the Czech Republic)</b>	<b>967th (7th from the Czech Republic)</b>	<b>1 060th (8th from the Czech Republic)</b>	<b>1 070th (7th from the Czech Republic)</b>	<b>1 101st (8th from the Czech Republic)</b>
URAP – Industry Ranking 'Biological Sciences'	345th (3rd from the Czech Republic)	332nd (3rd from the Czech Republic)	382nd (3rd from the Czech Republic)	383rd (3rd from the Czech Republic)	not yet available
URAP – Industry Ranking 'Environmental Sciences'	232nd (3rd from the Czech Republic)	254th (3rd from the Czech Republic)	290th (4th from the Czech Republic)	291st (4th from the Czech Republic)	not yet available
URAP – Industry Ranking 'Zoology'	119th (2nd from the Czech Republic)	99th (2nd from the Czech Republic)	100th (2nd from the Czech Republic)	98th (2nd from the Czech Republic)	not yet available
URAP – Industry Ranking 'Agriculture'	315th (3rd from the Czech Republic)	321st (3rd from the Czech Republic)	322nd (3rd from the Czech Republic)	317th (3rd from the Czech Republic)	not yet available
URAP – Industry Ranking 'Veterinary Sciences'	95th (1st from the Czech Republic)	96th (1st from the Czech Republic)	123rd (1st from the Czech Republic)	131st (1st from the Czech Republic)	not yet available
URAP – Industry Ranking 'Marine Sciences & Technology'	-	174th (1st from the Czech Republic)	236th (1st from the Czech Republic)	240th (1st from the Czech Republic)	not yet available

Year / USB ranking	2019	2020	2021	2022	2023
URAP – Industry Ranking ‘Chemical Sciences’	-	-	1 215th (8th from the Czech Republic)	1 237th (9th from the Czech Republic)	not yet available
URAP – Industry Ranking ‘Molecular Biology & Genetics’	-	-	593rd (4th from the Czech Republic)	607th (4th from the Czech Republic)	not yet available
URAP – Industry Ranking ‘Environmental Engineering’	-	-	682nd (5th from the Czech Republic)	702nd (6th from the Czech Republic)	not yet available
URAP – Industry Ranking ‘Medical and Health Sciences’	-	-	1 222nd (5th from the Czech Republic)	1 294th (5th from the Czech Republic)	not yet available
URAP – Industry Ranking ‘Technology’	-	-	1 311st (9th from the Czech Republic)	1 328th (10th from the Czech Republic)	not yet available

*International multi-rankings*

Year / USB ranking	2019	2020	2021	2022	2023
<b>SIR (SCImago Institutions Ranking)<sup>24</sup></b>	<b>3 694th (10th from the Czech Republic)</b>	<b>3 947th (8th from the Czech Republic)</b>	<b>4 152nd (10th from the Czech Republic)</b>	<b>3 546th (7th from the Czech Republic)</b>	<b>4 060th (7th from the Czech Republic)</b>
SIR – Research Rank	2 571st (8th from the Czech Republic)	2 427th (5th from the Czech Republic)	2 322nd (5th from the Czech Republic)	2 653rd (5th from the Czech Republic)	3 136th (6th from the Czech Republic)
SIR – Innovation Rank	5 153rd (15th from the Czech Republic)	5 964th (18th from the Czech Republic)	6 490th (19th from the Czech Republic)	5 559th (14th from the Czech Republic)	5 785th (14th from the Czech Republic)
SIR – Societal Rank	1 650th (7th from the Czech Republic)	1 674th (7th from the Czech Republic)	1 748th (5th from the Czech Republic)	1 658th (5th from the Czech Republic)	1 724th (7th from the Czech Republic)

*Alternative International multi-rankings*

Year / USB ranking	2019	2020	2021	2022	2023
<b>CWUR (Center for World University Rankings)</b>	<b>1 024th (5th from the Czech Republic)</b>	<b>1 021st (5th from the Czech Republic)</b>	<b>1 052nd (5th from the Czech Republic)</b>	<b>1 041st (5th from the Czech Republic)</b>	<b>1 050th (5th from the Czech Republic)</b>
<b>U.S. News Best Global Universities</b>	<b>904th (5th from the Czech Republic)</b>	<b>941st (5th from the Czech Republic)</b>	<b>1 024th (6th from the Czech Republic)</b>	<b>1 013rd (6th from the Czech Republic)</b>	<b>1 021st (7th from the Czech Republic)</b>

<sup>24</sup> The SIR rankings have changed the way in which the ranking of individual institutions within a given ranking is determined in 2023. The new method has been applied retrospectively to all previous years of the rankings so that the individual institutions ranked can be realistically compared and their evolution over time can be tracked.

Year / USB ranking	2019	2020	2021	2022	2023
U.S. News Best Global Universities – Industry Ranking ‘Plant and Animal Science’	198th (5th from the Czech Republic)	207th (4th from the Czech Republic)	222nd (5th from the Czech Republic)	196th (5th from the Czech Republic)	180th (5th from the Czech Republic)
U.S. News Best Global Universities – Industry Ranking ‘Microbiology’	200th (2nd from the Czech Republic)	193rd (2nd from the Czech Republic)	189th (2nd from the Czech Republic)	209th (2nd from the Czech Republic)	232nd (3rd from the Czech Republic)
U.S. News Best Global Universities – Industry Ranking ‘Environment/ Ecology’	176th (2nd from the Czech Republic)	182nd (3rd from the Czech Republic)	223rd (3rd from the Czech Republic)	251st (4th from the Czech Republic)	281st (6th from the Czech Republic)
U.S. News Best Global Universities – Industry Ranking ‘Biology and Biochemistry’	473rd (4th from the Czech Republic)	-	496th (4th from the Czech Republic)	-	558th (4th from the Czech Republic)
U.S. News Best Global Universities – Industry Ranking ‘Ecology’	-	-	-	-	128th (4th from the Czech Republic)
U.S. News Best Global Universities – Industry Ranking ‘Marine and Freshwater Biology’	-	-	-	-	88th (1st from the Czech Republic)
<b>MosIUR (Three University Missions Moscow International University Ranking)</b>	<b>1 001st–1 100th (10th–13th from the Czech Republic)</b>	<b>901st–1 000th (9th–12th from the Czech Republic)</b>	<b>801st–900th (11th–12th from the Czech Republic)</b>	<b>801st–900th (11th–12th from the Czech Republic)</b>	<b>601st–650th (9th–10th from the Czech Republic)</b>

In the field of international evaluation, rankings focusing on the university's assessment of the conditions offered to international students are also very important for USB. In this regard, we can mention, for example, the ranking or assessment platform FEIS (Favorable Environment for International Students), which is being developed by the ICS (The International Council of Scientists) within the framework of the GWC (Global World Communicator) programme from 2023. This evaluation platform publishes lists of universities from all over the world that provide the best conditions for international students to study, live and develop comprehensively. Universities are ranked in five areas: campus life and services, campus accommodation, information for international students, university community and academic resources. Experts of the FEIS evaluation platform assess the completeness and availability of information and ratios compiled from the main parameters for each of the areas assessed, and also conduct a comparative analysis. USB, which is currently the only university from the Czech Republic in the FEIS ranking, has achieved a significant success in 2023 by obtaining an overall FEIS Class A++ (the highest possible grade) in the subject ranking. USB also received a full A++ rating in the categories of campus life, campus accommodation and academic resources. Select courses of study are also evaluated as part of the FEIS ranking. Peer reviews are conducted through comparative analysis, in four categories: student community structure, academic staff composition, academic resources, and global communication. Within the FEIS subject rankings, USB was evaluated in the fields of study Biological Sciences, Earth Sciences and Engineering Technology. Based on its performance in these disciplinary rankings, it again achieved an overall FEIS Class A++ rating. The FEIS assessment platform is continuously updated and updated and is open to all universities interested in attracting international students, global collaboration and promoting projects for the internalisation of education and research. Further information on the FEIS ranking and its methodology is available on the FEIS website.<sup>25</sup>

<sup>25</sup> <https://www.cicerobook.com/en/feis>

Other international rankings of this type include, for example, the Best Value University World Rankings,<sup>26</sup> which compares ranked universities on the basis of academic reputation and required tuition fees. Academic reputation takes into account the university's position in selected international rankings, namely the Times Higher Education World University Rankings, the QS World University Rankings and the U.S. News & World Report Best Colleges. In the case of tuition fees, the difference between the required tuition fees at the university and the average tuition fees required in the country is assessed. The rankings also collect information on the size and structure of the student population at the college (total number of students, number of international students, number of admitted students) and admissions conditions. It draws information from the university's website and other publicly available sources. It works only with English-language sources. A total of three rankings are then compiled on the basis of the data collected in this way. The first is the 'Best Universities Rankings', which is based on academic reputation, the size and structure of the student population and the total number of students enrolled. The second is the 'Most Affordable Universities', which is based primarily on comparisons of tuition fees for international students. These two rankings are then combined to create a third ranking – 'Best Value Universities'. In the latter ranking, USB is ranked 1,070th in the world, 446th in Europe and 4th among Czech universities in 2023.

Confirmation of the very high level of science and research at USB is also provided by the individual recognition of several USB scientists in the recent Best Scientists Ranking published on Research.com,<sup>27</sup> specifically in the '2023 Ranking of the Best Chemistry Scientists in the World' and '2023 Ranking of the Best Ecology and Evolution Scientists in the World'. Twenty USB academics were also represented in the latest edition of the Most Cited Scientists, compiled and published annually by Elsevier with John P. A. Ioannidis, a statistician at Stanford University. This ranking, which draws on the Scopus database, is based on an index that combines six otherwise separately used citation indicators, including the simple citation count or Hirsch H-index. Thus, not all authors with the highest number of citations will rank among the best in terms of this composite index. More information about the structure of this index and the ranking itself can be found on the Elsevier website.<sup>28</sup>

## 5.5 Internal evaluation of science and research

Creative activity is developed at all USB faculties adequately to individual degree programmes. Doctoral, master's and in some cases bachelor's degree students also participate in a number of activities. A number of USB faculties support the creative activity of students mainly through the nature of qualifying theses, which in many cases are part of the research activities of individual departments, institutes or laboratories. In this way, students come into direct contact with current developments in various fields and are stimulated to formulate research topics and hypotheses independently and to develop them methodically. The faculties also use a number of motivational tools (exceptional scholarships, Dean's Award, etc.) to encourage students' approach to creative activity. Students participate in research work mainly within the framework of professional grant projects of their supervisors and their laboratories. Students with a stronger inclination towards creative and research activities then enter the USB Grant Agency or faculty grant competitions.

The internal evaluation of science and research at USB includes both bibliographic evaluation (with emphasis on ranking only in the first two quartiles of results for impacted journals, or for publications in journals registered in ERIH+ databases and for some disciplines for publications in journals registered in Scopus databases) and evaluation of selected results of creative activity in the form of peer review (especially for humanities disciplines and book-type outputs, or partial chapters). The evaluation also reflects the wide range of creative activities of the individual USB units – for example, artistic activities (RUV) are taken into account, e.g. the USB Faculty of Education, USB Faculty of Arts and USB Faculty of Theology, as well as applied and contract research, which occurs mainly at the USB Faculty of Fisheries and Protection of Waters, USB Faculty of Science and the USB Faculty of Agriculture and Technology.

<sup>26</sup> <https://studyabroadaide.com/>

<sup>27</sup> <https://research.com/>

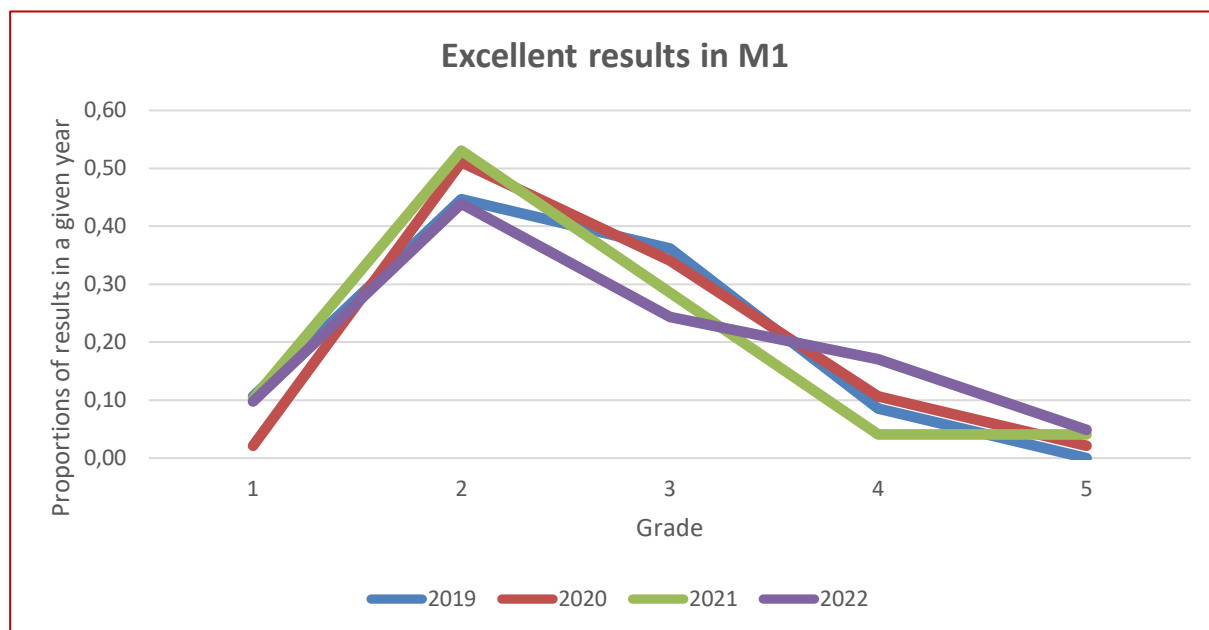
<sup>28</sup> <https://elsevier.digitalcommonsdata.com/datasets/btchxktyw/6>

While USB respects and guarantees freedom of research and scientific work, the current USB Strategic Plan establishes a framework for research activities across USB. The key pillars of this framework include:

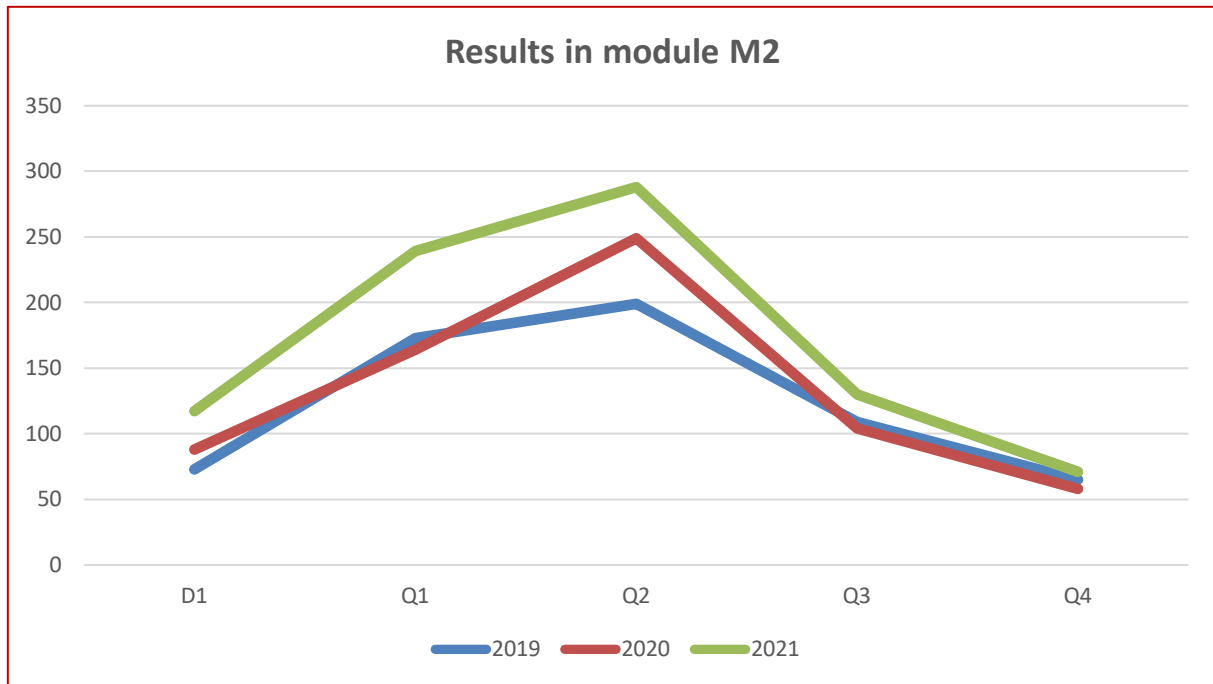
- Excellence and international character of research.
- Social relevance of research, including open science tools.
- Support and development of research infrastructures.
- Systematic support for young scientists.
- Involvement of research institutes in educational activities.

To fulfil this framework, USB and individual USB faculties provide a range of support and motivational tools, including support for postdoctoral positions, support for research infrastructures, support for publishing in open access journals, innovative forms of teaching that respect the current state of knowledge, and grant support.

In accordance with the M17+ Methodology, the USB reports results to Module M1 annually. Upon receipt of information on the number of publications to be delivered by USB to Module M1, this number is prorated to the individual USB faculty according to the proportion of LCDRO in a given year (base portion) and the number of non-bibliographic outputs in a given year (boost). The results supplied by the faculties can be adjusted in the sense that a worse result of one faculty can be replaced (with prior approval) by a better result of another faculty, even if this slightly distorts the calculated shares. The aim is to report only the best results. Results are reported by uploading them to the SKV (Quality Results System) web application, with the necessary conditions for acceptance being justification of their excellence and inclusion in one of two categories: contribution to knowledge or social relevance. Within the M2 module, the indicators monitored are mainly bibliometric data corresponding to the complete production of USB results.

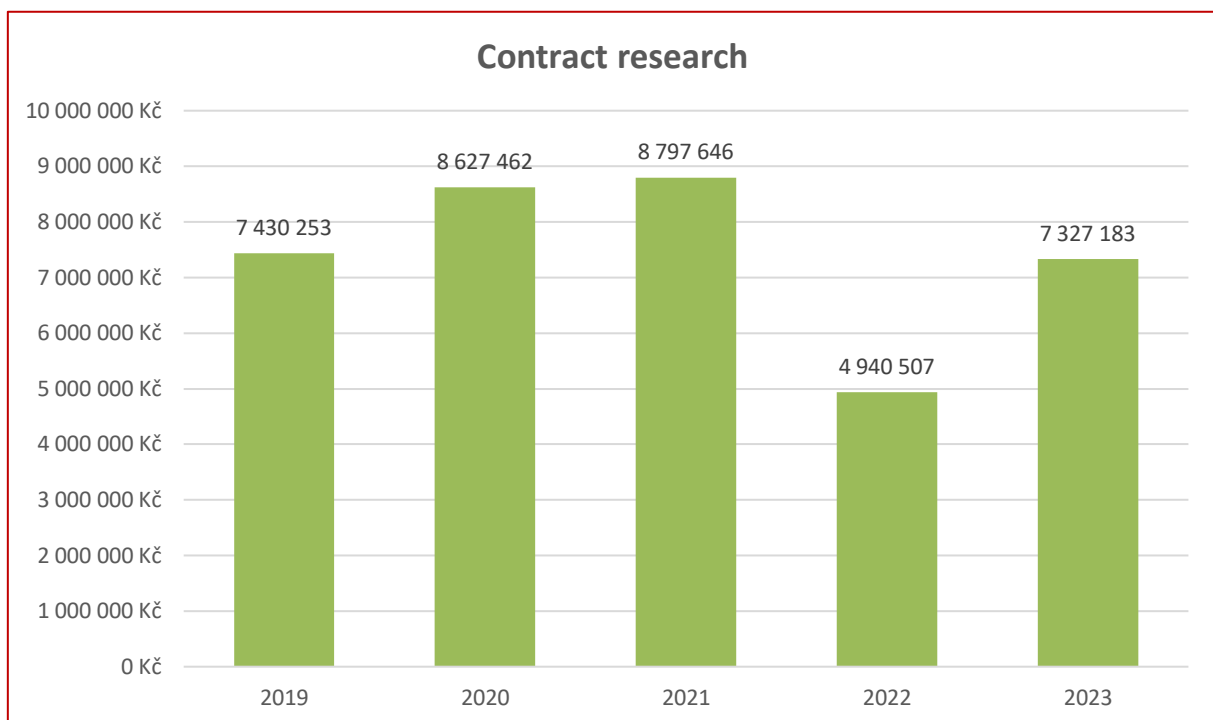


USB results in module M1 of the M17+ Methodology.  
 Source: <https://hodnoceni.rvvi.cz/hodnoceni2022/nebiblio>



*USB results in the M2 module of the M17+ Methodology.*  
 Source: <https://hodnoceni.rvvi.cz/hodnoceni2022/biblio-vo>

Each year, some USB faculties also report results to the Register of Artistic Outputs (RUV), i.e. the Register of Information on Results for the Purposes of Science and Research, but for artistic disciplines taught at Czech public universities. The RUV application is created to support the process of registration and evaluation of outputs from creative artistic activities at the national level. The application allows for entering and editing records of artistic outputs, supports the process of certification of these outputs and serves for communication between the participants of the whole process including the registration of associated documents.



*Evolution of the amount of funding received by USB from contract research between 2019 and 2023.*

Contract research at USB has long been a matter primarily for the USB Faculty of Fisheries and Protection of Waters and the USB Faculty of Agriculture and Technology, with the USB Faculty of Science also increasing its share in recent years. In general, the faculties focus mainly on collaborations where added value in the form of new scientific knowledge can be expected; they usually provide routine analyses when their academic staff capacity is sufficient.

At USB, the USB Technology Transfer Office (TTO USB) is responsible for the professional and systemic support of the intellectual property protection administration and the technology/knowledge transfer process. The support for the development of commercialisation in recent years has been achieved, among other things, through the implementation of the Czech Technology Agency's project to develop proof-of-concept activities. TTO USB is currently competing for a follow-up project. Within the framework of newly generated R&D results, contacts with business entities and potential investors are continuously established.

In 2023, with the significant contribution of the TTO USB, USB was able to complete the establishment of a spin-off company in the field of immunotherapy research under the leadership of Dr. Jan Ženka from the USB Faculty of Science. TTO USB also prepared two teaching materials for students and academics in 2023 as part of a project with a Norwegian partner. Specifically, these are the document 'Overview of knowledge transfer issues in research organisations' and the document 'Specifics of knowledge transfer in research organisations'. In addition to the other own projects that TTO USB was working on in 2023, many consultations and activities related to the protection of intellectual property, TTO USB was also preparing the establishment of two new spin-off companies in cooperation with the Faculty of Science and the USB Faculty of Agriculture and Technology. Their establishment and start-up is planned for 2024.

At the USB level, R&D&I is supported by, among others, the following programmes and activities:

- **Recognition of the results of scientific, research and other creative activities.** USB has newly introduced scientific awards in four disciplinary categories, divided into a category for USB academics and a category for USB students, for outstanding results of research activities, including scientific publications or results of applied research. Student prizes can also be awarded for outstanding bachelor's, master's or doctoral theses. The disciplinary categories and respective prizes are as follows:
  - **Natural Sciences – The Zdeněk Veselovský Award** in honour of one of the most important Czech zoologists, who, among other things, worked at the present USB Faculty of Science.
  - **Agricultural and Fishery Sciences – Jakub Krčín Award** in honour of the Regent of Rožmberk and one of the most famous Czech fishermen.
  - **Social Sciences – The Jiří František August Buquoy Prize** in honour of the Austrian and Czech economist, scientist, writer, entrepreneur and inventor.
  - **Humanities – The Robert Sako Award** in honour of the eminent Czech historian who worked, among other things, at the Faculty of Education and the USB Faculty of Arts.
- **Award for popularization of science.** USB has newly introduced the **Jana Anna Kateřina Zátková Award** for an outstanding popularization work of a monographic nature that brings a selected scientific field closer to a wider readership, or for a series of popularization articles, media appearances or popularization lectures that promote science in general or its specific field. The prize is named in honour of Ludmila, a prominent social activist and fighter for women's rights, co-founder and long-time president of the Czech-Budejovice Women's Association, who, among other things, was involved in promoting women's education.
- **Specific projects related to creative activities.** A portion of the LCDRO is allocated to specific projects that USB faculties submit to the Rector's Board for consideration, which then decides on the allocation of funding for the respective projects. This system of identifying and evaluating creative activity at USB has been applied since 2013.
- **University postdoctoral positions.** Each year, USB provides an opportunity for high quality young scientists to apply for funding for a university postdoctoral position. Currently, up to four postdoctoral positions are awarded each year, funded by the LCDRO. These positions are offered in both the natural and agricultural sciences and the humanities and social sciences. A maximum of three positions are supported in the natural and agricultural sciences. The USB Scientific Board



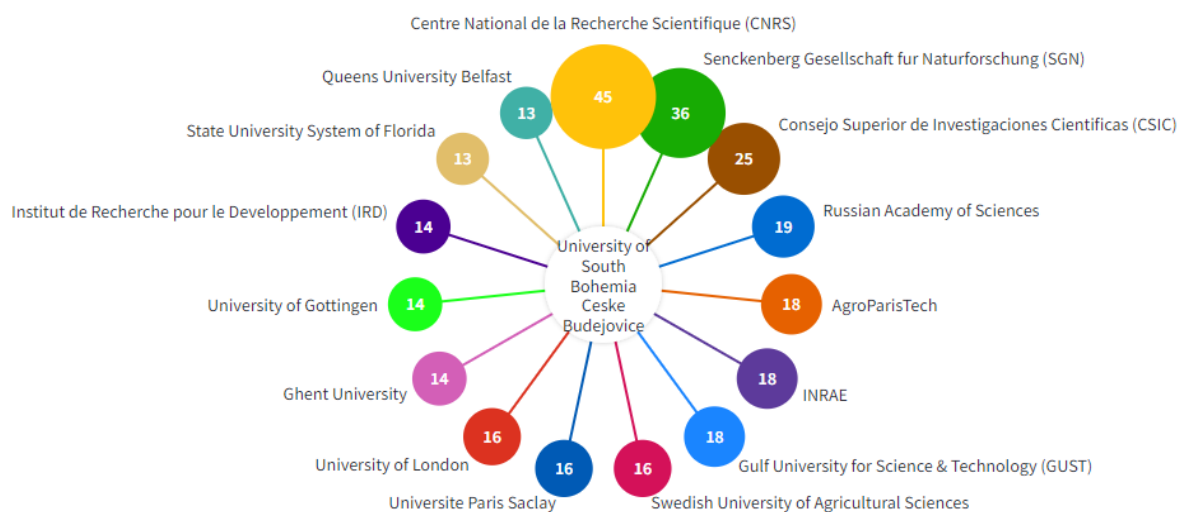
recommends to the Rector the allocation of these positions to the selected candidates, based on the evaluation of specially appointed committees of USB Scientific Board members.

- USB Grant Agency (GA USB).** GA USB redistributes earmarked support for Specific Undergraduate Research between two types of projects closely linked to doctoral studies: individual projects for individuals or small teams and team projects covering entire disciplines at individual USB faculties. Each year, around 90–100 individual projects compete in five disciplinary sections, with a long-term success rate of around 25%. Projects are evaluated by disciplinary committees and then approved by the GA USB Board. Two years ago, the individual competition was enriched with projects that can be submitted jointly by PhD students from several USB faculties. In these projects, PhD students can receive more funding than if they submit projects individually. Unfortunately, this specific support for inter-faculty collaboration has not yet found much popularity.

A number of USB faculties also have their own internal grant agencies and research awards. Some faculty also occasionally announce and fill postdoctoral positions as their funding permits. The evaluation of applications and decision-making for these types of support is then the responsibility of faculty committees, faculty leadership, and ultimately the dean or dean of the respective faculty.

At all faculties of USB, academic staff are currently evaluated mainly on the basis of data in the IS EAS system. For those faculties that have their own career regulations (in the form of deans' measures), the obligation to carry out this evaluation, and possibly the relevant rules, is specified in these regulations according to the needs of the faculty concerned. This obligation is also generally derived from the USB Career Regulations. More information on this issue is provided in **Chapter 6.5**.

International cooperation in science and research usually takes place on an individual level and is highly desirable. Within the formal mechanisms of internationalisation of creative activities, we can mention the requirements for doctoral studies, habilitation proceedings or the procedure for appointment as professor, where international activities in science and research are strongly reflected, or involvement in international grant projects, which has a number of positive impacts on the individual (remuneration at the faculty level), the faculty (budgetary impact) and the whole USB (external evaluation). In 2023, there was still ongoing discussion at the USB about the possibilities of University-wide support for the preparation of international grant projects. Inter-faculty coordination of this support, or its partial centralization, seems to be a viable option. International cooperation in science and research is evidenced, among other things, by the number of scientific outputs produced in cooperation with foreign research organisations, which is proving to be as very stable, as well as international mobility, which is covered in more detail in the USB Annual Report.



*Number of publications in WoS for 2023 (as of 4 March 2024) that were created in collaboration with foreign partner institutions. The 15 foreign institutions with which the most publications were produced in the period under review are included in the overview. Source: InCites.*

## 5.6 Evaluation of faculties

A comprehensive evaluation of USB faculties, which mainly included an assessment of the quality of creative activities, was conducted at USB in connection with the preparation of the application for institutional accreditation in 2017, or was completed in early 2018. All eight USB faculties underwent this evaluation, which covered the years 2012–2016. In addition to the assessment of the quality of the results and the bibliometric analyses, the starting point for this evaluation was the faculty self-assessment report submitted by the Dean of the faculty after its discussion by the faculty's Scientific Board. An integral part of the faculty's self-assessment report was also a summary of the strengths and weaknesses of the educational activities and individual degree programmes implemented at the faculty, a warning from the faculty quality coordinator about possible problems in the implementation of degree programmes and an overview of corrective and preventive measures taken. The faculty self-assessment report was subsequently discussed by the IEB USB, which formulated a brief verbal assessment for each faculty. This was sent to the Dean of the respective faculty, along with a request for a written response to the evaluation. This response was subsequently discussed by the IEB USB. An Addendum to the 2017 Faculty Self-Evaluation Report was prepared for each of these reports in 2018, which included a summary of the creative activity outcomes applied by faculty in 2013–2017 and recorded in the PBD database. The addenda thus submitted were discussed at the IEB USB in early 2019. For each of these addenda, the IEB USB formulated a brief narrative evaluation, which was structured according to each of the sub-requirements/areas defined within the 2017 Addendum to the Faculty Self-Evaluation Report form.

Due to the coincidence of the timing of the preparation of the Addenda to the 2018 Faculty Self-Evaluation Reports and the 2020 Self-Evaluation Reports for the Evaluation of Research Organizations in the Higher Education Segment according to Methodology 17+ (evaluation in Modules M3 to M5), it was decided by the IEB USB and the USB management that for 2019 the individual USB faculty will not be required to prepare two very similar reports, but that the preparation of the Addenda to the 2018 Faculty Self-Evaluation Reports will be replaced by the preparation of the Self-Evaluation Reports for the evaluation of research organisations in the segment of higher education institutions in 2020 according to Methodology 17+, with the understanding that these Self-Evaluation Reports will be subsequently submitted to the IEB USB for comment also as Addendum to the 2018 Faculty Self-Evaluation Reports (one summary document for all USB faculties). It was also decided that the opinion of the IEB USB on the reports thus submitted would be more of a recommendation and would not replace the evaluation carried out by the international panel. The opinion of the IEB USB on the submitted Self-Evaluation Reports was issued in May 2020.

Due to the postponement of the date of the International Evaluation of Research Organizations in the Higher Education Segment in 2020 according to Methodology 17+ (in the case of USB from June to November 2020), which was triggered by the hygiene measures related to the Covid-19 pandemic, the preparation and evaluation of the Addenda to the Self-Evaluation Reports of Faculties for 2019 and the Self-Evaluation Report for the Evaluation of Research Organizations in the Higher Education Segment in 2020 according to Methodology 17+ coincided in 2020. In this context, it was decided by the IEB USB and the USB management (as in the previous year) that the preparation of the Addenda to the 2019 Faculty Self-Evaluation Reports would be replaced by the preparation of the Self-Evaluation Report on the Evaluation of Research Organisations in the Higher Education Segment in 2020 according to Methodology 17+, or the subsequent evaluation of this report by the International Evaluation Panel (IEP). This evaluation was submitted to the IEB USB for comment or for information in early 2021.

At the same time, it was decided that no further annual supplements would be prepared to the faculty self-assessment reports for 2012–2016, and that in the future faculties would be assessed only in five-year cycles, without annual addenda. This new system of faculty evaluation was subsequently embodied in Rector's Ordinance R 512 of 24 November 2022 regulating the internal evaluation of the quality of degree programmes and USB constituent parts.

The main objective of the newly set system of internal quality assessment of USB faculties is:

- To assess the development of the faculties evaluated in the main areas of their activities.
- Assess the place of the faculty being evaluated in the totality of USB and its activities.

- To draw attention to possible shortcomings in the activities of the evaluated faculties, to provide suggestions, recommendations and guidelines for further development in the main areas of their activities.
- To recommend financial or other support for faculty in certain areas of strategic importance to the USB leadership.
- Provide space for the views, comments and suggestions of the faculty being evaluated.

The internal evaluation of faculties is initiated by the IEB USB, which sets a detailed schedule for the implementation of the individual stages of the internal evaluation for the relevant calendar year by the end of the previous calendar year at the latest. Information on the launch of the internal evaluation, together with further instructions, is given to the faculties under evaluation by the Vice-Rector in charge of the internal evaluation area, or by an employee of the Rectorate's Internal Evaluation Office authorised by the Vice-Rector.

The timetable of internal evaluation of individual USB faculties within the set five-year cycle is shown in the table below, with the proviso that in case of overlapping internal and external evaluation, implementation of international evaluation, or other substantial reasons, the IEB USB may decide to skip internal evaluation in a given year at the initiative of the Rector. In this case, the ranking of faculty evaluations will remain unchanged.

*Schedule of internal evaluation of USB faculties*

<b>Evaluated faculty</b>	<b>Year of evaluation</b>
USB Faculty of Science	2023
USB Faculty of Arts USB Faculty of Theology	2024
USB Faculty of Economics USB Faculty of Health and Social Sciences	2025
USB Faculty of Education	2026
USB Faculty of Fisheries and Protection of Waters USB Faculty of Agriculture and Technology	2027

The internal evaluation of faculties is carried out in the following successive stages:

- Faculty self-assessment.
- Peer review of committee evaluations based on the self-evaluation report, USB documents, and faculty being evaluated, and possibly your own research.
- Final statement and approval of the IEB USB.

Self-evaluation is a process in which the faculty being evaluated critically analyses the results of its work to date in terms of quantitative and qualitative indicators. In doing so, it takes into account specific data provided by the USB Rectorate, its own experience and feedback mechanisms. The self-evaluation process may also include possible examples of good practice and qualitative changes implemented and their evaluation. Benchmarking (self-reported comparisons with similar faculties in the country and abroad) may be included where appropriate. All relevant faculty staff should be involved in the self-evaluation process to the extent possible and necessary. Student cooperation should also be ensured in an appropriate manner (e.g. through the student chamber of the academic senate of the relevant faculty).

The result of the self-assessment process is the faculty self-assessment report. This report should be a reflective document that contains basic information on the progress to date, strategic goals and the tools to achieve them, in the following areas:

- Strategies in the field of education (this is not an internal evaluation of individual degree programmes, but the overall concept and coherence of studies at a given faculty, its current development and strategic goals).

- Creativity (information on the faculty's own evaluation methodology and the evolution of evaluation over the last five-year period, including strategic goals in this area and the tools to achieve them, with particular attention to departments and scientific areas that are key for habilitation and appointment procedures, doctoral studies and securing accreditation; the evaluation should take into account excellent teams and excellence, domestic and international scientific collaboration and ways to motivate quality growth).
- Social relevance of faculty activities (these are all activities classified as the so-called 'third role' of universities, i.e. lifelong learning programmes for the public, other awareness-raising activities and topics monitored under Module 3 of the M17+ Methodology; the Self-evaluation report contains a description of the development to date, strategic goals and means for their achievement in a manner appropriate to the nature of the activity in question, attention is also paid to the compliance of the related activities with the main mission of USB, which is educational and creative activity).
- Setting up the organisation and management of the faculty (this mainly includes information on the distribution of powers, the method of filling the posts of senior staff, the functioning of boards, commissions and other committees, feedback mechanisms, incentives and the method of budget allocation within the faculty, as well as information on the link between these organisational measures and the strategic objectives of the faculty concerned).

For the purposes of internal evaluation of the faculty, an evaluation committee appointed by the Rector is established, with the following composition:

- A representative of the USB management, nominated by the Rector, who is the chair of the evaluation committee.
- 3 IEB USB members outside the evaluated faculty proposed by the IEB USB.
- 1 representative of the evaluated faculty nominated by the Dean of the faculty.
- 1 student nominated by the USB Academic Senate student chamber from a discipline-related faculty.
- At least 1 external member nominated by the Dean of the faculty being evaluated and approved by the IEB USB.

If two faculties are evaluated in a given year, two evaluation committees are established, which may have some of their members identical.

The self-evaluation report of the faculty, prepared on the basis of the established framework, is sent by the Dean of the evaluated faculty to the Vice-Chair of the IEB USB. After checking its formalities, the latter forwards it to the evaluation committee. The internal evaluation of the faculty also includes an on-site visit, which must be attended by at least three members of the evaluation committee. The on-site visit includes in particular:

- Discussions with the management of the faculty being evaluated.
- If appropriate, a tour of the premises of the faculty being evaluated and an on-site study of the materials submitted.
- In relevant cases, discussions with other staff of the faculty being evaluated as well as students.

Faculty evaluation is primarily formative in nature. Summative evaluation is seen only as a basis for formative evaluation. The evaluation should not be static, but on the contrary should reflect the development of the activities and internal quality assurance of the evaluated faculty over time.

On the basis of the self-evaluation report provided, any other documents and materials provided and the on-site visit, the evaluation committee prepares a draft report on the internal evaluation of the faculty. The report should draw the attention of the evaluated faculty to any shortcomings in its activities and show room for improvement, highlighting good practice and changes already implemented. The internal evaluation report should also include recommendations for the evaluated faculty to develop its strengths and address any weaknesses. The internal evaluation may also make recommendations for University-wide support for some of the evaluated faculty's strategically important development plans.

The draft report on internal evaluation prepared in this way and approved by an absolute majority of all members of the relevant evaluation committee is forwarded by the chair of the evaluation committee to the dean of the faculty being evaluated for comment. The purpose of this step is to limit the possibility of misinterpretation of the documents or information contained in the self-assessment report of the evaluated faculty, in any other documents and materials provided, including materials and information provided during the on-site visit. The opinion of the Dean of the faculty on the submitted draft internal evaluation report may be taken into account by the evaluation committee in the subsequent preparation of the final version of the internal evaluation report of the faculty. After its approval by a majority of all members of the relevant evaluation committee, it is forwarded by the chair of the committee to the vice-chair of the IEB USB, who then provides it to all members of the IEB USB. The IEB USB approves the submitted internal evaluation report of the faculty and may supplement it with its own recommendations and suggestions for improvement of the evaluated faculty. The Dean of the evaluated faculty is informed of the result of the IEB USB evaluation and receives the final version of the internal faculty evaluation report together with any additional recommendations and suggestions for quality improvement formulated by the IEB USB.

In the following five-year evaluation cycle, the evaluation process also includes an assessment of the extent to which the long-term development objectives set out in the self-evaluation report for the previous five-year period have been met by the faculty, the recommendations contained in the internal evaluation report, and any further recommendations and suggestions for improvement of the activities implemented formulated by the IEB USB as part of the evaluation of the previous five-year period.

In accordance with the Rector's Measure R 512, which governs the internal quality assessment of USB degree programs and units, the IEB USB formally initiated the USB Faculty of Science evaluation in late 2022 and implemented it during 2023 in accordance with the approved schedule. The formal completion of this evaluation occurred at the 49th USB IEB meeting on October 17, 2023, when the USB Faculty of Science Internal Evaluation Report for the period 2018–2022 was also approved, in the form in which it was prepared by the relevant seven-member evaluation committee. In the context of this evaluation, the USB IEB recommended that the USB Faculty of Science follow the conclusions and recommendations contained in this report, in particular to devote increased efforts to obtaining European projects (especially ERC projects) and thereby strengthen its European/global scientific excellence. The IEB USB further recommended that the USB Faculty of Science Internal Evaluation Report for the period 2018–2022 be shared with the USB management through the USB Rector and subsequently with the USB Rector's Board. The IEB USB also recommended that project and financial support opportunities for applicants for European projects be addressed at the level of the university and faculty leadership.

Based on the experience from the first year of this new system of internal evaluation of USB faculties and on the feedback received from individual actors of this evaluation, some areas of internal evaluation that were unclear or caused the biggest problems were modified or clarified. In particular, the timetable of the evaluation was adjusted so that the activities of the evaluation committee, including the organisation of a mandatory visit of the evaluation committee to the faculty being evaluated (the so-called on-site visit), were directed to the period after the summer holidays. In addition, on the basis of the initiative of the faculty being evaluated, the data documents prepared by the Rectorate's Internal Evaluation Office were modified or expanded during the preparation of the self-assessment report so that selected statistical data from the field of study (e.g. active studies, graduates, unsuccessful studies, etc.) not only for degree programmes accredited after 1 September 2016, i.e. after the amendment to the Higher Education Act, but also for the so-called 'ending' fields of study (programmes), in which a significant number of students were still studying in the evaluation period 2018–2022. At the same time, the position of the representative of the evaluated faculty in the relevant evaluation committee was also adjusted so that he/she has the same rights and obligations as other members of the committee, including the right to vote. Originally, his role was more advisory and consultative. His role was primarily to clarify any misunderstandings that may have arisen within the relevant evaluation committee during the evaluation of the faculty concerned.

All these changes have been incorporated into an updated version of the Rector's Ordinance regulating the internal quality assessment of degree programmes and USB constituent parts. The original Rector's Ordinance R 512 of 24 November 2022 was replaced by Rector's Ordinance R 533 of 11 December 2023. In line with this updated measure, the next round of internal evaluation of USB faculties was officially

launched at the end of 2023 and is expected to be implemented in 2024 and completed at the IEB USB level in early 2025 (following the adjustments to the evaluation schedule described earlier). The USB Faculty of Arts and the USB Faculty of Theology should undergo this evaluation in that year.

The USB Faculty of Science evaluation in 2023 provided a number of valuable suggestions and concrete proposals for University-wide measures in the field of education, in the field of creative activity and in the field of organization and management settings, which were formulated by the evaluated faculty itself. These suggestions are now being discussed within the USB leadership and the USB Rector's Board.

## 6 EVALUATION OF THE QUALITY OF RELATED ACTIVITIES

### 6.1 Evaluation of other constituent parts and USB units

The quality of related activities means in particular the quality of activities that support the main mission of USB, i.e. the quality of educational and creative activities. The related activities are mainly considered to be University management and administration, infrastructure, human and financial resources, information and advisory systems and services, including libraries, editorial and publishing activities, accommodation and catering for students and provision of facilities for their leisure activities. Some other areas, e.g. lifelong learning or the University of the Third Age, can also be included in related activities, but are assessed separately by USB (see **Chapter 6.2**).

The evaluation of the quality of related activities, other supporting activities and also the quality of facilities (quality of buildings, teaching spaces, offices, construction and renovation, etc.) is carried out especially in connection with the evaluation of investment priorities in the framework of the preparation of the USB Strategic Plan and the annual Implementation Plan of the USB Strategic Plans, at the level of the University management, the Rector's Board, and the management of individual faculties and other units, also with regard to ensuring sufficient material facilities for each implemented degree programme within individual USB faculties. The evaluation of some related activities also includes the Student Evaluation of Instruction, where University-wide activities and departments, such as the Dormitories and Refectories and the USB Academic Library, can be evaluated within individual faculty sections.

A comprehensive evaluation of related activities, or selected facilities that directly provide or coordinate these activities, was carried out at USB in connection with the preparation of the application for institutional accreditation in 2017, or was completed in early 2018. This evaluation, which covered the years 2012–2016 (if the relevant related activity was provided for the entire five-year period), was carried out at all the facilities under Section 22(1)(c) of the Higher Education Act (USB Academic Library, USB British Centre, USB Centre of Information Technology, USB Goethe Centre and USB Publishing House,<sup>29</sup> then still under the name EPISTEME Publishing), special purpose facilities under Section 22(1)(c)(d) of the Higher Education Act (USB Dormitories and Refectories and USB Preschool facility – Kvítek Children's Group) and the USB Support Centre for Students with Special Needs, as a University-wide facility. The quality of the USB sports facilities, the management of which is entrusted mainly to the USB Faculty of Education, was also assessed in relation to the provision of physical education degree programmes/fields and the overall sports activities of USB students.

The basis for this evaluation were reports on the quality of related activities submitted by the director of the relevant school-wide facility or the head of another department responsible for the implementation of the related activities in question. The submitted reports were subsequently discussed by the IEB USB, which formulated a brief verbal evaluation of each of them. This was sent to the Director or Head of the relevant facility. The results of this comprehensive evaluation of the related activities were positive, with a bare minimum of comments on the related activities evaluated or the facility carrying out these activities.

In order to reduce the excessive administrative burden on the facilities implementing the related activities and the burden on the evaluators, the subsequent annual addenda to the Quality Report on Related Activities for the years 2012–2016 were prepared in the form of the relevant chapters of the USB Annual Activity Report for the given calendar year. At the same time, discussions were held within the various university committees on possible modifications to the system of quality assessment of related activities so that the system would be as bureaucratic as possible in terms of form and as meaningful as possible in terms of content.

<sup>29</sup> At the time of the evaluation of the related activities for the years 2012–2016, EPISTEME Publishing House was organizationally classified as another facility with University-wide scope. After its transformation into USB Publishing House, it was classified as a facility under Section 22(1)(c) of the Higher Education Act.



On the basis of these discussions, USB decided to significantly upgrade its current system of evaluation of related activities, with the next five-year cycle of evaluation to be carried out under a new procedure. This new procedure was subsequently formalised in Rector’s Ordinance R 512 governing the internal quality assessment of USB degree programmes and constituent parts. All other USB constituent parts and facilities should now be evaluated, i.e. not only all facilities according to Section 22 (1)(c) of the Higher Education Act (USB Academic Library, USB British Centre, USB Centre of Information Technology, USB Goethe Centre and USB Publishing House), special-purpose facilities according to Section 22 (1)(d) of the Higher Education Act (USB Dormitories and Refectories and USB Preschool facilities – Kvítek Children’s Group), specialised facilities with University-wide competence (USB Support Centre for Students with Specific Needs, USB Career Centre and USB University Psychological Counselling Centre), as well as all units of the USB Rectorate.

The main objective of the newly set system of internal evaluation of other constituent parts and facilities, i.e. facilities responsible for the implementation of related activities, is to:

- assess the degree of consistency between the scope and level of services currently provided and those required by users by the evaluated sites;
- assess the degree of contribution of the evaluated facilities to the fulfilment of the University's strategic priorities;
- assess the ability and capacity of the assessed facilities to ensure the quality of the required activities and the conditions that these facilities have for their work in the longer term;
- highlight good practices and changes already implemented;
- draw attention to possible shortcomings in the activities of the evaluated facilities and to provide them with guidance for their further direction and development;
- provide space for the views, comments and suggestions of the evaluated facilities themselves;
- stimulate discussion about the quality of services provided within the academic and non-academic community of the University.

The internal evaluation of other constituent parts and facilities is initiated by the IEB USB, which establishes a detailed timetable for the implementation of the individual stages of the internal evaluation for the relevant calendar year by the end of the previous calendar year at the latest. Information on the launch of the internal evaluation, together with further instructions, is given to the evaluated units by the Vice-Rector, whose responsibility is the area of internal evaluation, or by an employee of the Rectorate’s Internal Evaluation Office, who has been appointed by the Vice-Rector. The timetable for internal evaluation of other USB constituent parts and other facilities (including Rectorate units) within the set five-year cycle is shown in the table below.

*Schedule of internal evaluation of other USB units and other departments*

Evaluated other constituent parts	Evaluated other facilities	Year of evaluation
USB Preschool facilities – Kvítek Children’s Group	USB Support Centre for Students with Special Needs  Projects, Development and Marketing (Rectorate offices): <ul style="list-style-type: none"> <li>• Project Office</li> <li>• Strategy and Development Office</li> <li>• Marketing Office</li> </ul>	2023
USB Academic Library USB Publishing House	Economic and property area (division of the bursar, rectorate offices): <ul style="list-style-type: none"> <li>• Bursar’s Office</li> <li>• Economic Section</li> <li>• Investment Office</li> <li>• Public Procurement Office</li> <li>• Property Management Office</li> <li>• Financial Control Office</li> <li>• Building Management and Maintenance Office</li> </ul>	2024

Evaluated other constituent parts	Evaluated other facilities	Year of evaluation
USB Dormitories and Refectories	USB Career Centre  Study remit and internal evaluation (rectorate offices): <ul style="list-style-type: none"> <li>• Study Activities Office</li> <li>• Lifelong Learning Office</li> <li>• Internal Evaluation Office</li> </ul>	2025
USB Centre of Information Technology	USB University Psychological Counselling Centre  Science (rectorate offices, including the TTO): <ul style="list-style-type: none"> <li>• Science and Research Office</li> <li>• Technology Transfer Office</li> </ul> Rector's division: <ul style="list-style-type: none"> <li>• Rector's Office</li> <li>• Internal Audit Office</li> <li>• Legal Office</li> <li>• Human Resources Office</li> <li>• Occupational Safety and Health and Fire Protection Office</li> <li>• Management Reporting Office<sup>30</sup></li> <li>• Cyber Security Office</li> <li>• Documentation Centre</li> </ul>	2026
USB British Centre USB Goethe Centre	International matters (or other remits, rectorate offices): <ul style="list-style-type: none"> <li>• International Relations Office</li> <li>• Records Management Office and Filing Desk</li> </ul>	2027

Since the procedure for the evaluation of other constituent parts and facilities according to Rector's Ordinance R 512 is identical in many points to the evaluation of USB faculties (for more details on the internal evaluation of USB faculties, see **Chapter 5.6**), only the facts that distinguish the evaluation of other constituent parts and facilities from the evaluation of faculties or that are exclusively related to the evaluation of these facilities are presented in more detail in the following text.

The internal quality assessment of other constituent parts and facilities is carried out in the following successive stages:

- Input and comments from key service users.
- A self-assessment that takes these suggestions and comments into account.
- Peer review panel assessment based on the above points, or also own examination.
- Final statement and approval by the IEB USB.

As part of the process of evaluating other constituent parts and facilities, individual faculties (and, where appropriate given the nature of the facility being evaluated, selected other units outside the facility being evaluated, or other selected users of the services of the facility being evaluated) are invited to provide user feedback on the activities of the department being evaluated. In particular, the following shall be considered as part of this feedback:

<sup>30</sup> The schedule of internal evaluation of other USB constituent parts and facilities as it is presented in the Rector's Ordinance R 533, which regulates the internal evaluation of the quality of USB degree programmes and units, was based on the then valid Organisational Regulations of the USB Rectorate, according to which the Management Reporting Office was one of the units directly managed by the USB Rector. Following the issuance of Rector's Ordinance R 533, a new Organisational Code of the USB Rectorate was issued in the form of Rector's Ordinance R 537, under which the Management Reporting Office was reclassified as a unit directly managed by the USB Bursar. Due to the advanced stage of the preparation of the internal evaluation and the approved and announced list of other constituent parts and facilities to be evaluated in 2024, the evaluation of the Rectorate's Management Reporting Office will not be carried out until the originally announced date, i.e. in 2026.

- Experience with the services provided by the evaluated facility and the extent of their use, their quality, professional, human (respect and consideration in dealing with service users, willingness, collegial and pro-client approach) and staffing of the evaluated facility.
- The degree of consistency between the actual and required scope and level of services provided by the evaluated facility.
- Suggestions for changes in the scope and quality of services, development and further direction of the evaluated facility.

Evaluations by key service users, prepared according to the framework structure described above, are sent by faculties, contacted other units and other selected service users of the evaluated unit to the Rectorate's Internal Evaluation Office, which processes the received evaluations into a summary document. This document is then submitted to the evaluated unit, which responds to it in a self-evaluation report.

The self-assessment report should be a reflective document that fulfils these basic tasks (individual points may have different levels of importance for different departments):

- It presents essential information about the evaluated department, its mission, position and scope within the organisational structure of USB, or the USB Rectorate.
- It presents a brief but comprehensive overview of the strategic objectives of the evaluated facility.
- It describes the internal quality assurance systems and procedures in place and enables their effectiveness to be assessed.
- It provides a comprehensive self-critical analysis of the services and activities provided, including national or international benchmarking.
- In the form of a SWOT analysis, it allows to identify and analyze the strengths and weaknesses of the evaluated facility and external opportunities and threats.
- It helps to identify areas for further direction and development.
- It provides a framework for improving the quality of services and activities provided.

For the purpose of internal evaluation of other constituent parts and facilities, an evaluation committee appointed by the Rector is established, with the following composition:

- A representative of the USB management, nominated by the Rector, who is the chair of the evaluation committee.
- 2 IEB USB members proposed by the IEB USB.
- 2 faculty secretaries nominated by the Bursar in consultation with the faculty secretaries.
- 1 representative of the evaluated unit nominated by the director or head of the unit (in the case of facilities, the head of the department; if the facility does not have a head, a person from the facility nominated by the rector).
- 1–2 academic staff members from faculties other than those from which the secretaries are drawn according to the point above, nominated by the dean of the faculty in question.
- 1 student nominated by the USB Academic Senate.

For all other constituent parts and facilities evaluated in a given year, only one evaluation committee is established. The evaluation panel shall determine, taking into account the nature of the unit being evaluated, whether the evaluation of the unit shall be based solely on the self-evaluation report submitted (and any other requested material) or shall be supplemented by an on-site visit, and in the case of the evaluation of other units and units, an on-site visit shall not be compulsory.

The next steps of the internal evaluation of other constituent parts and facilities follow the same procedure and under the same conditions as in the case of faculty evaluation. The only difference lies in the possibility for the evaluation committee to recommend, on the basis of the established facts, to carry out an in-depth inspection of the evaluated department. The decision to carry out such an evaluation is then taken by the IEB USB, which also approves the internal evaluation report submitted by the evaluation committee for the facility in question. At the same time, the IEB USB may supplement the

submitted report with its own recommendations and suggestions for improving the activities of the evaluated establishment, setting out binding measures and a mechanism for monitoring the implementation of these measures, including a deadline for verifying the successful correction of the state of affairs.

In the following five-year evaluation cycle, the evaluation process includes, as in the case of faculty evaluations, an assessment of the extent to which the long-term development objectives set out in the self-assessment report for the previous five-year period, the recommendations contained in the internal evaluation report, and any further recommendations and suggestions for improvement of the implemented activities formulated by the IEB USB as part of the evaluation of the previous five-year period were put into practice.

In accordance with the Rector's Ordinance R 512, which regulates the internal quality assessment of USB degree programmes and units, the IEB USB officially launched the assessment of the USB Preschool facility (Kvítek Children's Group), the USB Support Centre for Students with Specific Needs and three rectorate units (Project Office, Strategy and Development Office, Marketing Office) at the end of 2022 and their assessment was carried out during 2023 in accordance with the approved schedule. The formal conclusion of this evaluation took place at the 49th IEB USB meeting on 17 October 2023, when the Internal Evaluation Report of the other constituent parts and facilities for the period 2018–2022 was also approved, in the form in which it was prepared by the respective 13-member Evaluation Committee. This report was prepared in aggregate for all five departments evaluated. The first part of the report presents information common to all the assessed sites, the second part focuses on each individual site separately, and the final chapter provides an overview of recommendations or suggestions and comments on the internal evaluation process itself for other USB constituent parts and facilities. The report also notes that, given the quality of the self-assessment reports provided, there was no need for an on-site visit to any of the sites assessed. In the context of this evaluation, the IEB USB recommended that the evaluated other USB constituent parts and facilities follow the conclusions and recommendations contained in this report. It was further recommended that the Internal Evaluation Report of other USB constituent parts and facilities for the period 2018–2022 be shared with the USB management through the USB Rector and subsequently with the USB Rector's Board.

Based on the experience from the first year of this new system of internal evaluation of other USB constituent parts and facilities and on the feedback received from individual agents of this evaluation, especially from the members of the relevant evaluation committee, some areas of the internal evaluation that were unclear or caused the greatest problems during the evaluation were modified or clarified. Similarly to the faculty evaluation, the timetable for the evaluation was adjusted so that the evaluation committee's work was not directed until after the summer holidays. Furthermore, it was necessary to change the structure of the self-assessment report in a rather fundamental way, to delete some questions that were considered irrelevant from the point of view of the assessment of other units and other departments by the relevant evaluation committee and, on the contrary, to add some completely new questions, which affect topics and areas that were not affected at all in the previous form of the evaluation or were only very marginally covered by the evaluation. Along with this, some questions in the user feedback form also needed to be modified or reformulated. Furthermore, it was necessary to clarify some procedural issues that arose during the evaluation itself, especially with regard to the fact that several other USB units and other departments are evaluated by one evaluation committee at the same time, the way the committee meets and votes, the status of individual committee members and some other issues. Similarly to the faculty evaluation, it was necessary to adjust the position of the representatives of the evaluated units and departments in the respective evaluation committee so that they had the same rights and obligations as the other members of the committee, including the right to vote.

These changes were incorporated into an updated version of the Rector's ordinance regulating the internal quality assessment of degree programmes and USB constituent parts. The original Rector's Ordinance R 512 of 24 November 2022 was replaced by Rector's Ordinance R 533 of 11 December 2023. In line with this updated measure, the next round of internal evaluation of the other constituent parts and facilities was officially launched at the end of 2023 and is expected to be implemented in 2024 and completed at the IEB USB level in early 2025 (following the adjustments to the evaluation schedule

described earlier). A total of 9 sites are expected to undergo this evaluation in that year, which will be a real challenge for all the agents involved in this evaluation.

In parallel with this, it will be necessary to initiate discussions on some other recommendations and suggestions of the 2023 evaluation commission, which, due to their nature and complexity, could not be immediately incorporated into the relevant Rector's ordinance so that the required changes in the internal evaluation system of other units and other departments are already reflected in the 2024 evaluation. These include in particular recommendations on defining indicators for monitoring the activities of individual departments and setting up their systematic monitoring, expanding the data base to include some aspects not yet monitored (including data of a qualitative nature) and their individualization according to the type of department being evaluated, setting up feedback mechanisms and some other issues.

## 6.2 Evaluation of lifelong learning

In accordance with the USB Lifelong Learning Regulations, the USB Lifelong Learning Board is responsible for addressing conceptual and systemic issues related to the implementation of LLL programmes at USB, including quality assurance and quality assessment of LLL activities. At its meeting on 20 April 2023, the LLL Board dealt in particular with the evaluation of the development of the portfolio of LLL activities at individual USB units. Within the diverse range of possible targeting and profile of LLL programmes undertaken, each USB constituent part chooses which activities to focus on and which activities to develop as a priority. The University-wide interest pursued by the coordination of these activities within the LLL Board is to ensure that the full range of LLL programmes of all types (Children's University, Junior University, LLL programmes for the general public – typically falling within the field of leisure education, LLL programmes for specific target groups – typically vocational or professional education, University of the Third Age and LLL programmes for USB staff) are covered within USB.

This objective is being met, but there are gaps, especially in the area of systematic care for the implementation of lifelong learning programmes for USB employees. So far, these are rather *ad hoc* programmes or courses prepared in response to current needs and challenges (e.g. development of pedagogical competences, development of language competences, IT skills, updating of professional knowledge required for the performance of activities, etc.). The network of LLL coordinators for the different USB units, which has been built up and stabilised over the past years, has so far paid primary attention to the development of LLL programmes oriented outside USB, so LLL programmes for USB employees remain rather marginal; the only exceptions are the area of developing language competences, which is already established, and the area of developing pedagogical competences, which has been at least significantly discussed in 2023 (esp. in view of the continuity of activities implemented in the project 'USB ESF Development I' in 2016–2018 and in view of the NAB initiative and the related involvement of the USB in the CDP project 'Quality of Education 2023').

Another challenge of a systemic nature, relevant to quality assurance and evaluation of LLL programmes, was presented in 2023, particularly in the area of continuing education programmes for teaching staff (CEP). Following the amendment of Act No. 563/2004, on teaching staff and on the amendment of certain acts, MEYS changed the standards for accreditation of these LLL programmes, which had to be responded to during re-accreditation.

In the context of the activities resulting from addressing specific objective SC1 (improving the permeability of education at the university level through micro-certificates), a project of the National Renewal Plan 2022–2024, a discussion has been initiated within the USB Rector's Board on updating the quality management system for LLL programs. This discussion is expected to be completed in the spring of 2024. In particular, there is a need to clarify the possibilities of a three-tier model (IEB USB-LLL-Faculty Degree Programme Board) in the approval and evaluation of the quality of individual LLL programmes.

*USB revenue development in lifelong learning*

<b>Activity LLL</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
LLL programmes	11 777 015	11 203 003	12 821 786	16 845 310	16 546 247
Courses for individuals	4 749 062	2 466 771	1 043 746	3 688 109	3 373 729
Children's University	291 445	267 270	71 810	430 616	482 200
University of the Third Age (U3A)	818 132	323 545	258 582	895 591	1 031 398
Courses for organisations	249 127	204 479	326 876	163 733	41 500
<b>TOTAL</b>	<b>17 884 781</b>	<b>14 465 068</b>	<b>14 522 801</b>	<b>22 023 359</b>	<b>21 475 074</b>

In general, there were no major issues identified in the LLL area in 2023 that required specific attention to address or remedy. At the University-wide level, this is likely to be a gradual improvement of the whole system, with the focus gradually shifting from supporting the development of the delivery of LLL programmes to an emphasis on quality management of established activities.

As mentioned in the Internal Evaluation Report 2018–2022, in order to reduce the administrative burden, a decision has been taken in 2021 (in the context of ongoing discussions on the necessary adjustments to the internal quality assurance and evaluation system at USB) that LLL evaluation reports will no longer be prepared for each calendar year, but over a longer period of time, which will allow longer-term trends to be tracked in these reports. The LLL area is therefore now evaluated in more detail in five-year cycles, as in the case of newly accredited degree programmes, faculties and other constituent parts and facilities providing so-called related activities. On an annual basis, LLL issues continue to be assessed in the USB Annual Activity Report and the USB Annual Management Report to the extent required by these reports. A separate LLL evaluation report for the period 2019–2023 will be prepared in connection with the change in USB leadership that will occur in April 2024.

### 6.3 Strategic management and project support

The USB Strategic Plan for the period 2021–2030 (hereinafter referred to as the 'USB Strategic Plan 2021+') is based on the binding principles of the MEYS Strategic Plan for Higher Education for the period from 2021 and the Strategy for the Internationalisation of Higher Education for the period from 2021, which formulates objectives and measures for strengthening the international dimension of the activities of higher education institutions.

The USB 2021+ SP is divided into five priority areas reflecting the MEYS objectives – Education, Research, Internationalization, Openness, Governance – in order to fulfil its predetermined goals, visions, missions and values. Beyond these five priority areas, one cross-cutting area has been identified – Social Responsibility, which is included in all priority areas, as social responsibility is considered an extremely important attribute of all activities undertaken at USB. Within the USB 2021+ SP, the priority areas are elaborated into sub-objectives and specific tools for their achievement, including the link to the parent strategic documents (programmes), responsibilities, expected source of funding for activities and monitored parameters. The USB SP 2021+ is perceived as a fundamental management tool of the University, and therefore already at the time of preparation of this strategic document there was intensive cooperation between the USB management, the USB faculty management, the USB Academic Senate and the USB Board of Trustees. The USB leadership envisions providing an independent (by an independent contractor) interim and final evaluation of the implementation of the USB 2021+ SP in 2025 and 2030.

Each year, USB prepares the Implementation Plan of the USB Strategic Plan, which sets out the most important activities for each area and objective in a given year. The evaluation of the Implementation Plans of the USB Strategic Plan is carried out annually in the USB Annual Activity Report, which is divided into three parts according to the MEYS methodology – Main Part, Text Annexe and Table Annexe. The purpose of the main part of the Annual Activity Report is precisely the description of the status of the implementation of the activities of the Implementation Plan of the USB Strategic Plan of a given year. For each priority objective, descriptions of the implementation of the most significant planned activities



that were desirable for the development of USB are added. Text and table annexes are used by MEYS to collect structured data from all universities.

In order to support the implementation of selected strategic measures in the field of educational activities, management, internal processes and, to a lesser extent, the third role of universities, the Ministry of Education, Youth and Sports of the Czech Republic has announced the Programme for the Support of Strategic Management of Universities for 2022–2025 (SPSM). The condition for the provision of support from the SPSM is the designation of key planned measures and activities directly in the strategic plan of the University. The USB management has evaluated and outlined areas and activities that should be systematically developed through SPSM in order to improve the quality of existing processes. Based on the Call for Project Proposals and their subsequent evaluation by the USB management, a total of 33 projects were supported in the period 2022–2023 (see **Annexe 17** for a complete list of supported projects). The implementation of these projects was completed in 2023. At the same time, the projects to be supported in 2024–2025 were selected in this year. In the two-round evaluation, a total of 20 projects were finally selected by the USB management (executed at the faculties, but also centrally at the USB Rectorate), for a total amount of approx. CZK 76.4m.

From 2019, support for university-wide projects of a systemic nature that represent a fundamental transformation or development of the USB in terms of the nature or quality of the project activities can also be sought under the USB Strategic Priorities Fund (SPF). A total of 15 projects were implemented under the SPF Call 2021-2023 (SPF 2021+) with a total allocation of approximately CZK 42.9m (see **Annexe 18** for a complete list of supported projects). The implementation of these projects was completed in 2023. 24 projects are currently being implemented under the SPF Call 2022–2024 (SPF 2022+) with a total allocation of approximately CZK 69.4m (see **Annexe 19** for a complete list of supported projects). In 2023, based on a two-round evaluation, the USB management selected a total of 16 project plans with a total amount of approx. CZK 30.4m from a large number of submitted applications to be supported in 2024–2026. In the context of increased operating costs and in view of the energy crisis, the USB management also decided to announce an extraordinary call SPF 2023 'Crisis' in 2023. Within the framework of this call, funds have been allocated to the USB faculties and the USB Rectorate to compensate for this difficult situation in the total amount of CZK 20m (the distribution of these funds to the different USB constituent parts is shown in **Annexe 20**).

USB also regularly participates in the Centralized Development Programmes for Universities (CDP) each year. The main objective of the CDP projects is to collaborate and share experiences in addressing MEYS' predefined development topics. In 2023, USB was involved in a total of eight projects in which it received funding of approximately CZK 5.5m (see **Annexe 21** for a full list of CDP projects in which USB was involved in 2023). As it was decided by MEYS to terminate the CDP projects in 2023, no further project call was announced for 2024. The cancelled CDP projects have been replaced by a new SPDHE (Support Program for Development of Higher Education) program for 2024. Funds under this programme will not be allocated to universities in the form of a grant but through a contribution. The deadline for submitting project applications under the SPDHE program has been set by MEYS for February 29, 2024.

In 2023, the NRP project 'Transformation of USB' was implemented at USB with a total budget of approx. CZK 138.1m. The aim of this project is to transform the USB through adaptation to new forms of learning and in response to the changing needs of the labour market in post-covid recovery. During 2023, the following project activities took place:

- Acquisition of licenses, machinery and equipment.
- Implementation of services.
- Payment of salaries to the implementation team.
- The creation of outputs related to new accreditations in progressive and professionally oriented fields, the digitalization of educational activities, developments in distance learning, online learning, upskilling and reskilling courses, micro-credentials, the safety of distance learning, etc.

In 2023, the project was also being prepared under the NRP call 'Promoting Green Skills and Sustainability at Universities'. The project will address the accreditation of new degree programmes, the creation and innovation of courses in existing degree programmes and the creation of LLL courses. A University Sustainability Strategy will also be created.



In 2023, the implementation of the project 'USB Development - Infrastructure Facilities for Doctoral Programmes' (P JAC) was also launched with a total budget of approximately CZK 88.7m. The project is primarily concerned with the acquisition of infrastructural equipment for doctoral degree programmes, with possible impact on other USB degree programmes. In 2023, e.g. domestic and foreign scientific literature, instrumentation and other equipment for research and education, as well as licences, software and hardware were acquired. Preparations for construction work for the USB Faculty of Agriculture and Technology and the USB Faculty of Health and Social Sciences were initiated. The implementation of the project 'Development of USB - International Mobility - MSCA II - F' with a total budget of approx. CZK 11.9m was also started within the framework of P JAC.

In 2024, USB plans to submit several centralized projects under the P JAC, the preparation of which is currently underway at the USB Rectorate, within the framework of the ERDF call for HEIs focusing on quality and students of degree programmes and the ESF call for HEIs focusing mainly on staff training, career guidance development, talented students and students with specific learning needs. Other P JAC challenges, which are handled in a decentralized manner by individual USB faculties, are:

- Intersectoral cooperation for ITI – preparation of seven projects for this call.
- Social sciences and humanities: man and humanity in the global challenges of today – preparation of two projects.
- Supporting the undergraduate preparation of future teachers – project preparation at the USB Faculty of Education.
- Research Infrastructure I\_CENAKVA – after a positive evaluation, the project will start in 2024 at the USB Faculty of Fisheries and Water Protection.

In 2023, a project within the OP E 'PV Systems – USB' was also implemented with a total budget of approximately CZK 15.2m. The aim of this project is to install PV systems on five selected university buildings. The connection of this system to the distribution grid will take place in 2024.

In 2023, the implementation of the project 'Development of the USB Academic Library' (IROP) was also launched. The subject of this project, whose total budget is approximately CZK 11.0m, is the replacement of selected window openings on the USB Academic Library building and the acquisition of technical equipment for the library. In 2024, activities related to the acquisition and installation of the planned hardware will take place.

In 2024, it is also planned to submit one or two projects to the IROP call for proposals focused on green infrastructure – campus revitalization.

## 6.4 Social responsibility

Social responsibility is one of USB's core values, is considered an extremely important attribute of all activities and is closely linked to USB's long-term vision. In the USB Strategic Plan 2021–2030, social responsibility has a specific place, as it is defined as a cross-cutting theme that permeates all priority areas, namely education, research, internationalisation, openness and governance.

In addition to other tools, the USB also uses the results and recommendations of independent evaluation bodies, such as the results of the International Evaluation Panel (IEP) evaluation or the MICHE monitoring, to set priorities and socially relevant objectives. One of the priority objectives of the USB SP 2021+ is Social Relevance of Research. Among the recommendations of the International Evaluation Panel according to the Methodology for the Evaluation of Research Organizations in the Higher Education Segment for USB was the elaboration of a strategic plan for the societal relevance of research at USB, which will cover University-wide activities for the promotion of initial ideas, motivation for their creation, through funding parameters, to monitoring the impact of the implemented projects. This University-wide strategy for socially relevant research activities at USB will target both USB academics and students, as well as the public. USB promotes open science, not only by focusing on the clear presentation of significant research results to the general public but also by making the results of its researchers available

to the public. At the same time, USB intends to do more to promote transferable skills such as communication, presentation, activism and creative thinking.

In the area of openness, USB is committed to continuing to support activities that will build the University's reputation and establish new and strengthen existing partnerships. First and foremost, these are community-wide and publicly accessible activities in the areas of culture, health and well-being. By its very nature, USB has an important role in interpreting events of societal significance, commenting on the current situation and moods that are influenced by what is happening locally and globally. In this context, USB is aware of its role and emphasises expertise, insight and impartiality.

In the area of management, USB has set itself long-term tasks such as monitoring the cost and energy performance of buildings and the continuous application of efficiency measures, the development of digitalisation or the revitalisation of undeveloped areas.

The strength of the theme of university social responsibility was reflected in the Centralised Development Project (2023) 'University leaders in SDG II', which was followed the 2022 project. The purpose of this project was to strengthen the role of universities as effective, accountable and inclusive public organisations by ensuring more effective collaboration in the transfer of good practice in the implementation of the SDGs within the operational aspects of universities and to progressively shape a voluntary set of recommendations for strategic planning and subsequent implementation of processes and actions. One of the many activities in which USB was involved in the CDP project in question was the European Sustainable Development Week (ESDW). During the ESDW itself, USB faculties had the opportunity to show what a broad concept such as sustainable development means to them. Whether it be water and energy management, responsible consumption, FairTrade awareness, highlighting the risks of misinformation, or thorough education of health professionals and care for health and the environment. There were also three lectures combined with a field trip.



*Excursion in the Aquaponic Greenhouse. Source: USB Archive.*

In line with responsible behaviour and sustainable development, e.g. drilled wells for the needs of the experimental facilities of the Faculty of Fisheries and Protection of Waters USB have already been built in 2021. In 2021 and 2022, the USB vehicle fleet was also expanded with a total of five electric vehicles,

which are used by the staff of the USB Faculty of Fisheries and Protection of Waters, the USB Rectorate and the Kvítek Children's Group. An important project, in terms of scope and funding, was the installation of photovoltaic systems on the buildings of selected USB faculties, the USB Rectorate and the USB Academic Library. Two smart benches were also installed on the USB campus as part of a USB Strategic Priorities Fund project called 'SMART, Sustainable USB – Phase I', which allows mobile phones and laptops to be charged by using solar energy. In 2023, USB also participated for the first time in the international rankings of the UI GreenMetric World University Rankings and the QS World University Rankings: Sustainability. In the QS World University Rankings: Sustainability, USB ranked 5th among the 11 reported Czech universities (see **Chapter 5.4** for more information on this ranking).

Since 2022, USB has been a member of the Corporate Social Responsibility Association, which is the largest Corporate Social Responsibility (CSR) and Sustainable Development Goals (SDGs) initiative since the UN in the Czech Republic. Membership in the Association enables participation in workshops and training. In September 2023, USB, together with 13 other representatives of Czech colleges and universities, had the opportunity to meet and present on individual topics of importance to them in their respective fields. The University of South Bohemia will be a proud member of the Corporate Social Responsibility Association in 2024.



*Universities and sustainability. Source: Asociace společenské odpovědnosti*

Other university activities in the field of social responsibility and sustainability include the preparation of projects under the call of the National Renewal Plan 'Promotion of Green Skills and Sustainability at Universities' and under the Integrated Regional Operational Programme (IROP) under the call 'Green Infrastructure'. The projects will aim to revitalise the outdoor areas of the USB campus, accredit new degree programmes, create LLL courses or develop a Sustainability Strategy.

## 6.5 Human resources

USB has introduced a methodology for evaluating the educational and creative activities of academic staff at all eight of its faculties using the IS EAS (Evaluation of Academic Staff) software tool developed at Palacký University in Olomouc. This system enables the results of the educational and creative activities of individual staff members to be monitored and their workload to be evaluated. In addition, it allows these results to be aggregated at any management level. Data collection from individual employees takes place annually in March and the results are subsequently evaluated at the level of departments, faculties and the entire university. The results of the evaluation are currently used directly to distribute funding for creative activities within some faculties and also to identify and reward excellent individuals and entire research teams. However, the aim of using this tool is not to uncritically accept

calculated absolute values but rather to identify weak points within faculties and departments or to monitor long-term trends, and in particular to respond to these types of outcomes in a constructive managerial way.

The IS EAS system is continuously developed and supplemented with new functionalities, great efforts are devoted to its interconnection with other university and non-university databases and applications. In 2023, discussions were held on the possible reconfiguration of various parameters of the IS EAS system to USB, in response to trends, especially in the creative field. These discussions will continue. In parallel, an information campaign will continue to be carried out to explain the system transparently to all USB academics, explaining the advantages and limitations of the system, including how to work constructively and proactively with the system. This is a long-term task that will need to be worked on systematically.

The career development of academic staff is linked to the need to ensure the quality of educational, creative and related activities and the continuous improvement of results in these areas, which is determined by the nature of the academic and scientific research environment. Career development is thus generally determined, for example, by the attainment of a level of professional qualification, the award of a higher academic or scientific degree or successful creative activity. The USB Career Regulations (Rector's Ordinance R 479) took effect on 1 January 2022. These regulations regulate the basic principles of career development of USB employees and is one of the tools to fulfil the mission, vision and strategic goals of USB. One of the bases for USB staff remuneration is the staff appraisal, whereby the aim of remuneration is to continuously improve the performance of USB staff and to motivate staff for further career development. Some faculties have their own Career Regulations, which nevertheless complement or further develop the USB Career Regulations.

At the university level, the best scientific and pedagogical achievements of USB staff are awarded according to the procedure set out in the newly issued Rector's Ordinance R 524, which establishes the procedure for awarding honorary degrees, honorary titles, commemorative medals and scientific and pedagogical awards of USB. This Rector's ordinance took effect on 1 July 2023. According to the Rector's Ordinance R 524, awards for the results of scientific, research and other creative activities may be granted in four disciplinary categories (natural sciences – Zdeněk Veselovský Award; agricultural and fishery sciences – Jakub Krčín Award; social sciences – Jiří František August Buquoy Award; humanities – Robert Sako Award). These awards can be given to both academics and USB students. Scientific awards are given for outstanding research achievements, including scientific publications or applied research results (e.g. patents). Student awards may also be given for outstanding bachelor's, master's or doctoral theses. Up to three prizes for popularisation of science (the Jana Anna Kateřina Zátková Prize) may also be awarded each year, regardless of discipline or age category. Further information on these awards is given in **Chapter 5.5**.

Awards for the results of pedagogical activities (Jarloch Prize – in honour of Jarloch, an important bearer of education and the first South Bohemian chronicler, abbot and co-founder of the monastery in Milev) can be awarded in two categories: for outstanding pedagogical results and for outstanding, modern university textbooks.

The award ceremony for scientific awards, awards for the popularization of science and awards for the results of teaching activities takes place at the annual opening ceremony of the USB academic year. The scientific and science popularization awards include a diploma, a graphic certificate and a financial reward. The author of the graphic sheet is Assoc. Lenka Vojtová Vilhelmová, akad. mal., from the USB Faculty of Education. The award for the results of teaching activities includes a diploma, a special medal and a financial reward. The author of the special medal is Mgr. Olga Divišová from USB Faculty of Education.

In 2023, in accordance with Rector's Ordinance R 524, 'only' the award for popularisation of science and the award for outstanding teaching achievements were awarded (the last time the award for scientific activities was in the format of the original Rector's Award for Scientific Publication). These awards were presented at the opening ceremony of the new academic year on 3 October 2023. Alongside these awards, the USB Commemorative Medals were also awarded for longstanding personal contribution to the development of USB.



The first laureates of the Jana Anna Kateřina Zátková Prize for Popularization of Science were:

- Mgr. Věra Suchomelová, Th.D. (USB Faculty of Theology).
- Doc. Ing. Jan Mráz, Ph.D. (USB Faculty of Fisheries and Protection of Waters).
- RNDr. Petr Veselý, Ph.D. (USB Faculty of Science).

The first winners of the Jarloch Prize for outstanding pedagogical achievements were:

- Doc. Ing. Darja Holátová, Ph.D. (USB Faculty of Economics).
- RNDr. Magda Zrzavá, Ph.D. (USB Faculty of Science).

The USB Commemorative Medal for many years of personal contribution to the development of USB was awarded to:

- Prof. PhDr. Alena Jaklová, CSc. (USB Faculty of Arts).
- Prof. RNDr. Tomáš Polívka, Ph.D. (USB Faculty of Science).

During the year 2023, the USB Commemorative Medal was awarded to four more recipients. The USB Commemorative Medal for long-standing personal contribution to the development of USB was awarded on the occasion of a significant life anniversary to prof. Ing. Václav Řehout, CSc. (USB Faculty of Agriculture and Technology). Other awardees were Dr. h. c. prof. Peter Kónya, PhD (University of Prešov, Slovakia), who was awarded the USB Commemorative Medal for his long-term cooperation with USB, and Prof. Dr. Hab. Silviu Miloiu and Conf. Univ. Dr. Laura Monica Gorghiu (Valahia University of Targoviste, Romania), who were awarded the USB Commemorative Medal for their support to the internationalisation of USB.

USB is also deepening the principle of feedback in the evaluation of non-academic staff, for which the ENAS (Evaluation of Non-Academic Staff) system has been used University-wide since the end of 2018. This system is undergoing a gradual adjustment, both in terms of content and process, as well as in terms of technical aspects. For example, in recent years the ENAS system has been expanded to include an English version for foreign staff, and some content changes have been implemented (reduction in the number of questions with an emphasis on open-ended comments and recommendations). Other changes have also been implemented, inter alia, in relation to the newly adopted USB Wage Regulations (an internal regulation registered by MEYS), the USB Career Regulations (Rector's Ordinance R 479) and Rector's Ordinance R 456, which sets standards for professional activities in the management and administration of USB.<sup>31</sup> An integral part of the ENAS system is now also the career development plans of the employees, which are drawn up in accordance with the development concept or with regard to the tasks and objectives of the facility of the employee being evaluated. Career development plans are drawn up in cooperation between the staff member being evaluated and his/her supervisor and are placed in the staff member's personal file. Career development plans shall be subject to regular evaluation. Career development of non-academic staff is ensured, in accordance with the USB Career Regulations, in particular through the following measures:

- Support for the participation of staff in professional events at national and international level contributing to the improvement of expertise in the management, administration and administration of educational, scientific and research projects.
- Support for systematic training of staff in the field of management, administration and administration of educational, scientific and research projects in the form of organised programmes and courses of lifelong learning within internal and non-USB training.
- Support for language learning also in the context of professional internships abroad.
- Support for the acquisition of experience of staff in the management, administration and administration of educational, scientific and research projects in the form of short-term internships at external facilities.

Currently, the ENAS system is implemented in MS Excel, and an online solution may be considered in the future.

<sup>31</sup> The measure sets standards for professional activities in the management and administration of the USB at the USB Rectorate, including educational requirements and mandatory training for individual USB Rectorate positions, professional activities, and the establishment of employment for senior staff.

An important help, not only in the area of evaluation of academic and non-academic staff, is the introduction of an electronic version of the USB organisational structure, which shows the breakdown of individual departments and jobs using the relevant database. The management of the USB organisational structure system is regulated by Rector's Ordinance R 481.

USB has also developed its own Gender Equality Plan for the period 2021–2024. This is one of the tools through which the university is gradually implementing measures to improve conditions in the field of gender policy. At the same time, the gender area at some USB units is directly addressed in the career ladders. USB has also long been addressing the topic of promoting parenthood among its employees. Emphasis is also placed on flexibility and a supportive working environment to retain or attract quality employees. USB's HR policy is as accommodating as possible to pregnant women and mothers/fathers of young children. Specific examples include the possibility of part-time work, contract work, working from home, suburban camps, Christmas parties, Children's Day, etc. During parental leave, contact is maintained with the employees and, as a rule, a work e-mail is left to transmit information about current events. In addition, USB is fully aware of the need to invest in the training and development of staff who would leave, i.e. the new costs incurred in finding, selecting and training new employees. The human resources management strategy is given a lot of attention at USB, as evidenced by the projects within the RDE OP 'USB Development – Capacities for R&D' and 'USB Development – Capacities for R&D II', which are mainly focused on human resources and their development.

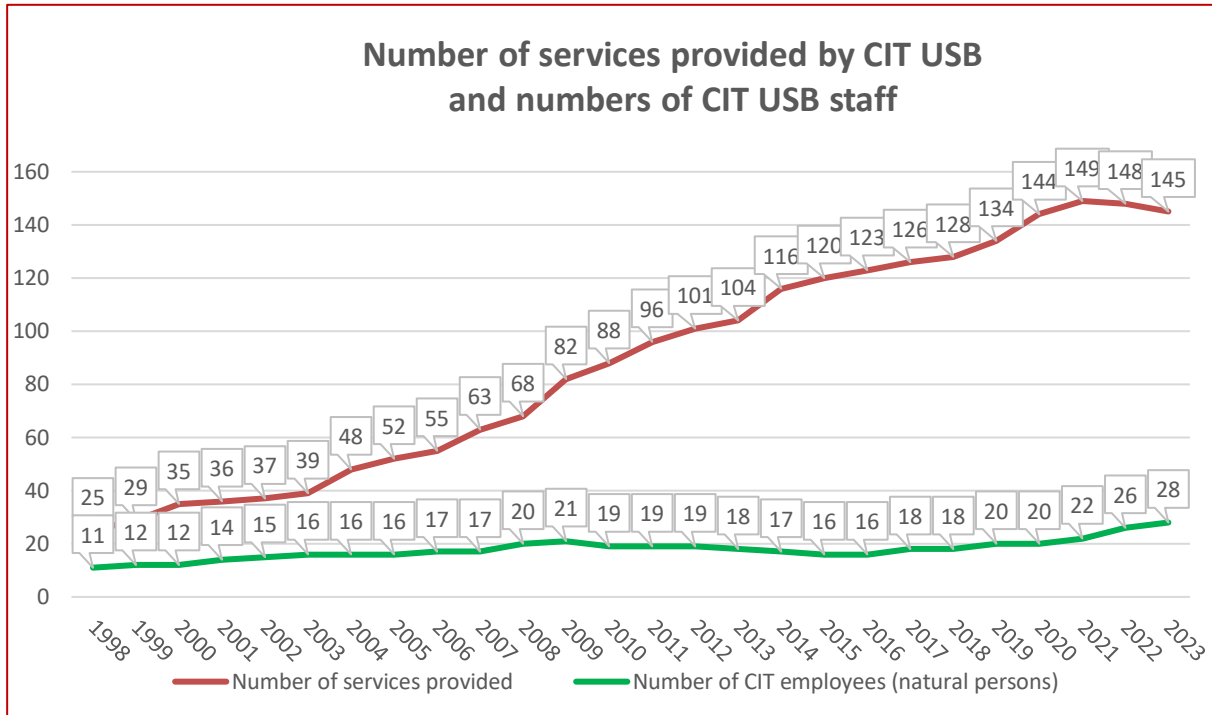
USB also pays great attention to the benefits offer for USB employees and its continuous expansion. The following University-wide employee benefits are currently offered:

- Work in an institution implementing the HR Award.
- 5 weeks leave for non-academic staff, 8 weeks for academic staff.
- Subsidized meals.
- Employee courses.
- TOEIC and TOEFL international language exams.
- Cambridge exams at the British USB Centre.
- Children's group for children of USB employees right on the university campus.
- Discounted banking services at partner banks (ČSOB, Raiffeisenbank).
- Benefit services of the mobile operator T-Mobile for employees and family members.
- Free Microsoft Office on private devices.
- Discount for using the services of GoDrive – Budějovice carsharing (discount applies to all employees, students and graduates of USB).

Other employee benefits, including the conditions for their use, are set out in the current USB Collective Agreement for the period 2021–2024. These include, for example, the possibility to take 4 days of sick leave for short-term sickness without the need to provide evidence of a decision on the occurrence of temporary incapacity for work and regardless of the leave taken, the possibility to use USB's own sports, recreational and rehabilitation facilities at a discounted rate, or at a reduced rate. If possible, priority sale of discarded university property or financial rewards for significant work or life events (attainment of age 50, termination of employment after becoming eligible for retirement pension, birth of a child). Some other benefits are offered directly by individual USB faculties to their employees. USB employees can also participate in a number of cultural, educational, charitable and social events that the University either organises or co-organises, or provides support and facilities for. Further information on the range of these activities is provided in the USB Annual Activity Report.

## 6.6 Information technology

ICT services at USB are provided centrally by the Centre of Information Technology (CIT USB). This University-wide department provides administration and development of the centralised information systems and information infrastructure at USB. The services provided by the CIT USB extend to all key areas at USB. The following graph shows the evolution of the number of services provided and the number of CIT USB staff over the last 26 years.



*Development of the number of services provided and the number of CIT USB staff from 1998 to 2023.*

In addition to the management and development of centralized information systems and information infrastructure at USB, CIT USB currently manages the local network and endpoint devices on the following USB units:

- USB Rectorate.
- USB Faculty of Arts.
- USB British Centre.
- USB Goethe Centre
- USB Preschool facility.

The specific ICT needs and requirements of individual faculties and USB units are handled by the IT departments of the faculties and USB units. CIT USB provides the faculties and USB constituent parts with the necessary synergy in connecting their IS with University-wide services, as well as methodological and user support in using the centralized ICT services provided.

In the area of information systems, the focus is on study-related components, especially the key IS STAG. Here, the following changes took place in 2023:

- Further development of the STAG IS in the area of Erasmus Without Paper (EWP) within the framework of NRP C3.
- The electronic registration of the state final examination has been launched.
- A module for the members of the state committee has been launched, through which it is possible to vote anonymously on the SFE. The module is also available for external members.



- Many partial modifications of IS STAG have been implemented, which lead to improved functionality and user comfort.

In the area of automation and digitalisation of operational remits, the following steps were implemented in 2023:

- Modifications and improvements were made to the IS VERSO modules according to current needs.
- Further modifications and improvements were made to the USB and USB faculty web presentations, and a new LLL website was launched.
- The HR portal on FAT, FAR, FFPW, FSC, FED and FHSS USB has been introduced into routine operation and includes time and attendance records, leave approvals and requests for changes to personal data.
- Modifications and improvements were made to iFIS and new functionalities were added (group printing, connection of iFIS applications to Single Sign On, modifications for effective management of access rights).
- The electronic liquidation of invoices within iFIS was launched in cooperation with the Economic Department and the File Service Unit.
- Pilot operation of electronic travel orders on REC and CIT USB has been launched.
- A section for selling LLL courses was launched in the USB e-shop as a replacement for the already inadequate registration in IS VERSO, including registration for conferences.
- The ServiceDesk system was launched to replace the no longer satisfactory RT system.
- The Asset Management system was launched and piloted on REC and FAR USB.
- University WiKi was launched as a replacement for the no longer satisfactory HelpDesk website.

In the area of support and development of e-learning on USB, LMS Moodle was upgraded to LTS (Long Term Support) version 4.1.

In the area of information infrastructure, the following activities were implemented in 2023:

- The central USB router has been restored.
- An operational ProxMox cluster was created for Windows servers with three virtualization points.
- A new DB server for IS STAG was put into operation.
- A new operational storage (Ceph SSD cluster with 12 nodes) was created.
- Thanks to the acquisition of four new 100Gbps switches, the interconnection of operational storage sites has been significantly strengthened and improved.
- The complete transition of USB telephone services to VoIP was completed, including connection to the public telephone service provider.
- The new FAT USB chemistry building was connected to the USB optical network.
- The wireless connection to the FHSS USB workstation in the České Budějovice hospital was replaced and significantly strengthened.
- The first stage of the modernisation of the large REC USB meeting room has been completed.

In the area of cybersecurity, the following activities were successfully implemented:

- The first part of the USB cybersecurity analysis was performed by an external vendor.
- A substantial part of the Cybersecurity Management System (ISMS) guidelines have been revised.
- Training of users in the field of cybersecurity using Moodle was launched.
- DNS security was put into operation by means of zone file signing and other settings were made (in Microsoft 365 and on the post.jcu.cz server) in accordance with the requirements of the NUCIB's general measure to introduce increased protection of e-mail communication.
- A system for monitoring and analysing the logs of operational services was put into operation in pilot mode.

In 2024, the following activities are planned in the field of cyber security:

- The second stage of the USB cybersecurity analysis.
- Continued preparation for the implementation of the new filing service.
- Extension of electronic travel orders to other USB constituent parts.
- Introduced electronic records of working time at the USB FTH.
- Introduce backup of key Microsoft 365 services for all major user groups.
- IDM connection to NIA or BankID.
- Implementation of so-called lightweight identities in IDM and related IS.
- Further development of the electronic application for a USB card.
- Development of a SIEM system for log-based collection, monitoring and alerting.

Due to the end of support for the current version of the USB web presentation system, a gradual upgrade to newer versions has been initiated.

Thanks to the projects, the salaries of a number of CIT USB staff improved in 2022 and 2023 (but, naturally, their workload has also increased).

## 6.7 Libraries and electronic resources

In the context of related activities, the library and information services provided are also very important. There are two libraries at USB – the USB Academic Library, which is a University-wide department, and the Joseph Peter Ondock Library, which serves as the faculty library of the USB Faculty of Theology. The two libraries are linked by a single automated system, ALEPH, a common catalogue, and both are open to students of all USB faculties without restriction.

The USB Academic Library was created in 2010 by merging the library collections of the former libraries of the Pedagogical, Natural Sciences, Health and Social Sciences and Agriculture faculties of USB. In 2012, the library collection of the Faculty of Fisheries and Protection of Waters was also added. The USB Academic Library includes the Library of Biology Facilities CAS, the Austrian, Swiss and American libraries. The library provides services to students and teachers from all USB units, researchers from CAS institutes in České Budějovice and interested members of the public.

USB Academic Library offers:

- more than 450,000 volumes of books and journals, of which 200,000 are in open selection zones,
- tens of thousands of electronic magazines and e-books,
- more than 500 study places in various types of study rooms,
- 100 computers with internet access,
- Wi-Fi connection for laptops, mobile phones and tablets,
- self-service book return 24 hours a day,
- copying, printing, scanning,
- a cafe,
- a shop selling study and teaching materials.

The USB Academic Library collection is housed on two floors. The first contains books in the social sciences and fiction, the second contains books in the natural sciences, agriculture and medical sciences. Undergraduate qualifying papers are also available for full-time study. The USB Academic Library also holds regular seminars and courses on the effective use of modern information resources. A club room equipped with audiovisual equipment is used for lectures and cultural events.

In the USB Academic Library (in the University Textbook Shop), the new university e-shop<sup>32</sup> will also be available from 2021, allowing interested students, staff, alumni and the general public to purchase promotional and souvenir items from the university and individual USB faculties but especially publications and study materials published by individual USB faculties and the USB Publishing House. Within the e-shop, it is now also possible to purchase selected courses, summer schools, suburban camps and other educational activities offered by individual USB faculties. When ordering goods from the e-shop, it is possible to use payment by credit card, bank transfer, cash on delivery or cash/card payment when picking up the goods directly at the shop.

Replenishment and updating of the library collection is carried out in cooperation with the guarantors of individual programmes/disciplines, or directly with teachers who know the information needs of their students. Acquisition is funded by multiple sources, i.e., institutional or grant funds from USB constituent parts as well as the USB Academic Library budget, and to a lesser extent the library collection is supplemented by donations. New information resources for all disciplines represented at USB are added in a targeted manner, with special attention paid to those new to USB and thus lacking sufficient information support, often including purchases from antiquarian booksellers or purchases from the libraries of prominent individuals. At the same time, necessary copies are purchased from the most sought-after sources. In recent years, the USB Academic Library's holdings have been expanded to include, among other things, selected domestic and foreign literature related to the broader issue of academic integrity, and recently the USB Academic Library has also purchased 25 e-books from the specialist publisher Emerald for permanent ownership. All USB students and staff now have the opportunity to read 50 e-books from this publisher.

Special attention is paid to the availability of electronic information resources (EIR) at USB to support teaching and research activities. For many years, USB has been receiving financial support for these extremely costly but necessary sources of information for teaching and research from the programmes announced by the MEYS (INFOZ, OP VaVpl, Information – the basis of research). Other necessary resources and tools for working with them (the EDS search engine<sup>33</sup>, the citation manager CitationPro,<sup>34</sup> the tool for working with e-journals EZB,<sup>35</sup> etc.) are financed by the USB from its budget. In the past years, USB has been involved in a number of projects on access to EDI, followed by participation in the CzechELib project from 2018 and 2020, which guarantees the availability of these cutting-edge information resources in the years to come. From 2023, CzechELib is part of the follow-up project of the National Centre for Information Support for Research, Development and Innovation (NCIS R&D&I), funded by the state budget. In this context, it was necessary to create a new portfolio of EIZs for the period 2023–2027 in agreement with individual USB faculties. A new Framework Contract for centralized procurement was concluded between USB and the National Technical Library (NTL) in mid-2022. The contract for the period 2023+ already includes an Open Access publishing element.

In 2023, USB was granted free temporary access to some selected databases or book collections, e.g. WILEY DIGITAL ARCHIVES, Elsevier eBooks Collections, and the Bentham database of journals and e-books, thanks to its membership in the CzechELib consortium. Until the end of 2023, USB staff and students could also try the ProQuest Dissertations & Theses Global database for free, which provides access to dissertations and theses (approx. 5.5 million theses in total), of which 3.1 million are available in full text (PDF format). The annual addition to the database, to which over 4,200 universities worldwide

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<sup>32</sup> <https://eshop.jcu.cz/simplifyworks/eoc/public/products>

<sup>33</sup> The EBSCO Discovery Service (EDS) is a search tool that allows you to search the content of most USB Academic Library information resources, both licensed and a range of free resources, from a single location. The USB online catalogue is also integrated within EDS. The EDS interface is in the Czech language and allows simple and advanced searches with extremely fast response times.

<sup>34</sup> Citation Manager Citation PRO Plus allows you to export citations to the most commonly used citation styles (e.g. ISO 690, Chicago, Harvard, MLA, IEEE, CSE, etc.), has a direct link to MS Word and supports many other features that simplify work with the sources used. USB is available to students and staff within the university computer network.

<sup>35</sup> The Electronic Journal Library (Elektronische Zeitschriftenbibliothek, EZB) offers convenient access to full-text specialist electronic journals. This service provides quick access to journals available on USB through consortial and individual subscriptions, as well as to journals freely available on the Internet. The library has access to more than 120,000 periodicals in this way.

contribute, is around 200,000 documents in full text, of which 15,000 are from continental Europe, and in various languages.

Within the CzechELib project, the library has access to the CELUS system, which is used to monitor the use of individual databases. This system allows to monitor the use of FES both purchased through CzechELib and acquired elsewhere. The use of electronic resources is showing a steady growth. Traditionally, the most used resources include the Web of Science citation database, followed by the multidisciplinary full-text database ProQuest Central. Outside of the CzechELib consortium, users have access to Czech and foreign books on the ProQuest Ebook Central platform, the EZB electronic library of journals, and the EBSCO Discovery Service, which enables simultaneous searches in multiple sources through a single interface.

The currently available and planned EIZs cover all USB-accredited programs/disciplines and can be used not only within the USB campus but are available to USB users virtually without restriction through the VPN concentrator. An overview of all the FES acquired by the library is listed on the USB Academic Library website at.<sup>36</sup>

On the basis of a contract with the National Library of the Czech Republic, the USB Academic Library gained access to the National Digital Library – Works Unavailable on the Market (NDL – WUM) service. This service can be used free of charge by all library users with a valid registration. Works unavailable on the market include full texts of books published in the Czech Republic until 2007 and journals published until 2011. These are documents protected by copyright (i.e. 70 years have not passed since the author's death). In addition, full texts of older documents that are copyright free are also available. There are 180,000 digitised volumes.

To make the library collection as accessible as possible to users from faculties outside the main campus, the USB Academic Library operates not only in the main building but also in the study room at the USB Faculty of Health and Social Sciences and at the USB Faculty of Fisheries and Protection of Waters branch in Vodňany, where it provides a full range of library and information services. The USB Academic Library collections also include deposit libraries at the faculties. The USB Academic Library ensures their construction and methodically assists the administrators of the deposit libraries from the respective departments/institutes.

The USB Academic Library currently uses the ALEPH library system, which is, however, outdated and does not meet current needs, especially in terms of the management and use of electronic information resources. Therefore, the library staff, together with other institutions, has been involved in the preparation of the implementation of a central Next Generation Platform (NGP) for efficient searching and sharing of all types of information resources, within the framework of working groups created for this purpose by NTL. The main benefits of the NGP include, in particular, central cataloguing, unification of dictionaries and codebooks, and the absence of duplicate records. This will enable accurate searching and retrieval of relevant and addressable results.

The USB Rector's advisory body for information resources managed by the USB Academic Library is the AL USB Library Board. The Library Board primarily comments on the concept of the various key activities of the USB Academic Library, on the global principles of allocating funds for the replenishment of the USB Academic Library's library series and other information collections, on proposals for improving the USB Academic Library's activities, and on proposals for the USB Academic Library's Library and Organizational Regulations. The USB Academic Library Board has 14 members and is chaired by the Vice-Rector for Research. Meetings of the USB Academic Library Board are held at least twice a year.

In 2023, the implementation of the project 'Development of the USB Academic Library' was started, the aim of which is to revitalize the building, renovate and improve the existing equipment related to the USB Academic Library activities. More information on this project is provided in **Chapter 6.3**.

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<sup>36</sup> <https://lib.jcu.cz/cz/katalog-2/abecedni-seznam-databazi>

*USB Library Statistics – Academic Library*

<b>Item/year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Collection growth for the year	6 711 (+ 2 e-books)	3 766 (+ 57 e-books)	4 319 (+ 1 e-book)	3 234 (+ 28 e-books)	3 513 (+ 26 e-books)
Total library collection	371 027 (+ 434 e-books)	370 014 (+ 491 e-books)	370 799 (+ 492 e-books)	373 086 (+ 520 e-books)	372 925 (+ 546 e-books)
Number of periodical titles subscribed	423 (+ 25 e-journals)	416 (+ 23 e-journals)	414 (+ 21 e-journals)	405 (+ 20 e-journals)	393 (+ 14 e-journals)
Number of absentee loans (including renewals)	130 040	159 658	118 190	97 889	92 420
Number of users	12 144	12 048	12 156	11 887	12 073
Number of study places	568	568	568	568	568
Number of volumes in free selection	186 453	196 541	193 486	196 163	192 407

*USB Library Statistics – CAS Biological Centre Library*

<b>Item/year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Collection growth for the year	321	829	1 413	460	57
Total library collection	64 970	65 450	66 816	67 246	67 303

*USB Library Statistics – Austrian Library*

<b>Item/year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Collection growth for the year	100	84	112	70	80
Total library collection	7 516	7 600	7 695	7 765	7 845

The J. P. Ondok Library is located on the ground floor of the building of the USB Faculty of Theology, in the premises of the former Capuchin convent at the Church of St. Anne (closed in 1786) in the centre of České Budějovice. Currently, the collection consists of about 51,000 volumes of theological, spiritual and ecclesiastical literature, as well as other specialized literature in the fields of psychology, sociology, philosophy, religious studies, pedagogy, social work, political science, law and natural sciences. In addition to Czech literature, its collection also includes books in German, Slovak, English and Italian. For full-time study in the study room, there is a collection of journals containing about 120 titles of both domestic and foreign provenance.

Books and journals are mostly in a free selection arranged by subject. The library includes facilities for full-time study. Most books can be borrowed at home, with the option to renew online, by phone or by mail. Borrowed titles can be reserved online or in person. The library is equipped with the ALEPH library computer system and all book holdings are searchable via the internet. The library is intended for students and teachers of the USB Faculty of Theology, other faculties and schools, as well as interested members of the public.

*USB Library Statistics – J. P. Ondok Library (USB Faculty of Theology)*

<b>Item / year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Collection growth for the year	860	657	1 899	651	443

Item / year	2019	2020	2021	2022	2023
Total library collection	51 063	48 521	51 271	51 541	51 442
Number of periodical titles subscribed	112	110	112	56	54
Number of absentee loans (including renewals)	27 923	17 344	14 717	16 860	18 029
Number of study places	30	24	24	24	24
Number of volumes in free selection	29 702	29 859	31 305	31 442	31 631

The USB Academic Library and the J. P. Ondok Library both support the vision, values, and mission of USB, of which they are an integral part. They provide access to quality information resources, professional services, and appropriate study spaces, contributing to the University's quality teaching and effective research activities.

## 6.8 Information, counselling and support services

The provision of information, advisory and support services is anchored in the USB Study and Examination Regulations. The specific issues of a selected range of services are further regulated by the Rector's ordinances with University-wide scope and other internal standards of individual faculties (especially with regard to the determination of the competence and responsibility of degree programme guarantors, heads of institutes and departments, study departments, internship departments or other support departments). **Information services** mean the provision of information of a factual or reference nature (provision of information, where to find information, contacts or recommendations, whom to contact, etc.); **counselling services** include consultation (one-off meetings which may or may not be part of counselling), guidance (systematic provision of information or consultation) and mentoring (e.g. **Support services** include diagnostics (identifying needs), support (setting up rules taking into account specific needs, providing resources to facilitate independent problem solving, providing financial resources in the form of scholarships), assistance (providing help in solving a problem), facilities (specialised study rooms, coworking space, etc.), etc.), coaching (support in setting and achieving professional or personal goals, increasing the competence of students to set and achieve personal goals), tutoring (accompaniment in studies, pedagogical consultation), supervision (especially in relation to the work experience of students in professionally oriented degree programmes), education (compensatory courses, additional elective courses, lifelong learning programmes) and pastoral care (accompaniment in a current life situation with regard to questions of meaning or spiritual overlap). The provision of information, counselling and support services is methodically managed by the Vice-Rector for Student Affairs.

In terms of the University-wide perspective of quality assurance and evaluation of activities, special attention was paid in 2023 to the activities of the Support Centre for Students with Special Needs, the Career Centre and the University Psychological Counselling Centre.

**The Support Centre for Students with Special Needs (SCSSN)** is a long-established specialised facility with University-wide scope established (in 2013) to provide support for students with special needs, in accordance with the requirements of the Higher Education Act, the Government Regulation on Standards for Accreditation and the MEYS Methodological Standard, which is an integral part of the Rules for the Provision of Contributions and Subsidies to Public Universities. Organizationally, it falls under the USB Rectorate, specifically under the department of the Vice-Rector for Student Affairs, to which the Head of the SCSSN is subordinate. The target group of the SCSSN is primarily students or applicants for studies with special needs (persons with visual, hearing and physical disabilities, autism spectrum disorders, specific learning disabilities and other difficulties, which include in particular chronic somatic diseases, mental illness, impaired communication skills, etc. A related target group is academic staff and other USB employees involved in the education of students with special needs and the provision of related services



in terms of methodological support and assistance in the implementation of support measures in teaching. In doing so, the aim is to equalise opportunities to study at university, while maintaining the demands of university studies, and to minimise the burden on USB staff associated with the provision of support measures.

In 2023, the SCSSN was one of five USB sites to undergo a comprehensive internal evaluation of other USB constituent parts and facilities for the period 2018–2022:

The SCSSN is a member of the Association of Service Providers for Students with Special Needs at HEIs, and the head of the SCSSN was elected chair of the association. The centre maintains intensive relationships with similar units at other universities, and is also involved in negotiations with MEYS, entities within the South Bohemia Region, etc., and is thus active not only in pursuing its mission within USB, but also in the space outside the university. Due to the demonstrably high level of equipment (provided by the projects addressed) and services provided, the SCSSN contributes in no small measure to building the reputation of USB. As part of the institutional accreditation, exemplary fulfilment of relevant standards in the area of support for students with special needs was noted.

Between 2018 and 2022, the number of SCSSN staff oscillated between 4 and 6 (currently SCSSN has 4 staff), and the number of students registered at SCSSN increased from 70 to 110 during the period under review. This number is only manageable with the current staffing levels due to the continuous streamlining of activities within the support system for students with special needs. A potential threat to the facility is the difficulty in finding qualified staff who, in addition to a high level of professional competence, are willing to perform work activities requiring a high level of commitment and a high degree of time flexibility, given the current salary conditions.

The evaluation committee particularly appreciated the sophisticated system of obtaining feedback on the quality of services provided from students with special needs. The student feedback shows a stable level of satisfaction with the services provided and an increasing level of satisfaction with the approach of teachers in providing support measures. The user feedback revealed a contradictory view of the functioning of the SCSSN: positive evaluations from the USB Faculty of Arts and USB Faculty of Science on the one hand, and negative evaluations from the USB Faculty of Education and USB Faculty of Theology on the other. The evaluation committee subsequently concluded that the objectively demonstrable and externally validated functionality of the SCSSN was not called into question by the superficially formulated statements in the feedback from the USB Faculty of Education and the USB Faculty of Theology. During the meeting of the evaluation committee, the representative of the USB Faculty of Education stated his satisfaction with the SCSSN's performance and that he perceived an increase in satisfaction with the level of services provided during the evaluation period (the opinion of the representative of the USB Faculty of Education thus to some extent diverged from the user feedback provided by the USB Faculty of Education).

On the basis of these suggestions, the evaluation committee agreed to support the SCSSN's intention *'to pay particular attention to the presentation of the support system for students with special needs in the coming period, awareness-raising and consensus-building at the level of faculty and departmental management.'* However, it should be taken into account that an obstacle or limitation in this direction may be the a priori attitude of some USB staff towards inclusive policies, support for students with special needs in general or specific support measures, as is evident from the communication of SCSSN staff with some academic and non-academic staff on various occasions.

In this context, it should be noted that none of the criticisms of the SCSSN's activities were aimed at undermining its efforts to support students with special needs in their studies; on the contrary, it was repeatedly confirmed that the SCSSN contributes not only to removing barriers to study, but also to maintaining fair standards for students and preventing students' special needs from being exploited to devalue their studies.

The evaluation committee appreciated that the activities of the SCSSN are not only directed within USB, but also have a demonstrable outreach to other universities and colleges in the Czech Republic as well as to secondary schools and other entities in the South Bohemia Region. SCSSN is thus actively involved



in building the reputation of USB. The evaluation concluded that the following should be given substantial attention:

- Strengthening the SCSSN staff team. The minimal number of staff poses a risk that in the event of illness or departure of any of the staff, there will be no substitute, and the standard of service provided will decrease.
- Finding constructive ways to raise awareness in the area of support for students with special needs in order to not only increase the quality and scope of services provided, but also to cultivate the USB environment towards greater inclusiveness, while maintaining the level and rigor of university studies.

It remains to be discussed whether the above-mentioned 'outreach activities' of the SCSSN should take the form of a higher intensity of communication with vice-deans for studies and study departments, or rather directly with departments and institutes. It is also questionable whether this is more of an internal marketing theme – in the context of raising awareness of what services are provided by the various departments of the USB Rectorate and what the purpose and benefits of these services are for the USB as a whole. It may be considered that if the awareness raising is only done by the SCSSN itself, it may be perceived as counterproductive.

Partial comments and suggestions were made on the timing and method of informing academic staff about support measures for students with special needs. As the increasing number of students with psychological problems is considered as one of the threats in the SWOT analysis of the SCSSN, also due to the staff capacity of the SCSSN, it was further recommended to expand and strengthen cooperation with the USB University Psychological Counselling Centre or other entities.

No major issues were identified in the SCSSN's work in 2023 that required specific attention to address them or remedy. The issue of implementation of the measure of stretching the year of study was addressed, with respect to the interpretation of other provisions of the USB Study and Examination Regulations that could cause conflicts with this measure.

**The Career Centre (CC)** also operates at USB as a specialized department with University-wide scope. Unlike the SCSSN, however, it is not an organizational component of the USB Rectorate but is integrated into the organizational structure of the USB Faculty of Economics. As it provides services to the whole of USB, it is also supported (funded) centrally.

The provision of career counselling is one of the standard services of a modern university, in accordance with Government Decree No 274/2016, on Standards for Accreditation in Higher Education: *'Applicants for studies, students and other persons have access to a range of information and counselling services related to studies and to the possibility of graduates of degree programmes being employed in practice.'*

Since the institutional accreditation of USB stated that *'the University of South Bohemia in České Budějovice lacks one central career or counselling centre'* (NAB Decision on granting institutional accreditation, No NAU-81/2018-13 of 23 August 2018), the project 'USB Development – ESF II' (2020-2022) was prepared, which included the transformation of the CC of the USB Faculty of Economics into the USB Career Centre. Thus, after the initial phase of development, by 2023 the CC was already operating in the normal mode of a relatively well-established facility (CC manager + two members of staff, total of 1.9 FTE).

The target groups primarily using CC services are mainly students and 'fresh' graduates of USB (individual career counselling consultations, workshops, seminars, elective courses focused on entrepreneurship and personal development, etc.). However, the CC also provides services to prospective students (orientation to degree programmes, advice on future employment opportunities) and cooperates with potential employers of graduates (advertising job opportunities, mediation of cooperation between students and employers, partnership lectures).

The evaluation of the portfolio of activities showed that CC implements one thematic workshop each week during the teaching period. In doing so, the CC manages to respond to feedback from participants, and so, for example, in 2023 there was a significantly more balanced representation of workshop

participants (students) from all USB faculties compared to previous years (previously, students from the USB Faculty of Economics were more prevalent, although for obvious reasons they still make up the largest group of students using CC services). It also shows that even though the CC in its new format has only been operating for a relatively short time, students are showing great interest in individual consultations (CV creation, LinkedIn profile and help with choosing a suitable profession): 75% occupancy rate of the offered dates, an increasing trend. Interest in cooperation between CC and employers is also growing.

CC activities are promoted and discussed in regular meetings with faculty representatives (round table, 7 November 2023), CC activities are communicated primarily through social networks and other online communication tools.

The networking and cooperation of the CC with other similar university centres in the Czech Republic can also be positively evaluated. On 6–8 September 2023, the CC USB organised the 6th annual meeting of university career centres (40 participants from 18 universities).

**The University Psychological Counselling Centre (UPCC)** also operates at USB as a specialized department with University-wide scope. Like the CC, it is not an organizational unit of USB Rectorate but is integrated within the organizational structure of one of the faculties, specifically attached to the USB Faculty of Education's Department of Education and Psychology. Since it provides services to the whole of USB, it is also supported (funded) centrally.

The UPCC follows up on the activities of the counselling centre established at the USB Faculty of Education in 2013, which, however, only functioned depending on the current project support. As part of the OP RDE project 'USB Development – ESF II' (2020-2022), the faculty counselling centre was transformed into a specialised unit with University-wide competence. Thus, after the initial development phase, by 2023 the UPCC was already operating in its normal mode, including already a relatively long experience of service provision on which it could build. Together with the head of the counselling centre (0.3 FTE), a total of 18 staff members provide counselling, of which 5 are also in English. Regular external supervisions are carried out, and further training is also provided (e.g. in 2023 on working with support groups). A temporary limitation or difficulty in the functioning of the counselling centre is the necessity to operate in alternative premises during the reconstruction of the 'home' faculty building.

The importance of psychological counselling lies in its low-threshold nature, which often allows for the first detection of psychological difficulties. Psychological and educational counselling services are also part of a more comprehensive USB strategy aimed at reducing academic failure: counselling, identification and correction of learning deficits, special education counselling, development of study skills, work with motivations, cooperation with SCSSN. The importance of psychological counselling is also seen in supporting students with psychological difficulties and psychiatric diagnosis, including the possibility of crisis intervention, support in coping with difficult life situations, etc. Equally important is support for students who otherwise find it difficult to seek care (students from socially disadvantaged backgrounds, international students), including the provision of follow-up services for students with more serious difficulties requiring psychotherapy or psychiatric treatment.

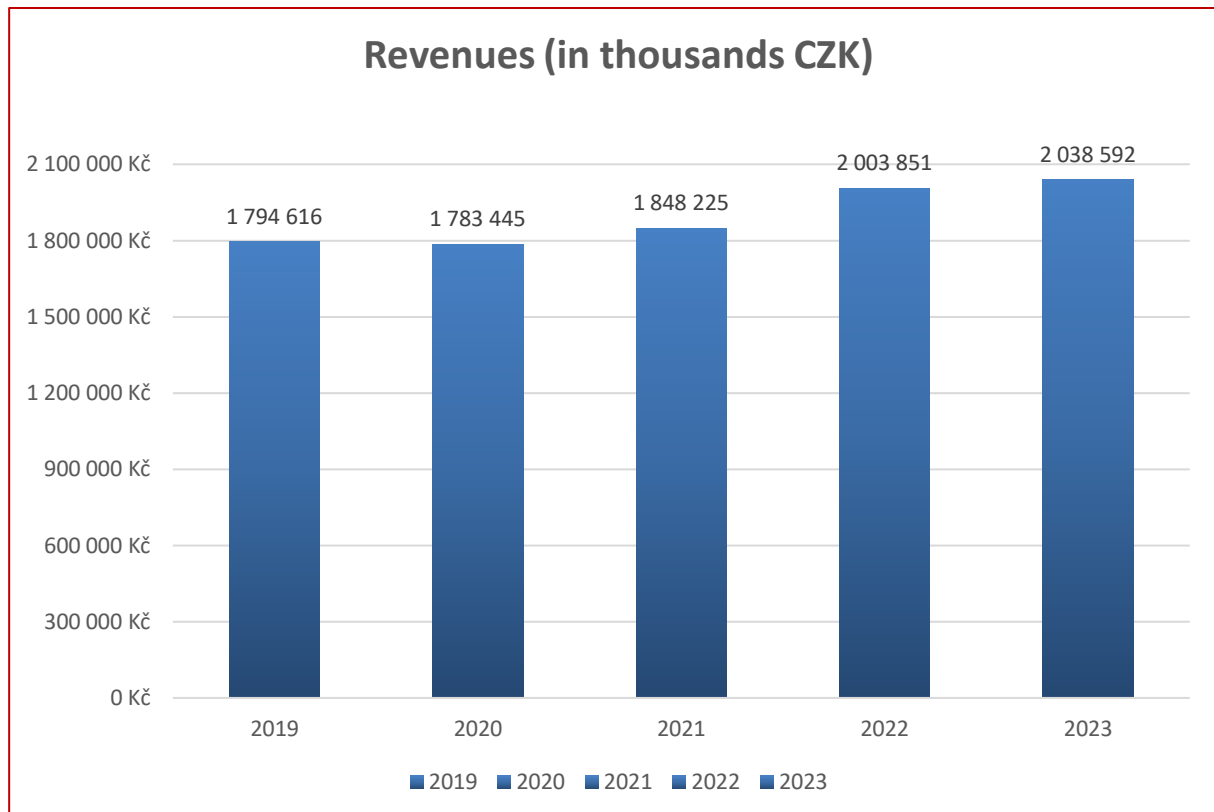
UPCC is a member of the Association of College Counsellors and the Czech Association for Psychotherapy. The portfolio of services provided includes individual psychological counselling, crisis intervention, pedagogical counselling, special educational counselling and diagnostics, psychological and professional diagnostics, career counselling (in cooperation with CC), studies counselling (in cooperation with SCSSN and other entities), supportive psychotherapy, psychotherapy support group, support in finding follow-up care, social counselling and pastoral counselling. As part of the integration of the support and counselling services provided at the USB under this counselling centre, where it is no longer only psychological counselling, it is planned to rename the counselling centre (new name 'USB University Counselling Centre' instead of 'USB University Psychological Counselling Centre'). The volume of activity in terms of the number of hours of counselling and the number of clients is relatively stable (in 2023, a total of 58 clients in individual care – 558 hours and 19 clients in the support group – 30 hours).

Information and library services at USB are provided by the USB Academic Library and the J.P. Ondok Library. Further information on the activities of these libraries is provided in **Chapter 6.7**.

## 6.9 Funding

USB manages mainly funds from public budgets, which it supplements with its own resources. The bulk of public resources is made up of institutional support, namely the state budget contribution for educational and creative activities provided under the Higher Education Act, and institutional support for the long-term conceptual development of a research organisation (LCDRO) based on the evaluation of its achievements under Act 130/2002, on support for research, experimental development and innovation.

USB management is stable and without losses. USB's revenue has been growing for a long time, and in 2022 it exceeded CZK 2 billion for the first time. This trend continued in 2023.



*USB revenue development in 2019-2023.*

As a public institution, USB must have clearly defined rules for the management of its financial resources in the long term. The basic legal regulations are the Higher Education Act and Act No 563/1991, on Accounting; USB is also governed by special legal regulations and decisions on the provision of contributions and grants, their purpose, use and settlement with the state budget, which are provided in particular by the Ministry of Education, Youth and Sports. Among the internal regulations, USB Statutes, including its integral annexe, which is the USB Management Rules, is the most important in the area of financial management. USB has a strategy, policy and process for managing financial resources in a way that supports the overall strategy of USB and ensures financial stability. University and faculty budgets and budget rules are subject to approval by the respective senates.

The USB budget is based on the internal rules for budgeting – the USB Budget Methodology. The Methodology contains the procedures for calculating the amount of contribution and grant to the LCDRO for individual USB faculties, specification of earmarked items intended for the financial provision of strategic areas, as well as a proposal for the budget of central departments including the distribution of resources for its provision. The draft Budget Methodology for a given calendar year is prepared by the USB management, based in particular on the USB's strategic objectives, the current need to secure

resources for funding selected activities, the situation in university funding and the expected development of the volume of resources for USB. The methodology is prepared in close cooperation with the deans of the faculties and in continuous consultation with the USB Academic Senate and union representatives.

Of the funds provided under the 'A+K' indicator, 5% is allocated to support the strategic priorities of USB. The rules of the Strategic Priorities Fund (SPF) were consulted with deans and faculty representatives and were subsequently approved by the academic part of the Rector's Board. The resources of indicator 'A' after the 5% separation to the SPF are distributed among the faculties in the proportions of previous years (90%), with a smaller part of the resources (10%) being distributed according to the allocation key (the number of students in standard study time and the CEI of their degree programmes as of 15 May of the previous year). For indicator 'K', the Methodology works partly with the criteria used by MEYS and partly with its own criteria, taking into account the internal priorities of USB. The grants for LCDROs is largely distributed according to the ratios of the previous year, partly according to the publication performance and research grants received, partly for the support and development of research teams, co-financing of the large infrastructures CENAKVA and the Centre for Polar Ecology, and a small part for extraordinary LCDROs (postdoctoral positions and small faculty projects), funding of scientific databases and ensuring the operation of the USB Publishing House.

The USB Budget Methodology does not include a breakdown of earmarked funds; the use of these funds is governed by Ministry rules. The other grant budget resources are already directed by the providers to specific activities and therefore their beneficiaries within the USB are determined by the criteria given by the providers.

The implementation of the internal control system at USB is defined by Rector's Ordinance R 535 of 11 December 2023 (replacing Rector's Ordinance R 66 of 30 October 2006) and by Bursar's Ordinance K 33 of 4 January 2010, which governs the circulation of documents. The Rector's ordinance on the implementation of the internal control system regulates the control system at USB, clearly setting out the responsibilities of the responsible staff to ensure the correct, economical, efficient and effective use of public funds. The deans of faculties and the directors of individual units are responsible for the economical and efficient use of USB funds and assets to the Rector. Management control is exercised by senior staff within their management authority or by staff delegated by them in accordance with their powers and responsibilities. Preliminary management control is exercised at USB units by the staff responsible, by the deans of the faculties or by the unit directors. At each unit, the Head of Unit or the project leader is always in charge of the operation. The function of budget manager is usually performed by the secretaries or economists of the units, or by authorised staff of the relevant rectorate units (Economic Division or Project Office). Preliminary control of the post of Chief Accountant is carried out by the accounting officers responsible for the booking of specific accounting cases.

The Internal Audit Office is part of the internal control and performs its function in accordance with the Financial Control Act and the USB Internal Audit Statutes. The Internal Audit Office focuses primarily on the continuous monitoring and verification of the system of procedural and financial control, as well as on identifying the actual situation and comparing it with the desired situation. The activities of the Internal Audit Service are carried out on the basis of a risk map and in accordance with the Financial Control Act on the basis of the annual activity plan and in accordance with the medium-term activity plan approved by the USB Rector. The University's control environment is supported at all levels by an established system of regular meetings, which also include ongoing monitoring of the implementation of the measures taken.

## **6.10 Infrastructure and material resources**

USB owns almost 50 basic buildings for teaching and research purposes, as well as six permanently used buildings for student accommodation and catering, buildings for sports and physical education and buildings for the school's agricultural farm. Most of the buildings are located in České Budějovice and then mainly in Vodňany. The Josef Svoboda Czech Arctic Research Station is located on the Svalbard archipelago in Norway. Several premises are also used by the USB on the basis of valid lease agreements.

USB devotes great effort to the development and renewal of the infrastructure facilities for the implementation of educational, creative and related activities, proceeding in accordance with the USB Strategic Plan 2021–2030 and the USB Investment Plan 2021–2030, which is specified annually with a view to the following year. Examples of the most significant USB infrastructure projects implemented in a given year, together with examples of other significant non-investment projects, are then reported annually in the relevant chapters of the USB Annual Activity Report.

USB's main investment activities in 2023 were focused primarily on the implementation of investment projects that were initiated in 2021 and 2022, and possibly the commencement of projects that USB has been pursuing for some time. The plan of USB investment activities for 2023 was primarily focused on the implementation of projects directed to the MEYS (PROGFIN) programme funding, programme 133 220, subtitle 133D 22Y, specifically to the programme: development and renewal of the material and technical base of the USB (projects Reconstruction of the USB auditorium (Bobík), FAT Chemistry Pavilion, FED Reconstruction of the Na Sádkách sports complex, FTH Reconstruction of the Na Mlýnské stoce building and FHSS Vltava Extension Phase IV). In 2023, the implementation of projects directed to the 133 240 Programme Development and renewal of the material and technical base of medical and pedagogical faculties of public universities also continued, these are investment projects of the USB Faculty of Education in the case of USB. Sub-projects were then directed to the subtitle 133D 221, Development and renewal of accommodation and catering facilities of public universities, Call No 7 (D&R project Reconstruction of K2 Dormitory). Other significant investment activities in 2023 were also implemented from other sources, from the contribution to the implementation of the Programme to Support the Strategic Management, institutional support for the long-term conceptual development of the research organisation, the National Renewal Plan and, last but not least, from USB's own resources of the Asset Replacement Fund.

USB ensures that all lecture halls and classrooms of the University are equipped with basic audiovisual equipment, necessary information technologies (PC, internet connection – especially via Wi-Fi network). In addition, as part of the modernisation of classrooms and lecture halls, the teaching spaces where such equipment is meaningful are supplemented with modern teaching aids such as interactive displays, image sharing systems, videoconferencing systems, simulation devices, etc. Of course, a significant role in equipping laboratory-type teaching spaces is played by various laboratory apparatus for both teaching and collaborative research activities of PhD students and academic staff. USB students have multifunctional printing devices available across USB, which they can use to independently copy, print or scan their study materials via their student card linked to their internal account.

USB manages to provide modern equipment for lecture halls, classrooms and laboratories mainly thanks to the European Structural Funds and other appropriate subsidies. In addition to public resources, especially in connection with extensive reconstructions carried out with the help of funds from the programme financing of reproduction of university property from the state budget of the Czech Republic, USB also uses its own resources in accordance with partial plans for the renewal of equipment of teaching spaces.

The current USB equipment is a guarantee of stability in the teaching area. When it comes to their renewal, this is of course necessary – both in view of the physical and, above all, the moral wear and tear of the assets.

Also in 2024, USB will proceed in this area mainly according to the Implementation Plan of Investment Activities for the year.

Summary of information on the acquisition of machinery and instrumentation according to the USB constituent parts under the project 'USB Development – Ph.D. Infrastructure'

Const. part	Other public resources (grants) [CZK million]	Own resources [CZK million]	Total [CZK million]	Justification
FAR	2.2	0.1	2.3	Lecture hall P1: Complete renovation of AV equipment including control system and installation.
FAR	2.1	0.1	2.2	Lecture hall P2: Complete renovation of AV equipment including control system and installation.
FSC	6.7	0.3	7.0	Mass spectrometer with liquid chromatography. High-performance liquid chromatograph with high-resolution tandem mass detector essential for rapid multi-component analysis of organic compounds.
FSC	6.0	0.3	6.3	Confocal microscope. Technologically more advanced instrument based on spinning disk. It will be used mainly in molecular fields.
FSC	1.8	0.1	1.9	The spectrometer, which allows measurements up to the near-infrared region of the spectrum (3000 nm), will significantly expand the experimental capabilities of students at all levels of study working on topics using spectroscopic measurements.
FSC	2.1	0.1	2.2	The profilometer is a device for measuring surface roughness, profile and morphology over a wide range of vertical scales from nanometres to micrometres with 2D surface mapping capability and a horizontal scanning range of millimetres.
FSC	1.7	0.1	1.8	The crystallization robot (ORYX8, Douglas Instruments) enables accurate and reproducible micro- and nanodroplet crystallization experiments for scanning, inoculation, condition optimization, and data acquisition for subsequent diffraction experiments.
FSC	1.2	0.1	1.3	Equipment for animal behaviour research.
FFPW	1.0	0.1	1.1	Feed system for precise feed distribution using interchangeable cylinders with calibrated space for pick-up and release of extruded feed.
FFPW	1.4	0.1	1.5	Device (microscope) for imaging cell cultures with fluorescence.
FFPW	3.2	0.1	3.3	A complete line for the production of compound feed for experimental purposes allowing the production of 40–100 kg for individual variants with a pellet diameter of 2–10 mm.
<b>TOTAL</b>	<b>29.4</b>	<b>1.5</b>	<b>30.9</b>	

## 6.11 University sport and leisure activities

The promotion of sport and leisure activities has been included in the USB Strategic Plan for the period 2021–2030 as one of the areas that USB will develop in its activities. At the central level, the support and possible coordination of sporting events organised or co-organised by USB has been placed under the responsibility of the Vice-Rector for Development (Rector's Ordinance R 510), to whom faculties, as well as students, can address their suggestions and needs.



As part of the USB Strategic Priorities Fund 2022–2024 project 'SMART – Sustainable USB, Phase I' and other projects, funds have been allocated to support sport at USB based on activity proposals received. High quality jerseys in the University's visual style were purchased for the student teams of basketball, volleyball, football, futsal and floorball players, and the University's participation in the GOLDEN TOUR 2023 and 2024 football leagues was also supported. Another area supported was e-sports. In 2022, a games room (classroom) was equipped in collaboration with students so that the university team would have facilities to train and represent USB in the university e-sport league. During 2023, 5 groups of approximately 5 players each attended this classroom two to three times a week. Additional equipment was also purchased for the classroom, such as a new PlayStation. Students interact together on a shared platform, and in 2024 they plan to join a league called G-SPORT. This league is organised by Charles University. It is a combination of classical sports in various disciplines with e-sports. Not only for the students and employees of the University, but also for the public, a playground for children, workout and senior playground were built on the USB campus near the Kampa student club, which was additionally furnished (benches, baskets, etc.) in 2023.

Since 2021, USB has participated in the annual Academic Bicycle Challenge, an international cycling competition for universities. The purpose of the challenge is to encourage active lifestyles, promote sustainable mobility, climate protection, healthy competition between universities and teamwork for a good cause. The University of South Bohemia rode a total of 36 055 km. The amount ridden was donated to the Autis Centre PBC, České Budějovice, which helps people with autism and their families. On Friday, 30 June 2023, the USB Rector prof. Bohumil Jiroušek handed the cheque over to the Director of the Autis Centre České Budějovice Mgr. Milena Urbanová.



*The Academic Bicycle Challenge meets with a lot of interest at USB. Source: USB Archive*

## 6.12 Communication and promotion of the University

The Rectorate's Marketing Office is responsible for communication and promotion at the University level. Its main tasks include implementation of the visual style, creation of promotional materials, management of the calendar of events, presentation of USB in the Czech Republic and abroad, preparation of the university magazine, implementation of marketing and advertising campaigns, management of the official USB profile on social networks and cooperation with student associations. The Marketing Office also organises cultural and social events held by USB.



In cooperation with the faculty Marketing Offices, or the contact persons responsible for marketing at individual faculties of USB, with whom regular meetings are held, promotional activities are coordinated (e.g. [vysokeskoly.cz](http://vysokeskoly.cz), Kam po maturitě, Týdeník 5+2), the realisation of joint promotional, cultural and social activities (e.g. Open Day, USB Representative Ball, University Closer, Academic Half Hours, Welcome Fest, Researchers' Night, Day with the University, Opening of the Academic Year, Advent Concert) and the provision and to ensure (or cooperate in ensuring) USB participation in domestic and foreign educational fairs (for more information on international marketing of USB, see **Chapter 4.6**) and other events of this type (e.g. Science Fair, Gaudeamus Prague – Brno – Bratislava, online fair [vysokeskoly.cz](http://vysokeskoly.cz), Education and Craft, Země živelka, ABC Challenge, Run for the Rector's Cup, etc.). Some other activities are also implemented in cooperation with the faculties, e.g. joint preparation of faculty and University promotional items or unification of the design of printed leaflets of faculties and USB. The most important activities include the joint development of the main USB campaign (image/recruitment).

USB has long been building its brand through regular advertising campaigns agreed across the University, reflecting modern trends in communication and the specifics of USB's target audiences as defined in the USB marketing strategy. This strategy is continuously updated, e.g. also on the basis of expert analyses (the last one was carried out in December 2023 – a questionnaire survey of first-year USB students). Based on the analyses and monitoring of modern marketing communication trends, a new advertising campaign to encourage applications to USB with the working title 'NEON' was implemented with regard to the primary target groups of USB.

Other activities implemented or provided by the Rectorate Marketing Office include the following, e.g. redesign of the USB website, which was completed in 2022. The year 2023 was then devoted mainly to the continuous updating of the presentations in both the Czech and English versions of the USB website.

All the measures and activities implemented by the Rectorate's Marketing Office in cooperation with the USB Centre of Information Technology lead, among other things, to year-on-year increases in the number of visitors to the USB web presentation by the primary target group (pages intended for applicants for studies – monitored using Google analytics), year-on-year increases in the number of visitors to the IS STAG portal (again measured in the part of the portal intended for applicants – the so-called. Last but not least, after the modification and unification of the web presentation in 2022, there will also be a year-on-year increase in the number of applications submitted to USB by almost 10%. Unfortunately, due to the change in the analytical tool, it will not be possible to make year-on-year comparisons and relevant measurements of the traffic to the USB presentation in the following years.

USB also continues to develop a unified visual style and graphic manual, which were already developed in 2012. In the last six years, the outsourcing of graphic work has been reduced, with basic (operational) as well as conceptual graphic work being partly handled by the Marketing Office in-house, including, for example, the new visual for the advertising campaign.

In addition to the centralised calendar of events on the main USB website, a new portal [studentskyzivot.cz](http://studentskyzivot.cz) was created on the initiative of the Marketing Office, bringing together events for students and the public organised by USB student societies. This portal continues to be developed. The Marketing Office also manages the official USB social media profiles (Facebook, Instagram, LinkedIn, Twitter, X network and YouTube), where it also sets up and implements advertising campaigns. The implementation is again done in-house without the need to use external agencies. In 2023, the Tik Tok social media campaign was abandoned in the interests of security and following a recommendation from NUKIB. The Marketing Office also coordinates the creation, production and distribution of USB promotional items, and thanks to intensified cooperation with the faculties, it also handles bulk orders of some promotional items for the faculties, including the design of new faculty versions of these items and their implementation. The Marketing Office also ensures the long-term publication of the University Journal, which is published 5 times a year (including a special edition for first-year students), with a circulation of 3,000 copies.

The Marketing Office also provides long-term communication with the main USB partner – Budějovický Budvar n. p., and possibly also provides other cooperation (one-off or recurring) with other USB partners – e.g. EGD, E.ON, GoDrive and others.

## 7 CONCLUSION

Institutional accreditation granted by USB signifies confidence on the part of the state and the academic community (whose members are members of the NAB evaluation panels) that the University is capable not only of carrying out its mission, but also of managing it in a way that guarantees its quality and further development. Specifically, this means a number of points, which are presented in brief form in the table below. These are points already formulated in the 2018–2022 Report, which have been updated to take into account the situation in 2023.

Activity areas	Strengths	Weaknesses
Management of the institution	<ul style="list-style-type: none"> <li>• Clearly defined vision and mission of the University (see USB Strategic Plan).</li> <li>• Through several years of preparation, discussion and gradual implementation, USB has adopted a generally accepted and workable budgeting methodology that takes into account qualitative criteria and pro-growth tools.</li> <li>• The faculties that had the biggest problems during the IA (FEC, ZF) have undergone significant reflection and organizational changes over the past years, which give good hope for improving the situation in the next round of IA.</li> <li>• A new USB website has been launched, which provides a more unified visual identity and clear information than before.</li> <li>• In recent years, more emphasis has been placed on the dissemination of information about USB in the field of education and creative activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Despite significant improvements in recent years, USB still does not have a sufficiently established university identity. In many cases, energy is wasted in tensions between faculties or faculties and the University as a whole.</li> <li>• The system of internal evaluation of the results of creative activity is not yet sufficiently ensured at all faculties (in the past, it relied on RIV points).</li> <li>• Further work is needed to digitise and connect some important remits.</li> <li>• In some cases, vertical information transfer is still not good.</li> </ul>
Study programmes	<ul style="list-style-type: none"> <li>• USB strives for a good and functional distinction between academic and professional programmes. It does not consider professional programmes to be inferior.</li> <li>• USB is working on the preparation of a comprehensive monitoring and support of the quality of doctoral degree programmes (School of Doctoral Studies).</li> </ul>	<ul style="list-style-type: none"> <li>• While there is a distinction between academic and vocational programmes, the issue of the quality of creative activity in vocational programmes is still not sufficiently clarified.</li> </ul>
Personnel	<ul style="list-style-type: none"> <li>• USB has won the HR Award and is working on continuous quality growth in the field of human resources.</li> <li>• In most areas of education there is a good skill and age structure of staff.</li> </ul>	<ul style="list-style-type: none"> <li>• In some important areas of education, staff with the highest academic qualifications are not yet in sufficient numbers.</li> <li>• In some areas, there is still a large disproportion between male and female representation.</li> </ul>

Activity areas	Strengths	Weaknesses
Creative activity	<ul style="list-style-type: none"> <li>• The IEB USB is able to assess well the scientific level of the programme sponsors (good knowledge of the university departments).</li> <li>• USB ranks first among Czech universities in international rankings.</li> <li>• USB has been repeatedly graded with an 'A' in the M17+ Methodology.</li> <li>• Excellent cooperation with CAS institutes (especially the Biology Centre CAS but also a number of other institutes, including in humanities and social sciences).</li> </ul>	<ul style="list-style-type: none"> <li>• Interfaculty cooperation enabling synergistic effects in this area is far from exhausting its possibilities.</li> </ul>
Facility equipment	<ul style="list-style-type: none"> <li>• IA has not directly affected specific equipment, but it has caused this area to be more closely monitored in relation to accreditation. It is not just about scrutiny, but also about University-wide discussions over necessary strategic investments in facilities and equipment.</li> </ul>	<ul style="list-style-type: none"> <li>• The very slow progress of the state and local government authorities in the construction procedures is causing major problems.</li> </ul>
Students	<ul style="list-style-type: none"> <li>• Interest in studying at USB is stable and, in some areas, there is an increase in the number of applicants compared to previous years.</li> <li>• A good degree of internationalisation of studies in some areas (natural sciences, fisheries, philology, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>• Unfortunately, the quality of applicants is lower than years ago, which is a phenomenon observed at virtually all universities.</li> </ul>
Organisation of studies	<ul style="list-style-type: none"> <li>• Good provision of study support materials based on the long-standing practice of implementing part-time studies at some faculties. In the period of anti-pandemic measures, good software and hardware equipment, flexibility of lecturers in the direction of rapid improvement and use of these tools have also been demonstrated.</li> </ul>	<ul style="list-style-type: none"> <li>• There is no uniform system of the organisation of studies across the University, which complicates the implementation of inter-faculty degree programmes (e.g. teaching or maior-minor combinations).</li> </ul>

Activity areas	Strengths	Weaknesses
Internal evaluation system	<ul style="list-style-type: none"> <li>Reasonably sized and well-functioning IEB USB.</li> <li>Well-written internal regulations for this area (after reflecting on six years of experience, USB is preparing a revision that will not be as big as it seemed; it appears that the bigger changes will be more at the lower level of regulations, such as rector's measures or methodological guidelines).</li> <li>The EAS (Academic Staff Evaluation System) is in place throughout USB.</li> <li>Updated the Student Evaluation of Instruction (SEI) method to give more incentive for improving the quality of studies.</li> <li>On the basis of previous experience, a new system of continuous evaluation of degree programmes, faculties and other USB facilities was prepared and launched.</li> </ul>	<ul style="list-style-type: none"> <li>A need to convert the IEB USB remit into electronic form and to link it with the student agenda system (IS STAG) has manifested.</li> <li>Less use of external assessors (external academics, practitioners, etc.).</li> <li>The potential of data support in some areas of internal evaluation is not yet sufficiently exploited.</li> <li>The heavy workload of some academic staff related to their activities (not only) in the field of internal evaluation.</li> </ul>

Overall, USB is moving in the right direction since receiving institutional accreditation. While the greater degree of autonomy has its downsides (e.g. a greater administrative burden on experienced academic staff related to internal assessment and accreditation and an increase in university administration in general), the benefits clearly outweigh them. Accreditation has begun to systematically address the strategic plans of individual faculties, mutual cooperation in the implementation of certain areas of study, etc. Similarly, much more attention is being paid to the link between instruction and creative activity. Problems arising from shortcomings on the part of the management system or from the mistakes of particular staff members are not hidden but are sought to be systematically addressed at the University level.

All these impulses help to strengthen the university identity, which is still not very important in the minds of many academic and other staff members compared to the identity of individual faculties. A significant development in this respect for USB has been the creation of a budget methodology that, on the one hand, takes into account the conservative element of stability and, on the other, allows for progressive strategic planning, including investment in various major projects (new programmes, science centres, renovation and construction of new pavilions, etc.). Another significant step should be the University-wide monitoring and promotion of the quality of doctoral studies, preparing the University for the announced changes to the funding of doctoral studies. The preparation of the School of Doctoral Studies is at an advanced stage, which will include all disciplines carried out at USB. This activity is being worked on in close collaboration with CAS institutes, as this collaboration has long been highly developed and mutually supported at USB.

For the further development of USB, the key element is not only the quality of documents, management system, scientific work and degree programmes but also a generally human approach to all these activities within the university identity and ethical communication.

The first important point is the mental setting of all staff as members of the University, not primarily faculties or departments. The University must not be a loose confederation of faculties but a unified organism. The situation at USB is still not satisfactory, but important steps in the right direction have been taken in recent years (e.g. the successful joint preparation of the USB Strategic Plan 2021–2030, the new budget methodology, the strengthening of the visual identity, the uniformly designed website, etc.).

USB has won the HR Award in the past years and is now developing some of the activities it has prioritized in this framework to improve the quality of its work with people. In this context, the gender balance in different areas (board members, managers, pay ratios, etc.) is one of the important challenges. This point was also raised in the evaluation of the University by the International Evaluation Panel (evaluation according to the M17+ Methodology). USB is aware that the solution in the form of new regulations is insufficient. Cultivation of the mental attitude of the staff is essential here, which should allow adequate freedom while preventing inappropriate stereotypes that hinder good staff work.

The situation is good in terms of the USB's ability to self-reflect and its willingness to see and learn from its own shortcomings. USB sees mistakes and problems not as something to be hidden but as an opportunity for further development. It is therefore not afraid of transparency and substantive criticism.

In its 32 years of existence (building on a previous tradition of higher education and research in some areas), USB has become a stable research-oriented university that is strong and confident enough not only to develop towards higher quality, but also to see and acknowledge its shortcomings and learn from them for further development.

## 8 ABBREVIATIONS AND ACRONYMS

Shortcut	Meaning
A+K	Contribution for educational activities (indicator A – fixed part; indicator K – performance part)
AE	Area of education
AL / AL USB	Academic Library of the University of South Bohemia in České Budějovice
ALEPH	Electronic system developed by ExLibris for libraries
APAIE	Asia-Pacific Association for International Education (organisation name)
ARWU	Academic Ranking of World Universities (rankings used to evaluate universities)
AV	Audiovisual
B / Bc.	Bachelor's studies
BankID	Banking identity
CAP	Capital funds
CAS	Czech Academy of Sciences
CBRNE	Chemical, Biological, Radiological, Nuclear, Explosive materials
CC USB / CC	Career Centre of the University of South Bohemia in České Budějovice
CEEPUS	Central European Exchange Programme for University Studies (programme name)
CEI	Coefficient of economic intensity
CENAQUA	South Bohemian Research Centre of Aquaculture and Biodiversity of Hydrocenoses
CDP	Centralised development programme
CG	Children's group
CHEI	Council of Higher Education Institutions
CIT / CIT USB	Centre of Information Technology of the University of South Bohemia in České Budějovice
CLC	Climatic chamber
Covid-19	Coronavirus disease of 2019
CR	Czech Republic
CS	Cybersecurity
CSC/CTSC	Core Specialization Course / Core Theoretical Specialization Course
CSOB	Czechoslovak Commercial Bank
CSR	Corporate Social Responsibility
CT	Core Theoretical Specialization Course
CTU	Czech Technical University in Prague
CU	Charles University
CWTS	Centre for Science and Technology Studies (rankings used to evaluate universities)
CWUR	Center for World University Rankings (a company that compiles one of the rankings used to evaluate universities)
CZEDUCON	Conference on Internationalisation of Higher Education (conference name)
CzechELib	National Centre for Electronic Information Resources
D / DDP	Doctoral studies
DAAD	Deutscher Akademischer Austauschdienst (organisation name)
D&R / D&R USB	Dormitories and Refectories of the University of South Bohemia in České Budějovice
DB	Database
DD / JD	Degree programme of the Double degree type / Joint degree

Shortcut	Meaning
DEPO	Further computerisation of public authority procedures
DNS	Domain Name System (a protocol that translates the domain names of web pages into a so-called 'domain name')
DP	Degree programme
DZS	Czech National Agency for International Education and Research
EAIE	European Association for International Education (organisation name)
EAS / IS EAS	Evaluation of academic staff
ECHE	Erasmus Charter for Higher Education (the instrument by which the European Commission authorises the higher education institution to participate in the Erasmus+ programme)
ECTS	European Credit Transfer and Accumulation System (European credit system)
EDS	EBSCO Discovery Service (search tool)
EECA	Emerging Europe and Central Asia (a region defined for the purposes of university evaluation)
EFAS	Electronic fire alarm system
EHEVF	The European Higher Education Virtual Fair (name of the international fair)
EIS	Executive Information System (information system for management support)
EIZ	Electronic information resources
ENAS	Evaluation of non-academic staff
ENIHEI	European Network of Innovative Higher Education Institutions
ERC	European Research Council
ERDF	European Regional Development Fund
ERDV	European Region Danube-Vltava
ERIH+	European Reference Index for the Humanities (database of scientific journals in the areas of humanities and social sciences)
ESF	European Social Fund
ESN	Erasmus Student Network (student organisation name)
ESDW	European Sustainable Development Week
ESS	Electronic security system
EU	European Union
EWP	Erasmus Without Paper (an interface through which university information systems can exchange data via web services)
EZB	Elektronische Zeitschriftenbibliothek (Electronic library of journals)
FAR / FAR USB	Faculty of Arts of the University of South Bohemia in České Budějovice
FAT / FAT USB	Faculty of Agriculture and Technology of the University of South Bohemia in České Budějovice
FEC / FEC USB	Faculty of Economics of the University of South Bohemia in České Budějovice
FED / FED USB	Faculty of Education of the University of South Bohemia in České Budějovice
FEIS	Favorable Environment for International Students (evaluation platform)
FFPW / FFPW USB	Faculty of Fisheries and Protection of Waters of the University of South Bohemia in České Budějovice
FHSS / FHSS USB	Faculty of Health and Social Sciences of the University of South Bohemia in České Budějovice
FSC / FSC USB	Faculty of Science of the University of South Bohemia in České Budějovice
FTE	Full Time Equivalent
FTH / FTH USB	Faculty of Theology of the University of South Bohemia in České Budějovice
FV	Photovoltaics



Shortcut	Meaning
GA USB	Grant Agency of the University of South Bohemia in České Budějovice
GC USB	Goethe Centre of the University of South Bohemia in České Budějovice
GWC	Global World Communicator (international programme)
HEI	Higher education institution
HR	Human Resources
HRS4R	The Human Resources Strategy for Researchers
IA	Institutional accreditation
IEB / IEB USB	Internal Evaluation Board of the University of South Bohemia in České Budějovice
IEB – PDO	Internal Evaluation Boards – practice, development and organisation (project name)
ICS	The International Council of Scientists (name of the international evaluation panel)
ICT	Information and Communication Technologies
IDM	Unified Identity Management
IEP	International Evaluation Panel
iFIS / FIS	Financial Information System
IH	Institute of Hydrobiology
IIS	Important information system
INFOZ	Information resources for research
IP	Institutional Plan / Internet Protocol address
IROP	Integrated Regional Operational Programme
IS	Information system
IS STAG / STAG	Student remit information system
IS VERSO	Interated information system
ISMS / CSMS	Information Security Management System / Cyber Security Management System
IT	Information technology
ITI	Integrated territorial investments
KA	Key activity
KAAD	Katholischer Akademischer Ausländer-Dienst (organisation name)
KG	Kindergarten
LAPE	Laboratory of Archaeobotany and Palaeoecology
LCDRO	Long-term conceptual development of a research organisation
LEA	Langes Etrangères Appliquées (degree programme type)
LMS	Learning Management System
LLL	Lifelong learning
LTS	Long Term Support
M / Mgr.	Master's studies
MAID	Master of Artificial Intelligence and Data Science (degree programme name)
M&C	Measurement and control system
MEYS	Ministry of Education, Youth and Sports
MICHE	Monitoring Internationalization of Czech Higher Education (project name)
MKT	Marketing
Moodle	Software package for creating learning systems and e-courses on the Internet
MosIUR	Three University Missions Moscow International University Ranking (rankings used to evaluate universities)
MS	Microsoft
MSCA-IF	Marie Skłodowska-Curie Individual Fellowships (grant scheme)

Shortcut	Meaning
MU	Masaryk University
N / NMgr.	Consecutive master's studies
NAU / NAB	National Accreditation Bureau for Higher Education
NAFSA	Association of International Educators (organisation name)
NCAP	Non-capital funds
NCIB	National Cyber and Information Security Agency
NCIS	National Centre for Information Support for Research, Development and Innovation
NDL – WUM	National Digital Library – Works unavailable on the market
NGP	Next generation platform (electronic library system)
NIA	National Identity Authority
NRP	National Recovery Plan
NTL	National Technical Library
NTU	National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities (rankings used to evaluate universities)
OP E	Operational Programme Environment
OP RDE	Operational Programme Research, Development and Education
OP RDI	Operational Programme Research and Development for Innovation
PC	Personal Computer
PBC	Public benefit corporation
PBD	Personal bibliographic database
PDF	Portable Document Format
Ph.D. / PhD	Doctoral studies
PHEI	Public higher education institution
P JAC	Johannes Amos Comenius Programme
PO	Project Office
PPC	Pay per Click (Internet advertising model)
PPS	Personnel and payroll system
PROGFIN	Programme financing of the Ministry of Education, Youth and Sports
PSch	Primary school
QS	Quacquarelli Symonds (a company that compiles one of the rankings used to evaluate universities)
R&D	Research and development
R&D&I	Research, development and innovations
R&D&I Council	Research, Development and Innovation Council
REC / REC USB / RE	Rectorate of the University of South Bohemia in České Budějovice
RIV	Index of information on results
RT	Request Tracker (a tool to support the resolution of user requests)
RUR	Round University Ranking (rankings used to evaluate universities)
RUV	Register of artistic outputs
SCSSN	Support Centre for Students with Special Needs Support Centre for Students with Special Needs
Scopus	Citation and reference databases
SDG	Sustainable Development Goal
SEI	Student evaluation of instruction
SF EU	Structural Funds of the European Union

Shortcut	Meaning
SFE	State final examination
SIEM	Security Information and Event Management
SIMS	Pooled information of student registers
Single Sign-On	A solution that allows you to use one login to multiple applications at the same time
SIR	SChImago Institutions Rankings (rankings used to evaluate universities)
SKV	Quality Results System
SMART	Analytical technique for designing goals in management and planning (S = Specific; M = Measurable; A = Achievable; R = Realistic; T = Time-bound)
SPF	Strategic Priorities Fund
SP USB / SP USB 2021+	USB Strategic Plan / USB Strategic Plan for 2021–2030
SPDHE	Support programme for the development of higher education
SPSM	Support Programme for strategic management of higher education institutions
SSD	Solid-state drive (type of data medium)
SSch	Secondary School
STEM	Fields of Science, Technology, Engineering and Mathematics
SW	Software
SWOT	A universal analytical technique aimed at evaluating the internal and external factors affecting the success of an organization or a specific plan (S = Strengths; W = Weaknesses; O = Opportunities; T = Threats)
THE	Times Higher Education World University Rankings (rankings used to evaluate universities)
TOEFL	Test of English as a Foreign Language (language test)
TOEIC	Test of English for International Communication (language test)
TTO USB	Technology Transfer Office of the University of South Bohemia in České Budějovice
U3A	University of the Third Age
UI	Universitas Indonesia
UN	United Nations
UPCC	University Psychological Counselling Centre
URAP	University Ranking by Academic Performance (rankings used to evaluate universities)
U.S.	United States of America
USB	The University of South Bohemia in České Budějovice
VAT	Value added tax
VoIP	Voice over Internet Protocol (internet calling)
v. v. i.	Public research institution
VSB-TUO	VSB – Technical University of Ostrava
WF	Workflow (workflow, technological procedure)
WiKi	Technical support system
WoS	Web of Science (platform for access to the eponymous citation database)
WWW	World Wide Web (global communications network)
WS	Winter semester

## 9 ANNEXES

- Annexe 1:** Overview of the substantive proposals of applications for accreditation of degree programmes under consideration by the IEB USB in 2023
- Annexe 2:** Overview of the substantive proposals of applications for extension of accreditation of degree programmes under consideration by the IEB USB in 2023
- Annexe 3:** Overview of the degree programme proposals (full accreditation applications) under consideration by the IEB USB in 2023 – degree programmes under consideration under valid institutional accreditation
- Annexe 4:** Overview of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) under consideration by the IEB USB in 2023 – degree programmes assessed under valid institutional accreditation
- Annexe 5:** Overview of degree programme proposals (full accreditation applications) under consideration by the IEB USB in 2023 – degree programmes subsequently submitted for NAB consideration under programme accreditation
- Annexe 6:** Overview of proposals for extension of accreditation of degree programmes (full accreditation applications) considered by the IEB USB in 2023 – degree programmes subsequently submitted to NAB for consideration under programme accreditation
- Annexe 7:** Overview of degree programme accreditations granted by NAB under programme accreditation in 2023
- Annexe 8:** Overview of proposals for change in guarantors of degree programmes (fields of study) discussed by the IEB USB in 2023
- Annexe 9:** Overview of proposals to make other substantive changes to the delivery of degree programmes under consideration by the IEB USB in 2023
- Annexe 10:** Summary of requested audit reports for degree programmes accredited by the IEB USB under institutional accreditation with a deadline for submission in 2023
- Annexe 11:** Summary of requested audit reports for NAB-accredited degree programmes under programme accreditation with submission deadline in 2023
- Annexe 12:** Overview of accreditations of habilitation and professorship procedures granted by NAB in 2023
- Annexe 13:** Overview of ending bachelor’s and master’s programmes (fields of study) evaluated by the IEB USB in 2023
- Annexe 14:** Overview of ending doctoral programmes evaluated by the IEB USB in 2023
- Annexe 15:** Overview of bachelor’s and master’s degree programmes evaluated by the IEB USB in 2023 as part of the internal evaluation process of degree programmes during their accreditation
- Annexe 16:** Overview of other materials, issues and matters discussed and debated by the IEB USB in 2023
- Annexe 17:** Projects of the Programme to Support the Strategic Management of USB 2022–2023
- Annexe 18:** Projects of the Strategic Priorities Fund 2021+
- Annexe 19:** Projects of the Strategic Priorities Fund 2022+
- Annexe 20:** Projects of the Strategic Priorities Fund 2023 – ‘Crisis’
- Annexe 21:** USB centralised development projects in 2023

## Annexe 1: Overview of the substantive proposals of applications for accreditation of degree programmes under consideration by the IEB USB in 2023

Overview of *substantive proposals for applications for accreditation of degree programmes* under consideration by the IEB USB in 2023<sup>37</sup> (sorted by date of consideration by the IEB USB)

Faculty	Degree programme	Type of study	Area of education	IEB USB statement	Date of the IEB USB statement
FSC USB	Biology and the protection of organism of interest	B	Biology, ecology and environment	Approved	9. 1. 2023
FSC USB	Techer training for SSch	N	Teacher training	Approved	7. 2. 2023
FSC USB	Biophysics	B	Physics	Approved	7. 2. 2023
FSC USB	Biophysics	N	Physics	Approved	7. 2. 2023
FSC USB	Omics, data analysis and biotechnology (EN)	N	Biology, ecology and environment	Approved	7. 2. 2023
FAT USB	Agriculture and Technology 4.0	D	Agriculture (50%) Cybernetics (30%) Engineering, Technology and materials (10%) Computer science (10%)	Approved with reservations	7. 2. 2023
FED USB	Educator with a focus on assistant work and tutoring in primary school	B	Teacher training (60%) Non-teaching pedagogy (40%)	Approved with reservations	2. 5. 2023
FEC USB	Computational linguistics	B	Informatics (50%) Philology (50%)	Approved with reservations	13. 6. 2023
FSC USB / FEC USB	Applied Informatics	N	Informatics	Approved with reservations	13. 6. 2023
FTH USB	Helping Professions in Civil Society (EN)	N	Philosophy, religious studies and theology (55%) Social work (45%)	Approved with reservations	17. 10. 2023
FSC USB	Biology	B	Biology, ecology and environment	Approved	17. 10. 2023

<sup>37</sup> The guarantors of the substantive proposals approved by the IEB USB (as well as those approved with reservations) may proceed to the preparation of proposals (full accreditation applications) for individual degree programmes, which must incorporate the reservations and other comments raised by the IEB USB during the discussion of the respective substantive proposals. Such prepared full accreditation applications are then submitted to the IEB USB for consideration.

<b>Faculty</b>	<b>Degree programme</b>	<b>Type of study</b>	<b>Area of education</b>	<b>IEB USB statement</b>	<b>Date of the IEB USB statement</b>
FEC USB	Data analysis	D	Mathematics (45%) Computer science (45%) Economics (45%)	Approved with reservations	21. 11. 2023
FEC USB	Data analysis (EN)	D	Mathematics (45%) Computer science (45%) Economics (45%)	Approved with reservations	21. 11. 2023

## Annexe 2: Overview of the substantive proposals of applications for extension of accreditation of degree programmes under consideration by the IEB USB in 2023

Overview of *substantive proposals for applications for extension of accreditation of degree programmes* under consideration by the IEB USB in 2023 (sorted by date of consideration by the IEB USB)

Faculty	Degree programme	Type of study	Area of education	IEB USB statement	Date of the IEB USB statement
FEC USB	Regional Development Management	B	Economic fields	Approved	13. 6. 2023
FEC USB	Analysis in economic and financial practice	B	Economic fields	Approved	13. 6. 2023
FEC USB	Economics and Management	B	Economic fields	Approved	13. 6. 2023
FEC USB	Finance and Accounting	N	Economic fields	Approved	13. 6. 2023





### Annexe 3: Overview of the degree programme proposals (full accreditation applications) under consideration by the IEB USB in 2023 – degree programmes under consideration under valid institutional accreditation

Overview of degree programme proposals (full accreditation applications) considered by the IEB USB in 2023 – **degree programmes considered under valid institutional accreditation** (sorted by date of IEB USB consideration)

Faculty	Degree programme name	Type of study	Area of education	IEB USB statement	Date of the IEB USB statement	The period of validity of the authorisation shall be as follows DP	Requirement to submit an audit report
FED USB	Teacher training in vocational subjects	N	Teacher training	Approved	7. 2. 2023	7. 2. 2033	Yes (IEB USB)
FSC USB	Biology and the protection of organism of interest	B	Biology, ecology and environment	Approved	7. 2. 2023	7. 2. 2033	No
FED USB/ FSC USB	Teacher training for secondary schools – Teacher training for secondary schools with a specialisation in geography (FSC USB specialisation)	N	Teacher training	Approved	13. 6. 2023	16. 11. 2028	No
FSC USB	Functional genetics and bioinformatics (EN) <sup>38</sup>	N	Biology, ecology and environment	Approved	13. 6. 2023	13. 6. 2033	No
FSC USB	Teacher training in science for secondary schools	N	Teacher training	Approved	12. 12. 2023	12. 12. 2033	No
FSC USB	Biology	B	Biology, ecology and environment	Approved	12. 12. 2023	12. 12. 2033	No

<sup>38</sup> The substantive intent of the application for accreditation of the degree programme was approved by the IEB USB under the title Omics, data analysis and biotechnology. During the preparation of the full accreditation application, the programme was renamed Functional genetics and bioinformatics.



## Annexe 4: Overview of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) under consideration by the IEB USB in 2023 – degree programmes assessed under valid institutional accreditation

Overview of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) considered by the IEB USB in 2023 – **degree programmes considered under valid institutional accreditation** (ordered by date of consideration by the IEB USB)

Faculty	Degree programme	Type of study	Area of education	IEB USB statement	Date of the IEB USB statement	Period of validity of authorisation to carry out DP <sup>39</sup>	Req. to submit an audit report
FEC USB	Regional Development Management	B	Economic fields	Returned for completion	17. 10. 2023	x	x
FEC USB	Analysis in economic and financial practice	B	Economic fields	Approved	17. 10. 2023	19. 6. 2034	No
FEC USB	Economics and Management	B	Economic fields	Returned for completion	17. 10. 2023	x	x
FEC USB	Regional Development Management	B	Economic fields	Approved	21. 11. 2023	15. 5. 2034	No
FEC USB	Economics and Management	B	Economic fields	Approved	21. 11. 2023	15. 5. 2034	No

<sup>39</sup> The authorization to implement degree programmes under a valid institutional accreditation is extended by the IEB USB with effect from the first day following the expiry of the original accreditation of the degree programme, so that the original and extended accreditation are seamlessly linked.



## Annexe 5: Overview of degree programme proposals (full accreditation applications) under consideration by the IEB USB in 2023 – degree programmes subsequently submitted to NAB for consideration under programme accreditation

Overview of degree programme proposals (full accreditation applications) considered by the IEB USB in 2023 – degree programmes subsequently submitted to NAB for consideration for programme accreditation (ordered by date of IEB USB consideration)

Faculty	Degree programme	Type of study	Area of education	IEB USB statement	Date of the IEB USB statement
FAT USB	Agriculture and Technology 4.0	D	Agriculture (50 %) Cybernetics (30 %) Engineering, technology and materials (10 %) Informatics (10 %)	Returned for completion	2. 5. 2023
FSC USB	Biophysics	B	Physics	Approved	13. 6. 2023
FSC USB	Biophysics	N	Physics	Approved	13. 6. 2023
FAT USB	Agriculture and Technology 4.0	D	Agriculture (50 %) Cybernetics (30 %) Engineering, technology and materials (10 %) Computer Science (10 %)	Approved	13. 6. 2023
FAR USB	Cultural Studies	D	Media and communication studies (40 %) Historical sciences (30 %) Philology (30 %)	Approved	17. 10. 2023
FAR USB	Modern English and American literature	D	Philology	Approved	17. 10. 2023
FSC USB/ FEC USB	Applied Informatics	N	Informatics	Approved	21. 11. 2023





## **Annexe 6: Overview of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) under consideration by the IEB USB in 2023 – degree programmes subsequently submitted to NAB for consideration under programme accreditation**

*Overview of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) considered by the IEB USB in 2023 – degree programmes subsequently submitted to NAB for consideration within the framework of programme accreditation (ordered according to the date of consideration within the IEB USB)*

<b>Faculty</b>	<b>Degree programme</b>	<b>Type of study</b>	<b>Area of education</b>	<b>IEB USB statement</b>	<b>Date of the IEB USB statement</b>
FEC USB	Finance and Accounting	N	Economic fields	Approved	17. 10. 2023



## Annexe 7: Overview of accreditations of degree programmes granted by NAB under programme accreditation in 2023

Overview of **accreditations of degree programmes granted by NAB** under programme accreditation in 2023 (sorted according to the date the NAB decision becomes final)

Faculty	Degree programme	Type of study	Area of education	Decision number	Date of entry into force	Accreditation valid until
FED USB	Didactics of STEM subjects	D	Teacher training	NAU-171/2022-9	4. 4. 2023	4. 4. 2033
FED USB	Physical education and sport	B	Physical education and sport; kinantropology	NAU-279/2021-15	4. 4. 2023	4. 4. 2033
FED USB	Physical education and sport	N	Physical education and sport; kinantropology	NAU-279/2021-15	4. 4. 2023	4. 4. 2033
FED USB	Psychology	N	Psychology	NAU-303/2022-9	10. 5. 2023	10. 5. 2028
FFPW USB	Fisheries and water protection	N	Biology, ecology and environment (40%) Agriculture (60%)	NAU-256/2022-9	16. 5. 2023	16. 5. 2033
FFPW USB	Fishery and Protection of Waters (EN)	N	Biology, ecology and environment (40%) Agriculture (60%)	NAU-256/2022-9	16. 5. 2023	16. 5. 2033
FSC USB	Biophysics	B	Physics	NAU-225/2023-9	29. 12. 2023	29. 12. 2033
FSC USB	Biophysics	N	Physics	NAU-225/2023-9	29. 12. 2023	29. 12. 2033
FAT USB	Agriculture and Technology 4.0	D	Computer science (10%) Cybernetics (30%) Engineering, technology and materials (10%) Agriculture (50%)	NAU-269/2023-9	29. 12. 2023	29. 12. 2028

Overview of **procedures for accreditation of degree programmes discontinued by NAB** in 2023 (sorted according to the date the NAB decision becomes final)

Faculty	Degree programme	Type of study	Area of education	Decision number	Date of entry into force	Reason for discontinuing proceedings
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In 2023, NAB did not discontinue any proceedings for accreditation of USB degree programs.



## Annexe 8: Summary of proposals for change in guarantors of degree programmes (fields of study) discussed by the IEB USB in 2023

List of proposals for change of sponsors of **ending degree programmes (fields of study)** discussed by the IEB USB in 2023 (ordered by date of discussion within the IEB USB)

Faculty	Degree programme	Name of field of study	Type of study	Opinion of the IEB USB	Date of the IEB USB opinion
FSC USB	Applied Informatics (EN)	Bioinformatics (EN)	B	Approved	14. 3. 2023
FHSS USB	Nursing	General nurse	B	Approved	13. 6. 2023
FHSS USB	Nursing (EN)	Nurse (EN)	B	Approved	13. 6. 2023
FAT USB	Agriculture	Agribusiness	B	Approved	13. 6. 2023
FAT USB	Agricultural Engineering	Agribusiness	N	Approved	13. 6. 2023
FAT USB	Agricultural specialisation	Biology and conservation of organisms of interest	B	Approved	13. 6. 2023
FAT USB	Agricultural specialisation	Biology and conservation of organisms of interest	N	Approved	13. 6. 2023

List of proposals for change of guarantors of **newly accredited degree programmes** under consideration by the IEB USB in 2023 – **degree programmes accredited by the IEB USB under institutional accreditation** (ordered by date of consideration by the IEB USB)

Faculty	Degree programme	Area of education	Type of study	Opinion of the IEB USB	Date of the IEB USB opinion
FAT USB	Biology and the protection of organisms of interest	Agriculture (50%) Biology, ecology and environment (50%)	B	Approved	7. 2. 2023
FEC USB	Analysis in economic and financial practice	Economic fields	B	Approved	14. 3. 2023
FAT USB	Agribusiness	Agriculture	B	Approved	14. 3. 2023
FHSS USB	Specialisation in Nursing	Healthcare fields	N	Approved	14. 3. 2023
FAR USB	Spanish language with a focus on secondary school education	Teacher training	B	Approved	21. 11. 2023

Overview of proposals for change of guarantors of **newly accredited degree programmes** discussed by the IEB USB in 2023 – **degree programmes accredited by NAB under programme accreditation** (ordered by date of discussion within the IEB USB)

Faculty	Degree programme	Area of education	Type of study	IEB USB statement	Date of the IEB USB statement
FAT USB	Biology and the protection of organisms of interest	Agriculture (50%) Biology, ecology and environment (50%)	N	Approved	14. 3. 2023
FSC USB	Applied Informatics	Informatics	B	Approved	14. 3. 2023

## Annexe 9: Summary of proposals for other substantial changes to the delivery of degree programmes under consideration by the IEB USB in 2023

Overview of proposals for **other substantial changes** in the implementation of degree programmes discussed by the IEB USB in 2023 – **degree programmes accredited by the IEB USB under institutional accreditation** (ordered by date of discussion within the IEB USB)

Faculty	Degree programme	Area of education	Type of study	IEB USB statement	Date of the IEB USB statement
FAT USB	Biology and the protection of organisms of interest	Agriculture (50%) Biology, ecology and environment (50%)	B	Approved	7. 2. 2023
FAT USB	Agribusiness	Agriculture	B	Approved	14. 3. 2023
FHSS USB	Health and social care	Social work (50%) Healthcare professions (37%)	B	Approved	14. 3. 2023
FHSS USB	Social work	Social work	B	Approved	17. 10. 2023
FED USB/ FSC USB	Teacher training for secondary schools – Teacher training for secondary schools with specialisation in computer science (specialisation FSC USB)	Teacher training	N	Approved	12. 12. 2023

Overview of proposals for **other substantial changes** in the implementation of degree programmes discussed by the IEB USB in 2023 – **degree programmes accredited by NAB under programme accreditation** (ordered by date of discussion within the IEB USB)

Faculty	Degree programme	Area of education	Type of study	IEB USB statement	Date of the IEB USB statement
FSC USB	Biological Chemistry (EN)	Chemistry	B	Approved	21. 11. 2023
FSC USB	Biological Chemistry (EN)	Chemistry	N	Approved	21. 11. 2023
FED USB	Special pedagogy	Non-teaching pedagogy	B	Approved	12. 12. 2023





## Annexe 10: Overview of the requested audit reports for degree programmes accredited by the IEB USB under institutional accreditation with a deadline for submission in 2023

Overview of requested **audit reports for degree programmes accredited by the IEB USB under institutional accreditation** with a submission deadline in 2023 (sorted according to the requested audit report submission deadline)

Faculty	Degree programme	Required date of submission of the control report	Type of study	IEB USB statement	Date of the IEB USB statement
FEC USB	Analysis in economic and financial practice	18. 2. 2023	B	Approved	14. 3. 2023
FAT USB	Agroecology	18. 2. 2023	B	Approved	14. 3. 2023



## Annexe 11: Summary of requested audit reports for NAB-accredited degree programmes under programme accreditation with submission deadline in 2023

Overview of requested **audit reports for NAB-accredited degree programmes under programme accreditation** with a submission deadline in 2023 (sorted by requested audit report submission deadline)

Faculty	Degree programme	Required date of submission of the control report	Type of study	Statement of the NAB Council	Date of NAB Council Statement
FED USB	Art Therapy	30. 9. 2022	B	submit a new control report	19. 1. 2023
FAR USB	Cultural Studies	31. 10. 2022	N	noted	19. 1. 2023
FAT USB	General crop production	31. 12. 2022	D	noted + submit new audit report	2. 3. 2023
FTH USB	Pedagogy of leisure	31. 1. 2023	N	noted	13. 4. 2023
FED USB	Art Therapy	31. 3. 2023	B	noted + submit new audit report	25. 5. 2023
FEC USB	Economics and Management	30. 4. 2023	N	noted + recommendations for further development of the degree programme	25. 5. 2023
FSC USB	Applied Informatics	30. 6. 2023	B	noted	7. 9. 2023
FSC USB	Chemistry	30. 6. 2023	B	noted	7. 9. 2023
FSC USB	Biochemistry	30. 6. 2023	N	noted	7. 9. 2023
FED USB	Special pedagogy	30. 6. 2023	N	submit a new control report	19. 10. 2023
FEC USB	Analysis in economic and financial practice <sup>40</sup>	31. 7. 2023	N	noted + recommendations for further development of the degree programme	25. 5. 2023
FSC USB	Artificial Intelligence and Data Science (EN)	31. 8. 2023	N	noted	19. 10. 2023
FAT USB	Agricultural biotechnology	31. 12. 2023	N	noted + recommendations for further development of the degree programme	18. 1. 2024

<sup>40</sup> The audit report was prepared and sent much earlier than required by the NAB Council by the guarantor of the NMgr. degree programme Analysis in Economic and Financial Practice.

<b>Faculty</b>	<b>Degree programme</b>	<b>Required date of submission of the control report</b>	<b>Type of study</b>	<b>Statement of the NAB Council</b>	<b>Date of NAB Council Statement</b>
FAT USB	Agricultural machinery and technology	31. 12. 2023	N	noted + recommendations for further development of the degree programme	18. 1. 2024
FAT USB	Zootechnics	31. 12. 2023	N	submit a new control report	18. 1. 2024
FEC USB	Enterprise Informatics	31. 12. 2023	B	noted + recommendations for further development of the degree programme	18. 1. 2024
FEC USB	Economics and Management	31. 12. 2023	D	noted	18. 1. 2024
FEC USB	Economics and Management (EN)	31. 12. 2023	D	noted	18. 1. 2024
FAT USB	Biology and the protection of organisms of interest	31. 12. 2023	N	not yet evaluated	
FAT USB	Agroecology	31. 12. 2023	N	not yet evaluated	
FAT USB	General zootechnics	31. 12. 2023	D	not yet evaluated	
FTH USB	Pedagogy of leisure	31. 12. 2023	B	not yet evaluated	

## Annexe 12: Overview of accreditations of habilitation and professorship procedures granted by NAB in 2023

List of **habilitation accreditations granted by NAB** in 2023 (ordered by the date of NAB decision becoming final)

Faculty	Field	Decision number	Date of entry into force	Accreditation valid until
FTH USB	Philosophy	NAU-213/2022-9	13. 6. 2023	13. 6. 2033
FFPW USB	Fisheries	NAU-89/2023-8	18. 7. 2023	18. 7. 2033

Overview of **NAB discontinued habilitation accreditation proceedings** in 2023 (sorted by the date of the NAB decision becoming final)

Faculty	Field	Decision number	Date of entry into force	Reason for discontinuing proceedings
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In the year 2023, NAB did not discontinue any habilitation accreditation proceedings at USB.

Overview of **accreditation proceedings for appointment as a professor granted by NAB** in 2023 (ordered by the date of the NAB decision coming into force)

Faculty	Field	Decision number	Date of entry into force	Accreditation valid until
FTH USB	Philosophy	NAU-213/2022-9	13. 6. 2023	13. 6. 2033
FFPW USB	Fisheries	NAU-89/2023-8	18. 7. 2023	18. 7. 2033

Overview of **NAB accreditation proceedings for appointment as professor discontinued** in 2023 (ordered by the date of the NAB decision becoming final)

Faculty	Field	Decision number	Date of entry into force	Reason for discontinuing proceedings
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In the year 2023, NAB did not discontinue any accreditation proceedings for appointment as a professor at USB.





## Annexe 13: Overview of ending bachelor's and master's degree programmes (fields of study) evaluated by the IEB USB in 2023

Overview of *ending bachelor's and master's degree programmes (fields of study)* evaluated by the IEB USB in 2023

Faculty	Field	Type of study	Evaluation period	Year of evaluation
FEC USB	Financial and actuarial mathematics	B	2022	2023
FEC USB	Commercial business	B	2022	2023
FEC USB	Business management and economics	B	2022	2023
FEC USB	Accounting and financial management	B	2022	2023
FEC USB	Economic Informatics	B	2022	2023
FEC USB	Economic Informatics (EN)	B	2022	2023
FEC USB	Commercial business	N	2022	2023
FEC USB	Business management and economics	N	2022	2023
FEC USB	EU structural policy and rural development	N	2022	2023
FEC USB	Accounting and financial management	N	2022	2023
FEC USB	Regional and European Project Management (EN; non-major programme)	N	2022	2023
FEC USB	Economic Informatics	N	2022	2023
FAR USB	Cultural Studies (single/double major)	B	2022	2023
FAR USB	Archaeology (single/double major)	B	2022	2023
FAR USB	Archival Science (single/double major)	B	2022	2023
FAR USB	History (single/double major)	B	2022	2023
FAR USB	English language and literature (double major)	B	2022	2023
FAR USB	Czech studies (single/double major)	B	2022	2023
FAR USB	Czech-German area studies (single major)	B	2022	2023
FAR USB	French for European and international business	B	2022	2023
FAR USB	French language and literature (single/double major)	B	2022	2023
FAR USB	Italian language (single major)	B	2022	2023
FAR USB	Italian language and literature (double major)	B	2022	2023

Faculty	Field	Type of study	Evaluation period	Year of evaluation
FAR USB	German language and literature (double major)	B	2022	2023
FAR USB	Spanish language and literature (single/dual major)	B	2022	2023
FAR USB	Spanish for European and international business	B	2022	2023
FAR USB	Aesthetics (single/double major)	B	2022	2023
FAR USB	History of art (single/double major)	B	2022	2023
FAR USB	Cultural studies (single major)	N	2022	2023
FAR USB	History (single/double major)	N	2022	2023
FAR USB	Archaeology (single major)	N	2022	2023
FAR USB	Archival science (single major)	N	2022	2023
FAR USB	Czech studies (single/double major)	N	2022	2023
FAR USB	Czech-German area studies (single/double major)	N	2022	2023
FAR USB	French language (single major) / French language and literature (double major)	N	2022	2023
FAR USB	Italian language (single major) / Italian language and literature (double major)	N	2022	2023
FAR USB	Spanish language (single major)	N	2022	2023
FAR USB	English language translation	N	2022	2023
FAR USB	French language translation	N	2022	2023
FAR USB	Teacher training English language and literature for secondary schools (double major)	N	2022	2023
FAR USB	Teacher training Czech language and literature for secondary schools	N	2022	2023
FAR USB	Teacher training in history for secondary schools	N	2022	2023
FAR USB	Teacher training in Spanish language for secondary schools	N	2022	2023
FAR USB	History and philosophy of art	N	2022	2023
FED USB	Pedagogical-psychological foundation for bachelor's fields of study with a focus on education at the 2nd level of PSch	x	2022	2023
FED USB	Teacher training for the 2nd level of PSch – common foundation	x	2022	2023
FED USB	Pedagogical-psychological basis for consecutive master's degrees Teacher training for secondary schools	x	2022	2023

<b>Faculty</b>	<b>Field</b>	<b>Type of study</b>	<b>Evaluation period</b>	<b>Year of evaluation</b>
FED USB	Geography for public administration	B	2022	2023
FED USB	Physical education and sport (single major)	B	2022	2023
FED USB	Physical education and sport (double major)	B	2022	2023
FED USB	Preschool special pedagogy – Kindergarten teacher training	B	2022	2023
FED USB	English language with a focus on education	B	2022	2023
FED USB	Czech language and literature with a focus on education	B	2022	2023
FED USB	Physics with a focus on education	B	2022	2023
FED USB	History with a focus on education	B	2022	2023
FED USB	Music education with a focus on education (double major)	B	2022	2023
FED USB	Chemistry with a focus on education	B	2022	2023
FED USB	Information technology with a focus on education	B	2022	2023
FED USB	Information technology and e-learning (full-time studies)	B	2022	2023
FED USB	Mathematics with a focus on education	B	2022	2023
FED USB	German language with a focus on education	B	2022	2023
FED USB	Natural history with a focus on education	B	2022	2023
FED USB	Social Pedagogy (part-time studies)	B	2022	2023
FED USB	Social sciences with a focus on education	B	2022	2023
FED USB	Technical education with a focus on education	B	2022	2023
FED USB	Teacher training in vocational subjects	B	2022	2023
FED USB	Teacher training for kindergartens	B	2022	2023
FED USB	Education for health	B	2022	2023
FED USB	Art with a focus on education (single major)	B	2022	2023
FED USB	Art with a focus on education (double major)	B	2022	2023
FED USB	Fundamentals of production technology with a focus on education	B	2022	2023
FED USB	Geography with a focus on education	B	2022	2023

Faculty	Field	Type of study	Evaluation period	Year of evaluation
FED USB	Art therapy	B	2022	2023
FED USB	Psychology	B	2022	2023
FED USB	English language teaching for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in Czech language and literature for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in History for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in physics for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in physics and informatics for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in chemistry for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in informatics for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in mathematics for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in German language for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in science for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in technical education for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in general education subjects for the 2nd level of primary schools – Czech as a foreign language	N	2022	2023
FED USB	Teacher training in health education for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in art education for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in art education for primary art schools	N	2022	2023
FED USB	Teacher training in geography for the 2nd level of primary schools	N	2022	2023
FED USB	Teacher training in physical education for secondary schools (single major)	N	2022	2023
FED USB	Teacher training in music education for primary schools, secondary schools and elementary art schools	N	2022	2023
FED USB	Teacher training in psychology for secondary schools (double major)	N	2022	2023
FED USB	Teacher training in of Social Science and Civic Education for Secondary Schools and 2nd Level of Primary Schools	N	2022	2023
FED USB	Nursing with a focus on health education	N	2022	2023
FED USB	Teacher training in for the first level of primary schools (full-time study)	M	2022	2023

Faculty	Field	Type of study	Evaluation period	Year of evaluation
FSC USB	Applied Mathematics	B	2022	2023
FSC USB	Biologická chemie / Biological Chemistry (EN)	B	2022	2023
FSC USB	Biology	B	2022	2023
FSC USB	Biology for education (double major)	B	2022	2023
FSC USB	Biomedical laboratory technology	B	2022	2023
FSC USB	Biophysics	B	2022	2023
FSC USB	Care for the environment	B	2022	2023
FSC USB	Physics	B	2022	2023
FSC USB	Applied Informatics	B	2022	2023
FSC USB	Bioinformatics (EN)	B	2022	2023
FSC USB	Measuring and computing technology	B	2022	2023
FSC USB	Biochemistry	N	2022	2023
FSC USB	Experimentální biologie / Experimental Biology (EN)	N	2022	2023
FSC USB	Clinical biology	N	2022	2023
FSC USB	Parazitologie / Parasitology (EN)	N	2022	2023
FSC USB	Biologie ekosystémů / Ecosystem Biology (EN)	N	2022	2023
FSC USB	Teaching biology for secondary schools	N	2022	2023
FSC USB	Zoologie / Zoology (EN)	N	2022	2023
FSC USB	Botanika / Botany (EN)	N	2022	2023
FSC USB	Biophysics	N	2022	2023
FSC USB	Physical measurements and modelling	N	2022	2023
FSC USB	Computer Science Teaching for Secondary Schools	N	2022	2023
FFPW USB	Water protection	B	2022	2023
FFPW USB	Fisheries	B	2022	2023
FFPW USB	Rybářství a ochrana vod / Fishery and Protection of Waters (EN)	N	2022	2023

<b>Faculty</b>	<b>Field</b>	<b>Type of study</b>	<b>Evaluation period</b>	<b>Year of evaluation</b>
FTH USB	Theology (single/double major)	B	2022	2023
FTH USB	Pedagogy of leisure time	B	2022	2023
FTH USB	Social and charity work	B	2022	2023
FTH USB	Philosophy	N	2022	2023
FTH USB	Theology of ministry	N	2022	2023
FTH USB	Teacher training in religion and ethics	N	2022	2023
FTH USB	Pedagogy of leisure time	N	2022	2023
FTH USB	Ethics in social work	N	2022	2023
FHSS USB	Protection of the population with a focus on CBRNE	B	2022	2023
FHSS USB	Physiotherapy	B	2022	2023
FHSS USB	Nutritional therapist	B	2022	2023
FHSS USB	Radiology assistant	B	2022	2023
FHSS USB	Medical laboratory technician	B	2022	2023
FHSS USB	Paramedic	B	2022	2023
FHSS USB	Midwife	B	2022	2023
FHSS USB	Civil emergency preparedness	N	2022	2023
FHSS USB	Nursing in selected clinical disciplines	N	2022	2023
FAT USB	Zootechnics	B	2022	2023
FAT USB	Biology and conservation of organisms of interest	B	2022	2023
FAT USB	Land improvements and property transfers	B	2022	2023
FAT USB	Agribusiness	B	2022	2023
FAT USB	Agroecology	B	2022	2023
FAT USB	Sustainable landscape management systems	B	2022	2023
FAT USB	Agricultural and transport equipment: trade, service and services	B	2022	2023
FAT USB	Agricultural biotechnology	B	2022	2023

<b>Faculty</b>	<b>Field</b>	<b>Type of study</b>	<b>Evaluation period</b>	<b>Year of evaluation</b>
FAT USB	Agriculture	B	2022	2023
FAT USB	Agroecology	N	2022	2023
FAT USB	Agribusiness	N	2022	2023
FAT USB	Quality of agricultural products	N	2022	2023
FAT USB	Agricultural and transport technology	N	2022	2023
FAT USB	Agricultural Engineering	N	2022	2023
FAT USB	Multifunctional Agriculture (EN)	N	2022	2023
FAT USB	Zootechnics	N	2022	2023
FAT USB	Biology and conservation of organisms of interest	N	2022	2023
FAT USB	Land improvements and property transfers	N	2022	2023





## Annexe 14: Overview of ending doctoral fields of study (programmes) evaluated by the IEB USB in 2023

Overview of *ending doctoral fields of study (programmes)* evaluated by the IEB USB in 2023

Faculty	Field	Type of study	Evaluated period	Year of evaluation
FEC USB	Business management and economics	D	2022	2023
FAR USB	Czech history / Tschechische Geschichte (GER)	D	2022	2023
FAR USB	Archaeology	D	2022	2023
FAR USB	Czech language	D	2022	2023
FAR USB	Romance languages	D	2022	2023
FAR USB	Dějiny novější české literatury / History of 19th and 20th Century Literature (EN)	D	2022	2023
FED USB	Information and communication technologies in education	D	2022	2023
FED USB	Theory of education in physics	D	2022	2023
FED USB	Theory of education in mathematics	D	2022	2023
FED USB	Education in biology	D	2022	2023
FSC USB	Entomologie / Entomology (EN)	D	2022	2023
FSC USB	Hydrobiologie / Hydrobiology (EN)	D	2022	2023
FSC USB	Infekční biologie / Infection Biology (EN)	D	2022	2023
FSC USB	Parazitologie / Parasitology (EN)	D	2022	2023
FSC USB	Biologie ekosystémů / Ecosystem Biology (EN)	D	2022	2023
FSC USB	Zoologie / Zoology (EN)	D	2022	2023
FSC USB	Botanika / Botany (EN)	D	2022	2023
FSC USB	Fyziologie a vývojová biologie / Physiology and Developmental Biology (EN)	D	2022	2023
FSC USB	Biofyzika / Biophysics (EN)	D	2022	2023
FSC USB	Molekulární a buněčná biologie a genetika / Molecular and Cell Biology and Genetics (EN)	D	2022	2023
FFPW USB	Rybářství / Fishery (EN)	D	2022	2023
FTH USB	Filozofie / Philosophy (EN)	D	2022	2023
FTH USB	Charity work	D	2022	2023

<b>Faculty</b>	<b>Field</b>	<b>Type of study</b>	<b>Evaluated period</b>	<b>Year of evaluation</b>
FTH USB	Teologie / Theologie (GER) / Theology (EN)	D	2022	2023
FHSS USB	Ošetrovatelství / Nursing (EN; programme without specialisation)	D	2022	2023
FHSS USB	Rehabilitation (programme without specialisation)	D	2022	2023
FAT USB	Agricultural Chemistry	D	2022	2023
FAT USB	Applied and Landscape Ecology	D	2022	2023
FAT USB	Agroecology	D	2022	2023
FAT USB	General crop production	D	2022	2023
FAT USB	Special crop production	D	2022	2023
FAT USB	General zootechnics	D	2022	2023
FAT USB	Special zootechnics	D	2022	2023
FAT USB	Zoohygiene and prevention of livestock diseases	D	2022	2023
FAT USB	Agricultural biotechnology	D	2022	2023

## Annexe 15: Overview of bachelor's and master's degree programmes evaluated by the IEB USB in 2023 as part of the internal evaluation process of degree programmes during their accreditation

Overview of bachelor's and master's degree (programmes) evaluated by the IEB USB in 2023 as part of the internal evaluation process of degree programmes during their accreditation – **degree programmes accredited by the IEB USB as part of institutional accreditation** (sorted by date of discussion within the IEB USB)

Faculty	Programme	Type of study	Area of education	IEB USB statement	Date of the IEB USB statement
FEC USB	Regional Development Management	B	Economic fields	Approved	17. 10. 2023
FEC USB	Analysis in economic and financial practice	B	Economic fields	Approved	17. 10. 2023
FEC USB	Economics and Management	B	Economic fields	Approved	17. 10. 2023
FAR USB	Archaeology	B	Historical sciences	Approved	12. 12. 2023
FAR USB	Archaeology	N	Historical sciences	Approved	12. 12. 2023
FAR USB	Archiving	B	Historical sciences	Approved	12. 12. 2023
FAR USB	Archiving	N	Historical sciences	Approved	12. 12. 2023
FAR USB	History	B	Historical sciences	Approved	12. 12. 2023
FAR USB	History	N	Historical sciences	Approved	12. 12. 2023

Overview of bachelor's and master's degree (programmes) evaluated by the IEB USB in 2023 as part of the internal evaluation process of degree programmes during their accreditation – **degree programmes accredited by NAB under programme accreditation** (sorted according to the date of discussion within the IEB USB)

Faculty	Programme	Type of study	Area of education	IEB USB statement	Date of the IEB USB statement
FEC USB	Finance and accounting	N	Economic fields	Approved	17. 10. 2023
FSC USB	Environmental chemistry	N	Chemistry	Approved	12. 12. 2023
FAR USB	History of art	B	Arts and cultural Sciences	Approved	12. 12. 2023
FAR USB	Art history and visual studies	N	Arts and cultural Sciences	Approved	12. 12. 2023
FAR USB	Aesthetics	B	Arts and cultural Sciences	Approved	12. 12. 2023
FAR USB	Cultural studies	B	Media and communication studies	Approved	12. 12. 2023
FAR USB	Cultural studies	N	Media and communication studies	Approved	12. 12. 2023



## Annexe 16: Overview of other materials, issues and matters discussed and debated by the IEB USB in 2023

Overview of **other materials, issues and matters** discussed and debated by the IEB USB in 2023 (sorted by date of IEB USB discussion)

<b>Requests, proposals, materials and other important issues or matters discussed by the IEB USB</b>	<b>IEB USB statement</b>	<b>Date of the IEB USB statement</b>
A recap of the results of the IEB USB per rollam vote (voting took place between 30 December 2022 and 9 January 2023)	noted	7. 2. 2023
An overview of the significant changes to degree programmes implemented by the academic year 2021/2022 (the IEB USB has agreed to further proposed action in this area)	noted	7. 2. 2023
Proposed nomination process for the USB Faculty of Science evaluation committees and the evaluation of other USB constituent parts and facilities for 2023 and the list of nominated IEB USB representatives to these committees	Approved	7. 2. 2023
Proposal for the establishment of a working group for the preparation of a methodology establishing uniform rules and conditions for the designation of CSC/CTSC courses within study plans and a list of nominated USB representatives to this working group	Approved	7. 2. 2023
Information on the obligation arising from the NAB Council's decision to grant institutional accreditation to the USB to submit audit reports on the educational areas of Philosophy, religious studies and theology, Historical sciences and Social work no later than 31 August 2023 (the IEB USB has agreed to the proposed procedure for preparing audit reports on the educational areas in this context)	noted	7. 2. 2023
Information on the preparation of a proposal for greater involvement of faculty quality coordinators in the discussion of faculty proposals within the IEB USB	noted	7. 2. 2023
Information about ongoing discussions on the possibility of introducing industrial doctoral programmes that would combine academic research with practical experience in companies	noted	7. 2. 2023
Information on NAB's request for information and the USB's response to this request (The request concerned the requirements for the method of conducting theses, the qualification requirements for persons conducting qualifying or rigorous theses and the maximum number of such theses that can be conducted by one person, the issue of setting the standard of a supervisor in a doctoral degree programme and, last but not least, the issue of perceived risks of misuse of artificial intelligence in the production of qualifying or other professional theses and taking measures to prevent them.)	noted	14. 3. 2023
Discussion on the issue of quality assurance in the field of teacher training and pedagogical activities	x	14. 3. 2023
Information about the conference 'How do you actually learn at university?' (University of Ostrava, 30 March 2023)	noted	14. 3. 2023
Draft Report on the Internal Quality Assessment of the USB Educational, Creative and Related Activities for the period 2018–2022	Approved	2. 5. 2023
Information about the main outcomes of the conference 'How do you actually learn at university?' (University of Ostrava, 30 March 2023, conference organized by NAB in cooperation with MEYS)	noted	2. 5. 2023
Discussion of measures aimed at improving the quality of education and developing effective teaching, the implementation of which was discussed at the conference 'How do you actually teach at university?' agreed by the representatives of NAB, MEYS, the Czech Rectors Conference, CHEI and the CHEI Student Chamber	x	2. 5. 2023

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	IEB USB statement	Date of the IEB USB statement
Information on the implementation of the CDP project 18+ 'Teaching Quality Standards at Czech Higher Education Institutions', which aims to map and analyze the current situation at the participating HEIs in the field of teaching quality standards and methods of teaching quality assessment, possibilities and conditions for the implementation of self-evaluation of teachers and providing feedback in the form of hospitalizations	noted	2. 5. 2023
Information on the implementation of the CDP project 18+ entitled 'IEB – PDO: Internal Evaluation Boards – Practice, Development and Organisation. Analysis of current practices and further development of the work of Internal Evaluation Boards', aimed at comparing the current practice of the functioning of the different internal evaluation boards of public universities in terms of their basic parameters, definition of their scope, setting of internal processes, tools, background, communication and role within the institution	noted	2. 5. 2023
Information on the main outcomes of the MEYS seminar on the reform and current challenges of doctoral studies (Faculty of Science, USB, 24 April 2023)	noted	2. 5. 2023
Discussion on organizational matters related to the preparation of the 48th IEB USB meeting on 13 June 2023 in view of the expiration of the term of office of six IEB USB members on 6 June 2023	x	2. 5. 2023
Information on the appointment of six new IEB USB members (effective 7 June 2023)	noted	13. 6. 2023
Audit reports requested by the NAB Council (and by delegation by the IEB USB) in connection with the granting of institutional accreditation, namely for AE Philosophy, religious studies and theology, Historical sciences and Social work	noted	13. 6. 2023
Information on the change of the composition of the Ph.D. degree programme Field didactics of STEM subjects USB Faculty of Education	noted	13. 6. 2023
Information on the planned dates of the IEB USB meetings in the 2nd half of 2023	noted	13. 6. 2023
Information about the upcoming move of the IEB USB repository and the entire IEB USB archive from the old USB website to the MS Teams environment	noted	13. 6. 2023
Proposal to modify the staffing of the IEB USB Evaluation Committees (proposal responded to the appointment of new IEB USB members)	Approved	13. 6. 2023
Draft verbal evaluations of the addenda to the self-evaluation reports of the fields of study (programmes) of individual USB faculties for the year 2022	Approved	17. 10. 2023
USB Faculty of Science Internal Evaluation Report 2018–2022	Approved	17. 10. 2023
Report on the internal evaluation of other USB constituent parts and facilities for the period 2018–2022	Approved	17. 10. 2023
Information on the completion of the migration of the IEB USB backing material repository and archive from the old USB website to the MS Teams environment	noted	17. 10. 2023
Information about the upcoming launch of the next round of internal evaluation of degree programmes, faculties, other constituent parts and other USB facilities in 2024	noted	21. 11. 2023
Information on the result of the discussion of the USB audit report for AE Social Work by the NAB Council (the audit report was noted without comments; the report was requested by the NAB Council following the award of institutional accreditation and concerned master's degree programmes falling within the above mentioned field of education)	noted	21. 11. 2023

<b>Requests, proposals, materials and other important issues or matters discussed by the IEB USB</b>	<b>IEB USB statement</b>	<b>Date of the IEB USB statement</b>
Discussion on the procedural procedures for the evaluation of proposals (full accreditation applications) for selected degree programmes submitted to the IEB USB	x	21. 11. 2023
Information on the planned questionnaire survey within the CDP project 'IEB – PDO: Internal Evaluation Boards – Practice, Development and Organisation. Analysis of current practices and further development of the work of Internal Evaluation Boards.'	noted	21. 11. 2023
Information on the planned dates of IEB USB meetings until the end of the term of the current USB leadership	noted	21. 11. 2023
Information on the appointment of a new member of the IEB USB (effective from 6 December 2023)	noted	12. 12. 2023
Draft timetable for internal quality assessment of degree programmes and USB constituent parts for 2024	Approved	12. 12. 2023
Nomination of IEB USB representatives to the faculty evaluation committees (one committee for each faculty evaluated) and to the committee for the evaluation of other USB constituent parts and facilities (one joint committee for all evaluated other constituent parts and facilities)	Approved	12. 12. 2023
Draft outline of the Addendum to the Report on Internal Quality Assessment of USB Educational, Creative and Related Activities for 2023 (Supplement 2023)	Approved	12. 12. 2023
Proposal to modify the staffing of the IEB USB Evaluation Committees (proposal responded to the appointment of a new IEB USB member)	Approved	12. 12. 2023
Information on the launch of the questionnaire survey within the CDP project 'IEB – PDO: Internal Evaluation Boards – Practice, Development and Organisation. Analysis of current practices and further development of the work of Internal Evaluation Boards.'	noted	12. 12. 2023





## Annexe 17: Projects of the Programme to Support the Strategic Management of USB 2022–2023

*Overview of projects, objectives and project resources of the Programme to Support the Strategic Management of USB 2022–2023*

No	Const. part	Period of impl.	Project	Objectives of the project	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
1	REC	2022–2023	Organising a University-wide USB doctoral student conference in 2022 and 2023	1. All-University USB Doctoral Students Conference.	113 720	113 720	227 440
2	FAR	2022–2023	Systemic support for young researchers at FAR USB	1. Strengthening the social integration of doctoral students. 2. Concept for communication of the disciplinary councils, involvement of doctoral students in instruction and development of their other skills. 3. Searching for prospective candidates for doctoral studies.	300 000	300 000	600 000
3	FTH	2022–2023	International doctoral seminars FTH	1. Implementation of 12 international doctoral seminars.	196 800	196 800	393 600
4	REC	2022–2023	Organising panel discussions on current society-wide topics in 2022 and 2023	1. Organising panel discussions.	165 560	165 560	331 120
5	FHSS	2022–2023	Public debates on current social and ethical issues at the FHSS USB	1. Organisation of a total of 4–6 public debates on current social and ethical issues in the field of health, social and security.	70 000	70 000	140 000
6	FAR	2022–2023	Instruments and revisions of internal processes for evaluating the creative work of FAR USB academics	1. Creation of an instrument for evaluating the creative activity of FAR USB academics. 2. Strengthening the social relevance of the creative activities of the faculty.	100 000	100 000	200 000
7	REC	2022–2023	International mobility of students and staff	1. Supporting mobility of USB students and staff.	3 100 000	3 600 000	6 700 000
8	REC	2022–2023	USB internationalisation support	1. Creating an international environment. 2. Developing global competences of students and staff. 3. Promotion abroad.	3 545 000	2 795 000	6 340 000
9	REC	2022–2023	Centralisation of M&C, ESS, EFAS and camera systems across USB	1. Centralization of systems. 2. Full-fledged control room with supervision of centralized software on USB.	1 842 960	1 982 960	3 825 920
10	REC	2022	Multi-purpose operational and storage facility RE USB	1. Centralization of operation and maintenance facilities.	940 000	0	940 000

No	Const. part	Period of impl.	Project	Objectives of the project	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
11	REC	2022–2023	Support for the activities of the Kvítek Children's Group	<ol style="list-style-type: none"> <li>1. Ability to reflect on own work of CG Kvítek workers, finding new solutions to possible problem situations and understanding certain situations.</li> <li>2. Development of competences of CG Kvítek workers.</li> <li>3. Linking CG Kvítek and the members of the Department of Primary and Pre-Primary Education – in the sense of functioning of a 'school counselling centre'.</li> <li>4. Linking the subjects and practices of the Teaching for KG degree programme at the FED USB with the Kvítek Children's Group.</li> <li>5. Development of the quality of activities provided</li> </ol>	120 000	120 000	240 000
12	FED	2022	Improving safety in the parking lot in Dukelská Street	<ol style="list-style-type: none"> <li>1. Modernization and modification of development areas.</li> </ol>	183 425	0	183 425
13	FSC	2022–2023	Renovation of Building O for FSC USB	<ol style="list-style-type: none"> <li>1. Architectural study.</li> <li>2. Project documentation including building permit.</li> </ol>	685 050	760 050	1 445 100
14	FED	2022–2023	Renewal of sports material for selective physical education of students of the University of South Bohemia	<ol style="list-style-type: none"> <li>1. Replacement of sports equipment – 1st stage.</li> <li>2. Replacement of sports equipment – 2nd stage.</li> </ol>	250 000	250 000	500 000
15	FAR	2022–2023	Innovation of the FAR USB space (office for doctoral students, classroom)	<ol style="list-style-type: none"> <li>1. Building, upgrading and upgrading existing FAR USB facilities.</li> <li>2. Building, upgrading and upgrading existing FAR USB facilities.</li> </ol>	250 000	250 000	500 000
16	FHSS	2022–2023	Reducing the energy consumption of the Vltava Dean's Office building	<ol style="list-style-type: none"> <li>1. Reduction of electricity consumption.</li> <li>2. Savings in maintenance costs.</li> </ol>	205 699	241 804	447 503
17	FED	2022	Academic Games 2022	<ol style="list-style-type: none"> <li>1. Organising and promoting the 2022 Academic Games.</li> </ol>	200 000	0	200 000
18	REC	2022–2023	Development of professional project services across USB	<ol style="list-style-type: none"> <li>1. USB Project Managers Working Group.</li> <li>2. Project support for career development, international projects.</li> <li>3. Building national and international strategic partnerships.</li> </ol>	255 000	260 000	515 000
19	REC	2022–2023	Effective use of financial instruments (mainly EU funds and ITI Strategy) in relation to increasing the potential of the Project Office REC in 2022, 2023	<ol style="list-style-type: none"> <li>1. To prepare the PO for the conditions of the new programming period 2021–2027, including the preparation of analyses, discussion of strategies, etc. in preparation for USB project themes</li> <li>2. To train the PO in line with new trends in project management.</li> <li>3. Setting up and maintaining the project communication system during the sustainability period.</li> </ol>	1 174 000	1 174 000	2 348 000
20	FFPW	2022	HR development of Ph.D. students at CENAKVA centre	<ol style="list-style-type: none"> <li>1. Support for selected Ph.D. students on a professional internship at the Permanent Representation of the Czech Republic in Brussels.</li> </ol>	180 000	0	180 000

No	Const. part	Period of impl.	Project	Objectives of the project	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
21	D&R	2022	Modernization of D&R USB facilities and services – K5 security measures and relocation of K5 reception	1. Safety measures introduced – K5 bicycle room. 2. Newly located K5 reception.	550 000	0	550 000
22	FED	2022	FED USB Practice Portal – module for continuous practice	1. Input analysis. 2. SW processing. 3. System testing. 4. System operation.	450 000	0	450 000
23	REC	2022–2023	Marketing support for the internationalisation of the University	1. Implementation of the annual implementation plans of the USB foreign MKT communication for the years 2022–2023. 2. Application of modern forms of marketing communication. 3. USB participation in selected foreign educational fairs and conferences. 4. Updating USB's foreign MKT communication strategy for 2024+.	1 578 700	1 578 700	3 157 400
24	REC	2022–2023	Marketing support for the activities of the University and faculties	1. Implementation of the annual implementation plans of the USB communication MKT for the years 2022–2023. 2. Application of modern forms of MKT communication. 3. USB participation in selected educational fairs and popularisation events. 4. Updating the USB MKT Communication Strategy for 2024+. 5. Filling the position of MKT Project Coordinator and Administrator.	4 134 600	4 134 600	8 269 200
25	REC	2022–2023	Development of central information systems at USB	1. Digitisation of remits and development of central IS.	1 000 000	1 320 000	2 320 000
26	REC	2022–2023	IT infrastructure development USB	1. Renewal and development of server and computer infrastructure. 2. Renewal and development of data storage infrastructure. 3. Renewal and development of computer network infrastructure. 4. Renewal and development of wireless network infrastructure. 5. Development of information and physical security. 6. Renewal and development of client equipment for operational agencies. 7. Renewal and development of IT and AV equipment for classrooms.	6 688 000	6 514 320	13 202 320

No	Const. part	Period of impl.	Project	Objectives of the project	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
27	REC	2022–2023	Support and development of education on USB 2022–2023	<ol style="list-style-type: none"> <li>1. Technical and methodological support in the use of flexible forms of education</li> <li>2. Development and innovation of technical and material facilities for flexible forms of education</li> <li>3. Support for further training of USB staff.</li> <li>4. Support for the positions of LLL coordinators.</li> <li>5. Strengthening the link between studies and practice.</li> <li>6. Improving the availability and relevance of flexible forms of education within accredited degree programmes.</li> <li>7. Development of vocational and interest-based LLL programmes.</li> <li>8. Promotion of flexible forms of education.</li> <li>9. Development of information, support and advisory services for students, prospective students and graduates.</li> </ol>	6 353 499	8 597 099	14 950 598
28	REC	2022–2023	Analysis, reporting and data management 2022–2023	<ol style="list-style-type: none"> <li>1. Modification and unification of data in the primary systems of the university.</li> <li>2. Creation of a 'data base' from data outside the University.</li> <li>3. Proof of concept of a predictive model over data from the University's primary systems.</li> <li>4. Creation of an automated solution for updating analysis and reporting.</li> </ol>	432 000	477 000	909 000
29	REC	2022–2023	Quality 2022–2023	<ol style="list-style-type: none"> <li>1. Developing and supporting the work of internal and external evaluation panels</li> <li>2. Implementing the recommendations of the evaluation panels</li> <li>3. Developing tools for monitoring and quality assurance.</li> </ol>	2 350 000	2 450 000	4 800 000
30	FAR	2022–2023	Increasing the orientation towards practice and research-oriented instruction by deepening the cooperation between FAR USB and the Czech Academy of Sciences	<ol style="list-style-type: none"> <li>1. Increase cooperation with CAS offices.</li> <li>2. Lecture activities to develop further cooperation with CAS.</li> </ol>	40 000	40 000	80 000
31	FAT	2022–2023	Managed internships in companies	<ol style="list-style-type: none"> <li>1. Establishing contact with businesses.</li> <li>2. Establishing a network of partner establishments.</li> <li>3. Implementing practical training.</li> </ol>	653 100	420 000	1 073 100
32	FTH	2022–2023	Preparation of the NMgr. programme Helping Professions in Civil Society	<ol style="list-style-type: none"> <li>1. Preparation of a consecutive master's programme taught in English entitled Helping Professions in Civil Society.</li> </ol>	28 000	178 500	206 500
33	FAR	2022–2023	Supporting new and improving existing joint degree programmes at FAR USB	<ol style="list-style-type: none"> <li>1. Support for the establishment of contractual cooperation on the implementation of the double diploma programme and on the preparation of a joint degree programme with foreign partners.</li> <li>2. Support reciprocal mobility of staff from both institutions to negotiate the terms of emerging or improving existing cooperation in DD/JD programmes.</li> </ol>	45 000	90 000	135 000
<b>TOTAL</b>					<b>38 180 113</b>	<b>38 180 113</b>	<b>76 360 226</b>

## Annexe 18: Projects of the Strategic Priorities Fund 2021+

### Overview of projects, objectives and resources of the projects of the Strategic Priorities Fund 2021+

No	Const- part	Period of impl.	Project	Objectives of the project	Allocated res. for 2021 total (CAP + NCAP) [CZK]	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
1	REC	2021-2023	Data warehouse implementation and development	1. Making data available to individual components, or creating reports for individual components according to their requirements and subsequent access, training and subsequent development. 2. Expanding the data base in the data warehouse using newly implemented data and newly created views of the existing data base.	156 040	427 040	427 040	1 010 120
4	FHSS	2021-2022	Interactive nursing documentation	1. Creation of a software system for teaching nursing subjects. 2. Creation of didactic materials.	907 000	1 023 800	0	1 930 800
7	FAR	2021	Staff development of FAR USB	1. Supporting the staffing of the linguistics part of the USB FAR.	1 138 000	0	0	1 138 000
8	FAR	2021	Staff Development in German Studies at USB (joint project of FAR USB and FED USB)	1. Supporting the staffing of German Studies at USB.	2 185 000	0	0	2 185 000
11	FAT	2021	Implementation of activities to support the fulfilment of accreditation standards at the USB FAT	1. Strengthening the accreditation potential of FAT USB.	1 100 000	0	0	1 100 000
12	REC	2021	Backup in MS O365 and integration of MS O365 with LMS Moodle	1. Backup of user data in O365. 2. Integration of O365 into LMS Moodle including related activities.	1 025 000	0	0	1 025 000
13	FED	2021	Concept of technical and polytechnic education in USB teacher education programmes (joint project of FED USB, FSC USB and FAT USB)	1. Informing about the concept of technical and polytechnic education for KG and PSch. 2. Informing about the concept of vocational subjects (technical and polytechnic) as a separate apprenticeship/specialisation in the teacher training programme for secondary schools.	262 500	0	0	262 500
14	FED	2021	Safety when using the USB sports complex	1. Renovation of the outdoor equipment of the USB Sports Complex for standard and safe use.	275 000	0	0	275 000

No	Const- part	Period of impl.	Project	Objectives of the project	Allocated res. for 2021 total (CAP + NCAP) [CZK]	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
17	REC	2021	Centralisation of M&C, ESS, EFAS and camera systems across USB	1. Building and setting up a methodological environment with regard to sustainability and subsequent development, within all USB constituent parts.	669 500	0	0	669 500
18	FEC	2022–2023	Support for institutional accreditation of the Faculty of Economics	1. Personnel strengthening in the field of economic disciplines (Assoc./Prof. employee with publishing activity in the given field). 2. Migration of published journals (Deturope, Economics working papers, <i>Acta Universitatis Bohemiae Meridionalis</i> ) to a unified university editorial system.	0	890 000	890 000	1 780 000
19	FTH	2021-2023	Development of the study area 'Philosophy, religious studies and theology' at the FTH USB until 2023	1. Support for the development of studies at the FTH USB. 2. Preparation and submission of the accreditation plan.	2 081 000	2 081 000	2 081 000	6 243 000
22	FSC	2021-2023	Development of computer science and informatics disciplines at USB (joint project of FSC USB, FAT USB and FEC USB)	1. Consolidation of university departments, development and strengthening of mutual cooperation using the potential that the co-executor faculties possess.	2 687 000	3 847 000	3 706 000	10 240 000
23	REC	2021-2023	Improvement of the premises of the Goethe Centre USB II (support for the development of the activities of the GC USB in the new premises)	1. Development of LLL programmes in a competitive environment. 2. Promoting the regional reach of USB, strengthening the social relevance and the so-called third role of the university. 3. Supporting the internationalisation of the USB (cross-border cooperation in connection with previously implemented projects).	730 000	410 000	290 000	1 430 000

No	Const- part	Period of impl.	Project	Objectives of the project	Allocated res. for 2021 total (CAP + NCAP) [CZK]	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
24	FFPW	2021-2023	Enhancing the quality of doctoral studies through mutual sharing of capacities in natural and agricultural sciences (joint project of FFPW USB, FSC USB and FAT USB)	<p>1. Increasing the effectiveness and expanding the range of cross-cutting courses and other activities for doctoral students (summer schools, conferences, joint lectures, etc.) – supporting the educational aspect (theory)</p> <p>2. Increasing the efficiency and the possibility of joint scientific training of PhD students – promoting the sharing of capacities and know-how of the USB constituent parts involved on the basis of the implementation of internal open access through the practical experience of the CENAKVA Centre (practical training).</p> <p>3. Preparation of a common concept, proposal for the creation of a shared programme, field, project, etc. across the sections of natural and agricultural sciences.</p>	<b>8 200 000</b>	<b>426 000</b>	<b>0</b>	<b>8 626 000</b>
25	REC	2021-2023	USB to VoIP telephony transition	1. Changing the USB telephone network technology to VoIP (Voice over IP).	<b>1 480 000</b>	<b>1 760 000</b>	<b>1 760 000</b>	<b>5 000 000</b>
				<b>TOTAL</b>	<b>22 896 040</b>	<b>10 864 840</b>	<b>9 154 040</b>	<b>42 914 920</b>





## Annexe19: Projects of the Strategic Priorities Fund 2022+

Overview of projects, objectives and resources of the projects of the Strategic Priorities Fund 2022+

No	Const. part	Period of impl.	Project	Objectives of the project	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Allocated res. for 2024 total (CAP + NCSP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
1	FAT	2022–2023	Fermentation laboratory as part of the building renovation – the project was replaced at the end of 2022 by a new project No 24. Project documentation for the building permit of the pavilion of the SMART AGRITECH Technological Research and Innovation Centre	1. Renovation and modernisation of the building in order to build fermentation facilities.	0	4 000 000	0	4 000 000
2	REC	2022–2023	Remote readings of all energy meters on USB	1. Ensuring remote online readings of all energy meters (water, electricity, heat, cold, gas) across USB.	173 860	2 473 860	0	2 647 720
3	REC	2022–2023	HR Award implementation in 2022, 2023	1. Ensuring the implementation of the revised Action Plan in relation to the USB 'certification' HR Award.	1 064 946	988 360	0	2 053 306
4	FED	2022	The use of plethysmograph in physical education and sports education	1. Equipping the laboratory and seminar room at the Department of Physical Education and Sport FED USB with modern equipment.	2 480 000	0	0	2 480 000
5	REC	2022–2023	Systematic development of knowledge transfer at the University of South Bohemia in České Budějovice	1. Continued development of the technology transfer office both internally within the University and externally outside the University. 2. Increase and streamline USB collaboration with the application sphere.	920 000	2 900 000	0	3 820 000
6	FFPW	2022–2023	Optical connection of the FFPW buildings in Vodňany – stages II and III	1. Connection of FFPW objects in Vodňany by optical data links.	2 469 000	2 265 000	0	4 734 000
7	FEC	2022–2023	Strengthening the competitiveness of the University of South Bohemia	1. Establishment of a coworking office for startups emerging from the University-wide InvestDay competition. 2. Utilization of the VR classroom for the creation of teaching models and tutorials in collaboration with other faculty (e.g. FFPW). 3. Linguistic and cultural preparation of DP Regional and European Project Management candidates and students.	434 000	120 000	0	554 000

No	Const. part	Period of impl.	Project	Objectives of the project	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Allocated res. for 2024 total (CAP + NCSF) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
8	D&R	2022	Building a modern laundry facility on the USB campus – the project was cancelled and the funds were transferred to Project No 12 SMART, Sustainable USB – Phase I, Supporting Sports	1. Building a modern laundry. 2. Improving services for USB students and staff.	1 155 797	0	0	1 155 797
9	FED	2022	Removal of the grandstand in the Na Sádkách sports complex	1. Removal of the non-conforming structure. 2. Increased security.	5 832 000	0	0	5 832 000
10	FAT	2022	Change of the name of the Faculty of Agriculture	1. Faculty support.	1 000 000	0	0	1 000 000
11	FAT	2022	Meat and cheese fermentation plant CLC	1. Promotion of USB and FAT farming – own quality products and tradition building.	685 000	0	0	685 000
12	REC	2022	SMART, sustainable USB – Stage I, support for sport	1. Promoting socially responsible behaviour on USB. 2. Promoting sports activities.	2 019 210	300 000	0	2 319 210
13	REC	2022-2024	Support for translations of strategic documents	1. Provide funding for translations of strategic plans not only for faculties but also for University-wide documents, including possible updates.	250 000	0	100 000	350 000
14	FFPW	2022	Enhancing the quality of CENAKVA infrastructure (doctoral studies) through mutual capacity sharing between the USB FFPW and IH	1. Clear identification of unique devices, equipment with high potential for increasing professional knowledge, skills 2. Description of the equipment, definition of capacity for sharing them and appropriate pricing of their use (appropriately chosen unit – hour, day, etc.). 3. Contractual anchoring of cooperation on specific topics using specific instruments/equipment. 4. Negotiations with the donor on the possibilities of IH participation in the earmarked support of the CENAKVA Centre.	800 000	0	0	800 000
15	REC	2022-2024	Renovation of the USB building Na Zlaté stoce 1619	1. Building a centre of the University of South Bohemia, which will have the task of integrating computer science disciplines at USB.	650 000	750 000	1 250 000	2 650 000

No	Const. part	Period of impl.	Project	Objectives of the project	Allocated res. for 2022 total (CAP + NCAP) [CZK]	Allocated res. for 2023 total (CAP + NCAP) [CZK]	Allocated res. for 2024 total (CAP + NCSP) [CZK]	Total allocated funds (CAP + NCAP) [CZK]
16	FTH	2022-2024	Updating ethics and religion education in the context of SSch teacher training	1. Analyse the current situation of teaching ethics and religion in secondary schools in the Czech Republic. 2. Design new LLL courses for accreditation.	861 000	843 000	843 000	2 547 000
17	FTH	2022-2024	Establishing USB FTH's international activities in Zambia	1. Strengthen existing FTH USB activities in Zambia. 2. Support internships of Zambian students at USB.	660 000	791 000	791 000	2 242 000
18	FHSS	2022-2024	Development of teaching of preclinical disciplines at FHSS USB	1. Supplementing the material equipment for teaching anatomy, pathological anatomy and physiology at FHSS USB with selected models.	4 243 000	530 000	530 000	5 303 000
19	FHSS	2022	Strengthening of facilities and development of the Laboratory Diagnostics and Nutritional Therapy	1. Acquisition of equipment to improve the quality of teaching.	1 241 000	0	0	1 241 000
20	FAR	2022-2024	School of Environmental Archaeology – development of the field and preparation of joint accreditation (together with FSC USB)	1. To prepare the accreditation of the degree programme in environmental archaeology and to systematically strengthen the interdisciplinary links between the two departments of the USB – the Institute of Archaeology (FAR USB) and the Laboratory of Archaeobotany and Paleoecology (LAPE FSC USB).	2 156 000	2 156 000	2 156 000	6 468 000
21	FAR	2022–2023	Staff Development of German Studies at USB (together with FED USB)	1. Supporting existing prospective staff in individual departments.	2 185 000	2 185 000	0	4 370 000
22	CIT	2022	Implementing tools to improve IT security on USB	1. Putting tools used in the security field into operation, in particular the log management and processing system, the SIEM (Security Information and Event Management) system and penetration testing 2. Staffing support.	1 220 000	0	0	1 220 000
23	FSC	2022-2024	Material and technical support of the Centre for Polar Ecology	1. Supporting the activities of the Centre for Polar Ecology.	500 000	800 000	8 000 000	9 300 000
24	FAT	2023	Project documentation for the building permit of the pavilion of the SMART AGRITECH Technological Research and Innovation Centre	1. Providing project documentation.	0	6 800 000	0	6 800 000
<b>TOTAL</b>					<b>31 844 017</b>	<b>23 902 220</b>	<b>13 670 000</b>	<b>69 416 237</b>



## Annexe 20: Projects of the Strategic Priorities Fund 2023 – ‘Crisis’

Overview of *projects, objectives and resources of the projects of the Strategic Priorities Fund 2023 – ‘Crisis’*

No	Const. part	Period of impl.	Objectives of the project	Total allocated funds (NCAP) [CZK]
1	FEC	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>1 334 000</b>
2	FAR	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>1 176 000</b>
3	FFPW	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>4 878 000</b>
4	FED	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>1 832 000</b>
5	FSC	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>3 116 000</b>
6	FTH	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>594 000</b>
7	FHSS	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>2 102 000</b>
8	FAT	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>2 436 000</b>
9	REC <sup>41</sup>	2023	1. Offsetting the impacts of the energy crisis and inflation	<b>2 532 000</b>
			<b>TOTAL</b>	<b>20 000 000</b>

<sup>41</sup> The REC allocation also includes funds for special purpose facilities and other departments directly managed by the USB Rector according to the Organizational Regulations (R 510). For shared multi-unit facilities in terms of energy consumption, the allocation was communicated by the affected components (REC and FEC Dean's Office Building, REC and FAR Dean's Office Building).



## Annexe 21: USB centralised development projects in 2023

Overview of **projects, objectives and resources** of the Centralised Development Projects in which USB is involved in 2023

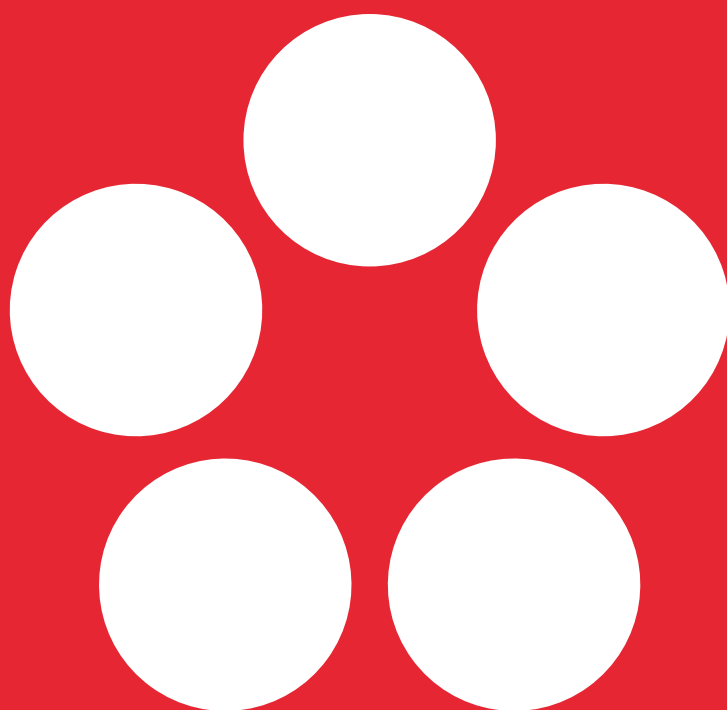
No	Coord. HEI	Project	Project outputs	Allocated res. after reduction CDP 2023 (CAP + NCAP) [CZK]
CSM6	USB	Development of psychological and career counselling services at the University of South Bohemia in České Budějovice 2023	<ol style="list-style-type: none"> <li>1. Creation of online training modules in mental health care and career counselling.</li> <li>2. Implementation of meetings of career centres of the Czech Republic (exchange of experience and examples of good practice with partners, discussion of the issue of standards of counselling services, etc.).</li> <li>3. Modernisation of facilities for career and psychological counselling.</li> <li>4. Expanding the portfolio of counselling services (social, pastoral counselling) and involving other counsellors in supporting and developing career and psychological counselling services at USB.</li> <li>5. Activities (courses, conferences, etc.) leading to an increase in the competence of the psychological counselling staff to work with the group.</li> <li>6. Promotional activities leading to increased awareness of mental health issues and care among USB students and staff.</li> </ol>	<b>887 000</b>
C3	CTU	Coordinated development of university economic applications	<ol style="list-style-type: none"> <li>1. ADMINISTRATION: Development of software for effective management of access rights.</li> <li>2. BUDGET: Coordinated development of standard module functionalities.</li> <li>3. ACCOUNTING: Coordinated development of standard module functionalities.</li> <li>4. PROCESSES: Implementation of WF tools in economic information processing.</li> <li>5. TECHNOLOGY: Technological innovations and EIS integration.</li> <li>6. DEPO EIS: Analysis of DEPO impacts on EIS and PPS.</li> <li>7. FINANCE: Coordinated development of standard module functionalities.</li> <li>8. VAT: Coordinated development of standard module functionalities.</li> <li>9. PURCHASE: Coordinated development of standard module functionalities.</li> <li>10. DATA: Functions for checking and correcting data.</li> <li>11. REPORTING: Functions to support reporting.</li> </ol>	<b>1 329 000</b>
C5	MU	Engagement for sustainability – University leaders in SDGs II (UNILEAD II)	<ol style="list-style-type: none"> <li>1. Initial training of representatives of PHEIs in the specific area of implementation of measures in relation to the UN SDGs with the participation of internal and external experts.</li> <li>2. Internal mapping workshops at individual PHEIs with relevant stakeholders.</li> <li>3. Joint workshop with the output of the created overviews of the status of the addressed issues at individual PHEIs.</li> <li>4. Establishment and filling of a functional on-line database of documents with available best practices.</li> <li>5. Sub-analytical thematic workshops according to key areas with the participation of internal and external experts</li> <li>6. Shared set of identified and evaluated best practices for implementing recommendations and increasing engagement according to specific internal conditions of PHEIs.</li> <li>7. Sub-topic workshops on strategy development according to key areas with the participation of internal and external experts.</li> <li>8. Peer review of strategy proposals.</li> <li>9. Created a shared set of sample strategies.</li> <li>10. A joint conference with project outputs was held.</li> <li>11. Communication activities were carried out.</li> <li>12. Internal surveys on implementation, engagement and curriculum conducted.</li> <li>13. Online presentations of project outputs made available.</li> <li>14. Review meetings to monitor and manage progress.</li> <li>15. Creation of a functional shared repository of project outputs accessible to all participating PHEIs.</li> </ol>	<b>750 000</b>

No	Coord. HEI	Project	Project outputs	Allocated res. after reduction CDP 2023 (CAP + NCAP) [CZK]
C7	MU	Quality standards for teaching at Czech universities	<ol style="list-style-type: none"> <li>1. Collaboration on the design of a competency framework for university teachers.</li> <li>2. Collaboration on the design of a set of indicators of teaching quality at HEIs.</li> <li>3. Collaboration on an overview of the methods used to assess teaching quality at the participating HEIs, with an emphasis on their advantages and disadvantages.</li> <li>4. Collaboration on an overview of the evaluation tools used at the participating HEIs, with an emphasis on their advantages and disadvantages.</li> <li>5. Participation in workshops and joint project team meetings</li> </ol>	<b>633 000</b>
C8	MU	Preventing unethical behaviour on campus and promoting competence in victim care	<ol style="list-style-type: none"> <li>1. Updated USB Gender Equality Plan.</li> <li>2. Supporting activities to assist development in the areas of academic ethics and social safety.</li> <li>3. Social safety website.</li> </ol>	<b>498 000</b>
C9	MU	Building situational awareness in HEI cyberspace and effective response to crisis situations	<ol style="list-style-type: none"> <li>1. Implementation of a mock phishing campaign against university users.</li> <li>2. Audit of the statutorily regulated IIS.</li> <li>3. Integration of contingency plans to ensure continuity of university operations.</li> <li>4. Continued implementation of SIEM for network monitoring.</li> <li>5. Development of CS Manager expertise and certification according to legal requirements.</li> </ol>	<b>500 000</b>
C12	CU	IEB – PDO: Internal Evaluation Boards – practice, development and organisation Analysis of current practices and further development of the work of Internal Evaluation Boards	<ol style="list-style-type: none"> <li>1. Analysis of basic settings at USB. Analysis of the functioning of the USB Internal Evaluation Board in terms of the themes outlined in the project within the internal regulations at the University level.</li> <li>2. Investigation among selected actors at USB. Surveys, interviews or other forms of information gathering from selected actors at USB.</li> <li>3. Proposal for the implementation of the methodological recommendations at USB. Formulation of methodological recommendations for the development of the functioning of the USB Internal Evaluation Board at the University level and proposal for their implementation within USB and its internal regulations.</li> <li>4. Evaluation of the findings, recommendations and themes arising from the external evaluation of the educational, creative and related activities of USB conducted by NAB. Proposal for the phased implementation of the individual findings, recommendations and suggestions within the USB environment. Initiation of implementation of selected measures and system changes and evaluation of their impact.</li> <li>5. Verification of the functionality of USB internal quality evaluation system. Gathering experiences and suggestions for adjustments to the newly set up internal evaluation system for USB curricula and units (i.e. faculties, University-wide and rectorate units) after the first year of using the system. Formulation of suggestions for modification of relevant USB regulations and methodological materials.</li> </ol>	<b>468 000</b>



No	Coord. HEI	Project	Project outputs	Allocated res. after reduction CDP 2023 (CAP + NCAP) [CZK]
C17	VSB-TUO	Development and maintenance of the important position of the RESEARCHERS' NIGHT as a platform for systematic year-round presentation and popularization of science, research and creative activities of universities in the Czech Republic	<ol style="list-style-type: none"> <li>1. Systematically coordinated functional communication platform of Czech universities in the field of popularization of science, research and creative activities (extended by other subjects).</li> <li>2. A unified nationwide communication and promotion campaign to promote the RESEARCHERS' NIGHT brand.</li> <li>3. Promotional items in a uniform visual style for participants of the Researchers' Night and other popularisation events.</li> <li>4. Implementation of the Researchers' Night 2023 and other popularization events of national and regional character.</li> <li>5. Other national popularisation events (competitions, etc.) to showcase science and scientists.</li> <li>6. Expanded offer of popularization activities to include additional online and offline opportunities for presenting science, research and creative activities.</li> <li>7. Expanded offer of popularisation activities for disadvantaged target groups, foreign visitors and visitors with special needs.</li> <li>8. Expanded public database (calendar) of popularisation events of national and regional character of participating institutions.</li> <li>9. Database of suitable topics, formats, scientists/researchers for cooperation and presentation of science in schools.</li> <li>10. Innovated central web portal Researchers' Night – expanded possibilities and functionalities</li> <li>11. Linked joint presentation of science and mutual support of nocvedcu.cz and universitas.cz portals.</li> <li>12. Two national conferences for systematic cooperation, effective communication, sharing of experience and coordination of HEIs involved in the preparation of the Researchers' Night and other popularization activities in the Czech Republic.</li> <li>13. Two national conferences for systematic cooperation, effective communication, experience sharing and coordination of HEIs involved in the preparation of the Researchers' Night and other popularization activities in the Czech Republic</li> <li>14. Professional training to increase the competences of the involved organizational teams in the field of popularization of science and research</li> </ol>	470 000
			<b>TOTAL</b>	<b>5 535 000</b>





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