



Strategy of Sustainability and Green Transformation

of the University of South Bohemia
in České Budějovice

2025-
2030





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1 INTRODUCTION

A young and rapidly developing university, the University of South Bohemia in České Budějovice (hereinafter referred to as the 'USB') celebrated its 30th anniversary in 2021. With its eight faculties, USB has profiled itself as a research university engaged in natural sciences, humanities and social sciences, and ranks among the major employers in the South Bohemian Region. Recent years saw USB develop dramatically thanks extensive investment construction and revitalisation of public spaces on the USB campus. As an internationally renowned educational institution, USB contributes to the development of scientific knowledge, creative human potential and the improvement of quality of life and prosperity of society in the region. It is for the above reasons that in recent years USB has placed great emphasis also on sustainability and social development aspects, especially in the areas of education, research but also in the context of its third role.

The basic concept and starting points of sustainable development at the University of South Bohemia in České Budějovice have been defined in the valid USB Strategic Plan for the period 2021-2030, sustainability themes permeated all areas, while Social Responsibility is also defined as a separate goal **4.4 Social Responsibility**.

This Strategy of Sustainability and Green Transformation for the period 2025–2030 is fully compliant with the Strategic Plan of the University of South Bohemia in České Budějovice for the period 2021-2030. Moreover, the present Strategy draws inspiration from the following documents: UN Sustainable Development Goals, the Green Deal for Europe, the European Climate Pact and the Strategic Plan of the Ministry for Universities for the period from 2021 onwards. This document is further in line with the Research Strategy of the University of South Bohemia in České Budějovice, in the area of science and research in particular.

The Strategy of Sustainability and Green Transformation constitutes a fundamental milestone for the University of South Bohemia in České Budějovice. Proceeding from this Strategy, USB will fulfil the strategic goals oriented on the areas that society must and will need to address to a substantial extent. The university's vision and mission ensue from the USB Strategic Plan.



Vision

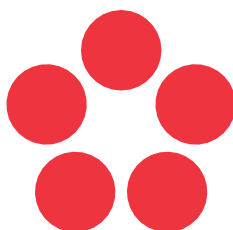
University of South Bohemia is committed to be:

- a sought-after friendly university, offering a motivating study and work environment
- a competitive university on a European and global scale
- a university with an unmistakable identity, benefiting the city and the region alike
- an academic university that supports students and employees

Mission

As a supreme centre of scholarship, independent knowledge and creative activities, the University of South Bohemia in České Budějovice (USB) is oriented towards the scientific, cultural, social and economic development of society, and through its activities, USB pursues the mission of a university institution as per Section 1 of the Higher Education Act: the university develops education, fosters independent knowledge and creative activities in research and development and is proactive in the performance of its social responsibility in cultural, economic, social and environmental areas.

The main mission of USB as a research organisation is to independently carry out basic and independent research and experimental development and to disseminate the results of such activities to the public through teaching, publications and knowledge transfer. Educational and related scientific, development and innovation, artistic and other creative activities have advanced at USB in the fields of natural and agricultural sciences, humanities, social and health sciences, at an international level. In addition to its educational and creative activities, USB is also concerned with complementary activities that help implement the USB mission.



__Values

Professionalism

The University of South Bohemia relies on its highly qualified and competent employees in all areas of the university's activities.

Ambition

The University of South Bohemia is a responsive institution and sets demanding goals in all areas of its activities.

Responsibility

The University of South Bohemia vouches for social responsibility and sustainable life principles.

Integration

The University of South Bohemia interconnects internal and external partners to create a free environment for them to express and fulfil their ideas.

Openness

The University of South Bohemia subscribes to the principles of democracy and freedom, is open to accept and share new ideas and principles and to forge new partnerships.

Internationalisation

The University of South Bohemia relies on international collaboration when implementing its mission.



2 STRATEGIC PART

The individual strategic areas contemplated in the present document have been set up in accordance with the Strategic Plan of the University of South Bohemia for the period 2021–2030. Each of the areas is further divided into targets, to which sub-measures are assigned.

In addition, each area names persons or departments responsible for individual steps; however, collaboration across all university units is expected as well as desirable to ensure that the activities are efficient.

The University of South Bohemia in České Budějovice also intends to promote the UN Sustainable Development Goals, with a focus on healthy lifestyle, gender equality and reduced inequalities. The aforesaid goals are not explicitly stated in the following strategy since they are described in more detail in another strategic document, namely the Gender Equality Plan of the University of South Bohemia for the period 2025–2028. In particular, the following indicators and parameters will be monitored for these areas:

- Share of women in the total number of academic and non-academic staff (FTE and physical)
- Support of the representation of women in management positions at USB
- Representation of women in the USB management
- Staff average age
- Update and implementation of the Action Plan (HR AWARD)
- Implementation of the USB Gender Equality Plan
- Promotion of healthy lifestyle (sports activities, healthy diet, etc.)

Anticipated funding sources

- Operational programmes of the Czech Republic
- Horizon EUROPE (9.RP; EU Research and Innovation Programme 2021–2027)
- Programme to support the strategic management of universities
- Programme to support the development of higher education
- National Recovery Plans
- Programme funding of the Ministry of Education, Youth and Sports
- Other complementary sources (funds of local government units/municipalities, regions, donations, foundations, etc.)
- Institutional and earmarked funds, systemic support

Area of education

Target	Measures/Activity	Output/Indicator	Implementation period	Responsibility
Sustainability in the USB curriculum	Integration of sustainable development in the USB degree programmes	Number of degree programmes	2025–2030	Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation and Accreditation
	Creation of new and revision of the existing courses of study focused on the area of sustainable development	Number of courses of study	2025–2030	Vice-Rector for Internal Evaluation and Accreditation
	Incorporation of sustainability and green transformation also into lifelong learning	Number of programmes on the given topic Number of lectures on the given topic	2025–2030	Vice-Rector for Student Affairs
Raising awareness of sustainability within the third role	Sustainability lectures, talks and other educational events to broaden knowledge of the public, students and staff	Number of organised and co-organised events Number of attendees	2025–2030	Bursar, Vice-Rector for Development and Public Affairs, Marketing Office, Strategy and Development Office
	Support of events aimed at the fulfilment of the US Sustainable Development Goals (e.g. ABC Challenge, etc.)	Number of events supported	2025–2030	USB management



Area of science and research

Target	Measures/Activity	Output/Indicator	Implementation period	Responsibility
Social relevance of science and research	Open sharing of knowledge	Number of results (RIV, RUV, OBD, SCOPUS, WoS)	2025–2030	Vice-Rector for Research
	Transfer of technology and knowledge	Sharing of results by means of suitable communication channels		
	Sharing of scientific infrastructure	Number of licences granted Number of units shared		
	Global impact of science and research with respect to fulfilment of the UN Sustainable Development Goals	Number of scientific outputs directly reflecting the UN Sustainable Development Goals		



Area of internationalisation

Target	Measures/Activity	Output/Indicator	Implementation period	Responsibility
Internationalisation in USB sustainability and green transformation of USB	Implementation of mobilities in view of sustainable development (choice of means of transport, wherever possible, etc.)	Number of mobilities implemented	2025–2030	Vice-Rector for International Relations, Bursar, Strategy and Development Office
	Formation of partnerships with foreign partners and good practice sharing	Number of contracts concluded with strategic partners, with the subject matter clearly defined as sustainability performance		
	Translation of outputs related to the given topic into English	Translated documents, website and other outputs into English		



Area of openness

Target	Measures	Output/Indicator	Implementation period	Responsibility
Strategic partnerships	Deepening of collaboration within associations and organisations with a focus on fulfilment of the UN Sustainable Development Goals	Number of contracts concluded with strategic partners, with a clearly defined subject matter as fulfilment of sustainability	2025–2030	Rector, Bursar, Strategy and Development Office
	Promotion of the region – collaboration with the South Bohemian Region and the Metropolitan City of České Budějovice			
	Collaboration with non-profit organisations and other research organisations			
	Deepening of collaboration with other educational organisations			
	Collaboration with students and student associations	Draft improvements put forward and implemented by students	2025–2030	Rector, Bursar, Strategy and Development Office, Vice-Rector for Development and Public Affairs, Marketing Office
Communication of the topic of sustainability and green transformation	Development and regular update of a separate section of the website	Functioning and updated website	2025–2030	Bursar, Vice-Rector for Development and Public Affairs, Marketing Office, Strategy and Development Office



Target	Measures	Output/Indicator	Implementation period	Responsibility
	Presentation of the University of South Bohemia as an important actor in sustainability and green transformation	Number of contributions in media Website traffic Number of followers on the USB social networks	2025–2030	Bursar, Vice-Rector for Development and Public Affairs, Marketing Office, Strategy and Development Office
	Involvement in major events aimed at fulfilment of the UN Sustainable Development Goals	Number of events Press releases and news published Number of contributions in media	2025–2030	Bursar, Vice-Rector for Development and Public Affairs, Marketing Office, Strategy and Development Office, USB faculties
	Popularisation and education through lectures and events for the general public, students as well as employees of USB	Number of events for the public, students and employees Press releases and news published Number of visitors Website traffic Number of contributions in media	2025–2030	Bursar, Vice-Rector for Development and Public Affairs, Marketing Office, Strategy and Development Office, USB faculties
	Strengthening of active role of USB in social and cultural dialogue		2025–2030	USB management
	Promotion of Fair Trade	Number of events for the public, students and employees Press releases and news published	2025–2030	Bursar, Marketing Office, Vice-Rector for Development and Public Affairs, USB faculties



Area of management

Target	Measures	Output/Indicator	Implementation period	Responsibility
Energy management	Implementation of measures aimed at energy savings and reduction of Co2 production	Total electricity consumption Total thermal energy consumption Total gas consumption Total water consumption Number of projects and other measures of central character, implemented to reduce consumption and to ensure more efficient energy management	2025–2030	USB management
	Promotion of new technologies	Newly installed/commissioned technologies	2025–2030	USB management, relevant units, faculties
	Measures aimed at reduction of water consumption	Installation of energy-saving taps, shower heads or tap aerators Installation of reservoirs to catch rainwater for further use	2025–2030	USB management, Dormitories and Refectories, Building Maintenance and Management Office
Waste, circular economy and food	Analysis of the initial situation of waste management at USB in relation to current legislation	Execution of analysis/recommendations for improvement Review of the contract with provider of waste service management	2025–2026	Building Maintenance and Management Office and other relevant units
	Formation of collaboration with companies that can further use and process the waste (bio-waste, etc.)	Number of contracts of collaboration having impact on the area concerned	2025–2030	Rector, Bursar, relevant Rectorate units and faculties
	Installation of containers and bins for sorted waste	Number of new containers and bins Proportion of sorted waste to mixed waste	2025–2030	USB management, Dormitories and Refectories, Building Maintenance and Management Office






Target	Measures	Output/Indicator	Implementation period	Responsibility
	Waste prevention and waste reduction	Installation of drinking water dispensers and drinking fountains at the university campus Use of returnable containers during public events, conferences, etc.	2025–2030	Bursar, Rectorate units, faculties
	Promotion of healthy lifestyle and healthy diet in catering facilities of USB	Increase the share of local and seasonal food and suppliers	2025–2030	Bursar, Dormitories and Refectories
	Reduction of food waste	Measures in place to reduce waste (buffet option, reuse of food and unissued meals – collaboration with charities)	2025–2030	Bursar, Dormitories and Refectories
Information technology and digitalisation	Digitalisation of university administration	Digitalisation of paperwork and processes	2025–2030	USB management, CIT
	Adoption of measures oriented at ‘green IT’	Energy consumption reduction Procurement of less energy-demanding IT equipment	2025–2030	CIT, Public Procurement Office
Biodiversity	Installation of ‘green features’ on the USB campus	Number of features installed	2025–2030	Bursar, Building Maintenance and Management Office, faculties
	Monitoring of greenery on the USB grounds and determination of the proportion of built-up and green areas	Area of surfaces	2025–2030	Bursar, Building Maintenance and Management Office, faculties
	Care of greenery on the USB grounds in line with sustainable development (eliminating chemicals and artificial fertilizers, addressing issues of invasive plant species, etc.)		2025–2030	Bursar, Building Maintenance and Management Office, faculties
Responsible procurement	Development and subsequent implementation of standards for responsible public procurement	Newly set-up contracts and tender dossier	2025–2030	Bursar, Public Procurement Office, Investment






Target	Measures	Output/Indicator	Implementation period	Responsibility
				Office
	Involvement in platforms and associations with the aim of sharing and drawing on good practice (e.g. Responsible Procurement Platform, Association for Public Procurement, etc.)	Number of joint meetings, organised or co-organised events Establishment of a working group at the University of South Bohemia	2025–2030	Bursar, Public Procurement Office, faculties
	Selection of advertising and promotional items, with a focus on the origin and sustainable materials	Revision and renewal of the USB promotion items	2025–2030	Bursar, Vice-Rector for Development and Public Affairs, Public Procurement Office, Marketing Office
Institutionalisation of the topic at USB	Formation of a working group for coordination of activities	Functioning working group	2025	Bursar, Strategy and Development Office
	Ensuring human and financial resources for the agenda management	Establishment of the sustainability manager position Number of submitted and approved project applications	2025–2030	Bursar, Vice-Rector for Development and Public Affairs, Strategy and Development Office, Project Office
	Involvement in international rankings and data reporting	Number of international ratings	2025–2030	Rector, Bursar




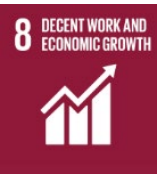

Strategic alignment of the strategy goals with the UN Sustainable Development Goals

	Education		Science and research	Internationalisation	Openness		Management					
	Sustainability in the USB curriculum	Raising awareness of sustainability within third role	Social relevance of science and research	Internationalisation in the USB sustainability and green transformation	Strategic partnerships	Communication of the topic of sustainability and green transformation	Energy management	Waste, circular economy and food	Information technology and digitalisation	Biodiversity	Responsible procurement	Institutionalisation of the topic at USB
												
												
												






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 <p>4 QUALITY EDUCATION</p>												
 <p>5 GENDER EQUALITY</p>												
 <p>6 CLEAN WATER AND SANITATION</p>												



	Education		Science and research	Internationalisation	Openness		Management					
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 <p>7 AFFORDABLE AND CLEAN ENERGY</p>												
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>												
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>												





	Education		Science and research	Internationalisation	Openness		Management					
	Sustainability in the USB curriculum	Raising awareness of sustainability within third role	Social relevance of science and research	Internationalisation in the USB sustainability and green transformation	Strategic partnerships	Communication of the topic of sustainability and green transformation	Energy management	Waste, circular economy and food	Information technology and digitalisation	Biodiversity	Responsible procurement	Institutionalisation of the topic at USB
 <p>10 REDUCED INEQUALITIES</p>												
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>												
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>												



	Education		Science and research	Internationalisation	Openness		Management					
	Sustainability in the USB curriculum	Raising awareness of sustainability within third role	Social relevance of science and research	Internationalisation in the USB sustainability and green transformation	Strategic partnerships	Communication of the topic of sustainability and green transformation	Energy management	Waste, circular economy and food	Information technology and digitalisation	Biodiversity	Responsible procurement	Institutionalisation of the topic at USB
<p>13 CLIMATE ACTION</p>												
<p>14 LIFE BELOW WATER</p>												
<p>15 LIFE ON LAND</p>												



	Education		Science and research	Internationalisation	Openness		Management					
	Sustainability in the USB curriculum	Raising awareness of sustainability within third role	Social relevance of science and research	Internationalisation in the USB sustainability and green transformation	Strategic partnerships	Communication of the topic of sustainability and green transformation	Energy management	Waste, circular economy and food	Information technology and digitalisation	Biodiversity	Responsible procurement	Institutionalisation of the topic at USB
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>												
 <p>17 PARTNERSHIPS FOR THE GOALS</p>												

3 IMPLEMENTATION AND PERFORMANCE OF ACTIVITIES

To ensure that the aforesaid goals are successfully performed, Implementation Action Plans will be prepared on an annual basis as part of the Implementation Plan of the USB Strategic Plan and the USB Investment Activities Plan. Similarly, the individual steps will be assessed annually as part of the USB Annual Activity Report (in particular, the Core Part and the Textual Annex). In 2030 a more extensive evaluation of the goals will be carried out in conjunction with the evaluation of the USB Strategic Plan of the University of South Bohemia in České Budějovice for the period 2021–2030.

All faculties and units of the University of South Bohemia in České Budějovice will be actively involved in the performance of the goals set. A working group under the leadership of the USB Bursar will be created, with Barbora Štumpfová (Strategy and Development Office) coordinating and communicating all activities of the group across the whole university. During the period of development of the Strategy of Sustainability and Green Transformation of the University of South Bohemia, a project is implemented within the National Recovery Plan (Component 7.4)¹, which addresses, *inter alia*, the launch of several activities delineated in this document. One of the objectives of the project is to define the job description of Sustainability Manager as a person who might coordinate the measures adopted.

¹ This document was prepared with the support of the National Recovery Plan, Component 7.4



The Strategy of Sustainability and Green Transformation of the University of South Bohemia in České Budějovice for the period 2025–2030:

- 1) was discussed by the management of the University of South Bohemia in České Budějovice on 18 October 2024
- 2) was discussed by the Rector's collegium of the University of South Bohemia in České Budějovice on 29 October 2024
- 3) was discussed by the Research Board of the University of South Bohemia in České Budějovice on 30 October 2024
- 4) was discussed by the Academic Senate of the University of South Bohemia in České Budějovice on 12 November 2024
- 5) was discussed by the Board of Governors of the University of South Bohemia in České Budějovice on 20 November 2024

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