

Annual Activity Report

the University of South Bohemia
in České Budějovice

2023



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

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Introductory Information

The document 'Annual Activity Report of the University of South Bohemia in České Budějovice for the year 2023' (hereinafter referred to as 'AAR 2023') represents an integral part of the strategic management, including the implementation of the vision of the University of South Bohemia in České Budějovice (hereinafter referred to as 'USB'). The AAR 2023 is structured into three parts according to the MEYS assignment.

The main part of the AAR 2023 is based on the structure of the USB Strategic Plan 2021–2030 and the USB Implementation Plan of the Strategic Plan 2023. For this reason, a total of five strategic themes are defined in the main part of the AAR 2023: education, research, internationalisation, openness, and management. The mission of the main part of the AAR 2023 is to describe the status of the implementation of the USB Implementation Plan of the Strategic Plan 2023. For each priority objective, descriptions of the implementation of the most important planned activities that were desirable for the development of the USB are added. In addition to the most significant measures listed in the USB Implementation Plan of the Strategic Plan 2023, other specific activities were implemented to achieve the goals, but these are reflected in the Implementation Plans of the Strategic Plan of individual faculties and subsequently in the faculty AARs.

Higher education institutions process all mandatory reporting data in the AAR Text and Table annexes. The outline of the AAR annexes is binding for higher education institutions and is based on the instructions of MEYS.



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Vision

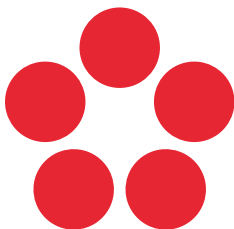
The University of South Bohemia wants to be:

- a sought-after friendly university with a motivating learning and working environment
- a competitive university in Europe and the world
- a university with an unmistakable identity that benefits the city and the region
- an academic institution supporting students and staff

Mission

The University of South Bohemia in České Budějovice (USB) as a top centre of education, independent knowledge and creative activity is oriented towards the scientific, cultural, social and economic development of society and its activities fulfil the mission of a university college according to Section 1 of the Higher Education Act: 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.

USB's main mission as a research organisation is to carry out basic and applied research or experimental development independently and to disseminate the results of these activities publicly through instruction, publications or knowledge transfer. Educational and related scientific and research, development, and innovation, artistic or other creative activities are developed at USB in the natural sciences, agriculture, humanities, social sciences, and medical disciplines, at an international level. In addition to educational and creative activities, the USB also carries out complementary activities to help fulfil the USB mission.



Values

Professionalism

The University of South Bohemia relies on highly qualified and competent staff in all areas of its activities.

Ambition

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

Responsibility

The University of South Bohemia is committed to social responsibility and the principles of sustainable living.

Integration

The University of South Bohemia connects internal and external partners and is a free environment for the expression and implementation of their ideas.

Openness

The University of South Bohemia subscribes to the principles of democracy and freedom, is open to accepting and sharing new ideas and approaches, as well as to forging new partnerships.

Internationalisation

The University of South Bohemia relies on international cooperation to achieve its mission.

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USB Rector introduction

The world is undoubtedly changing, and since 2022, since the brutal attack on Ukraine, we have become increasingly aware of this. Universities have to respond to the changes in the world around them, to be much more aware of the ethical dimension of our lives, the importance of democracy for our freedom, but at the same time to be able to confront the threats to our freedoms, such as the brutal attack by a gunman at the Faculty of Arts of Charles University in the run-up to Christmas, or the many wars and hybrid conflicts around the world, which also affect the internal political situation in the Czech Republic. Therefore, we often think not only about Ukraine, where we as a university supported the purchase of medical equipment for the Ternopil National Medical University in 2023 but also about the situation in Israel, Moldova or even Armenia... Geopolitics thus enters our everyday life much more than many could have imagined just a few years ago. The goals and values of the European Union, of which we have been a part for almost 20 years, are thus gaining in urgency as a task and mission for every democratically minded person in Europe. The rule of law is the basis for all human activity, some human rights are inalienable, as Hugo Grotius knew in the 17th century when he formulated the foundations of the natural law agenda.

Symbolic places of memory inside our campus, including the Václav Havel Bench and the Olga Havel Tree, where we commemorated the ninetieth birthday of Olga Havel together with representatives of the City of České Budějovice and the Committee of Good Will – Olga Havel Foundation, also contribute to the values of the University of South Bohemia. An important moment in the history of the University is also the commemoration of the traditions of individual faculties, in the past year it was mainly 75 years since the establishment of the Faculty of Education in České Budějovice, originally as part of Charles University.

The year 2023 was also – also due to significant inflation – a year of great discussions about the financing of universities, which was of course reflected in tensions within universities as such. Our University has been able to cope with this situation relatively well, not least because of the uniform wage rates across faculties and units, although the increase in rates in

the new USB Wage Regulations from 1 January 2024 has not been able to catch up with inflation and wage cohesion will need to be addressed in future years.

Current global challenges include climate change, and the University of South Bohemia is aware of its social responsibility in this area as well. Not only did we participate in the Sustainable Development Week, but we are also entering an era of transformation of our campus towards a green (green-blue) transformation, the newly installed photovoltaics are just the beginning, in the coming years the campus modifications in this direction will progress much more visibly, in 2023 we were mainly engaged in discussions and project preparations, which will start to be implemented in 2024.



A number of other events from the past year will undoubtedly enter the history of the University, such as the Milada Paul Award for Women in Science, awarded by MEYS in cooperation with the NKC CR – Gender and Science, arriving at the USB Faculty of Economics, or the newly introduced awards of the University of South Bohemia, especially the Jana Anna Kateřina Zátková Award for science popularisation and the Jarloch Award for outstanding pedagogical achievements. While we do not overestimate university rankings and other comparisons of quality, we were also pleased to note that we were ranked for the first time in the multi-criteria Leiden Ranking and awarded the Seal of Excellence for our cooperation within KreativEU, although preparations for a full consortium of European universities are still ongoing in this regard. We have also been successfully involved in the activities of the ENIHEI (European Network of Innovative Higher Education Institutions) innovation group.

In addition to the 'normal' running of the institution, instruction, and scientific and other creative activities, the staff and students of our University should be thanked for the organisation of a number of national and international meetings and conferences, including the seminar of MEYS on the reform and current challenges of doctoral studies held at the University of South Bohemia, as well as the meeting of the Board of the Higher Education Council and the meeting of the presidents of the academic senates of universities at our University. Last but not least, in 2023, a number of elections were held for the academic bodies of the faculties and the University as a whole, thus electing academic senates, new deans, and above all the future rector of USB, who will take office from 1 April 2024. I believe that the new University leadership will also be able to successfully develop all the activities of our University with a clear value orientation. Not only the European Qualifications Framework, but above all the European democratic area is our common task for the years to come.

Vivat, crescat, floreat Universitas Bohemiae meridionalis!

prof. PhDr. Bohumil Jiroušek, Dr.
Rector





1

Education



Objective 1.1 Quality of education

Implementation of activities for 2023

Partially fulfilled

Establishment of a system of substantive quality control of education

- The conditions for the implementation of the state final examinations were analysed and discussed with regard to the digitisation processes and the need to record the course of the SFE (the possibility of an electronic form of the protocol on the course of the SFE); the analysis of other conditions for the implementation of the SFE should continue in the coming years.
- 🕒 In cooperation with members of the USB Management and quality coordinators from individual faculties, documents were prepared and an update of the 'Rules of the Quality Assurance System' was developed.

Modification of the USB budget methodology for education

- 🕒 As the publication of the announced amendment to the Higher Education Act continues to be postponed, adjustments to the quality criteria in the budget methodology have also been postponed.
- As the publication of the announced amendment to the Higher Education Act continues to be delayed, the drafting of the rules for the evaluation of the quality of DDPs has also been postponed.

Strengthening personal responsibility for quality and compliance with educational standards

- Based on examples of good practices, the annotations of some degree programmes on the USB website were updated.
- 🕒 The portfolio of activities of the USB Career Centre continued to be developed with regard to the needs of communication with potential employers of graduates.

Strengthening the substantive importance of the institution of the academic community

- 🕒 Communication continued over the sharing and evaluation of examples of good practices among USB quality coordinators.

Developing care for learners at risk of academic failure

- 🕒 The development of the portfolio of activities of the University Psychological Counselling Centre and the Support Centre for Students with Special Needs continued with regard to building a system for the prevention of academic failure (e.g. the activities of the support group were strengthened, the network of counsellors was expanded, and more attention is paid to social counselling).
- The preparation of the basis for data analyses focused on identifying factors of academic failure or verifying the possibility of early identification of students at risk of academic failure continued.

Systemic support for educators

- 🕒 Activities aimed at strengthening and developing the pedagogical competencies of educators were supported, and special attention was paid to supporting the pedagogical competencies of supervisors of doctoral students.
- 🕒 Technical and methodological support for academic staff in the use of flexible forms of education continued.

Effective organisation that supports the meaning of educational activities

- The discussion continued on the possibilities of gradual unification of the dates of the academic year schedule within the USB, especially with regard to the dates of enrolment in studies and the dates of the SFEs in degree programmes implemented in cooperation of several faculties (joint studies, etc.).
- As the release of the announced amendment to the Higher Education Act continues to be delayed, the subsequent update of the USB Study and Examination Regulations has also been delayed for the time being.

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.2 Link to practice

Implementation of activities for 2023

Fulfilled

Qualifications framework and learning outcomes as part of the standards

- The publication of degree programme annotations on the new USB website has been set up so that the annotation of all (especially vocationally oriented) degree programmes includes a specification of the graduate profile in terms of expected learning outcomes (the 'What will you learn' section automatically imports data from IS STAG to the website).

Linking academically oriented degree programmes with research in practice

- ◆ Cooperation with CAS institutions was supported (e.g. joint lecture activities, involvement of experts in the development of newly prepared accreditations, etc.).

Linking vocationally oriented degree programmes with institutions enabling professional employment

- In cooperation with schools in the South Bohemian Region, the implementation of a system of internships within degree programmes preparing future teachers continued.
- ◆ As part of the intra-University reflection on the approach to vocationally oriented degree programmes, an inter-faculty comparison of the different types of collaboration as applied in individual faculties or areas of education was carried out.

Incorporate the issue of recognition of prior learning into the SER USB

- As the release of the announced amendment to the Higher Education Act continues to be delayed, the subsequent update of the USB Study and Examination Regulations has also been delayed for the time being.

Development of professionally oriented bachelor studies

- ◆ Following the NAB audit, the experience with the distinction between academic and professional programmes and their implementation (with emphasis on the use of industry experts and on the experience with student's work experience) was discussed within the USB Management, the Quality Coordinators, the Rector's Board and the IEB.

Strengthening the relevance profile of graduates of degree programmes

- ◆ In 2023, evaluations of faculties and degree programmes were launched in accordance with Rector's Ordinance R 533, which regulates the internal quality assessment of degree programmes and USB constituent parts.

Promoting active learning

- ◆ Non-formal learning activities of students were supported (especially the promotion of entrepreneurship in the framework of JobDay, InvestDay, etc.).

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.3 Modern educational infrastructure

Implementation of activities for 2023

Fulfilled

Development of information, counselling, and support services for prospective students

- ◆ The development of services provided by the USB Career Centre continued (in particular, the workshop offer

was updated based on student feedback to better reflect the interests and needs of students from different USB faculties).

- The development of the services of the Support Centre for Students with Special Needs continued (especially in the area of social counselling; systemic issues of making use of the measures to spread the study load over several years were addressed).
- Continued development of the services of the University Psychological Counselling Centre (especially work with the support group).
- As the release of the announced amendment to the Higher Education Act continues to be delayed, the subsequent update of the USB Scholarship Regulations has also been postponed.

Building, modernising and upgrading premises/equipment for degree programmes

- The construction, modernisation and innovation of premises/equipment for degree programmes were supported in 2023, especially in accordance with the IAP (e.g. reconstruction of the USB Aula, implementation of the construction of the Chemistry Pavilion of the FAT USB, preparation for the reconstruction of the FED Stadium and the start of the renovation of the FED USB buildings and other activities within the framework of the relevant grants).
- The concretisation of other instruments at the level of investment activities of USB faculties was defined in the annexe of the IPSP USB – USB Investment Activity Plan for 2023.
- The support and development of the infrastructure implemented within the framework of PO4 OP R&D&I was provided by the faculties that own this infrastructure (FFPW USB, FSC USB, FAT USB), in the form of modernisation of instruction, projects for infrastructure development, or reinvestments in instrumentation and infrastructure equipment for educational purposes.

Digitisation of study remits

- Implementation of electronic enrolment is available to all faculties.
- There is also an online form of implementation of the initial instruction of students (OSH, FP, etc.) at the start of studies.
- The extension of electronic applications in IS STAG to other faculties was implemented.
- The transfer of documents from the existing website to the USB intranet continued.
- The connection of IS STAG to the university repository DSpace (publication of qualification papers) has been started.
- The implementation of the connection of IS STAG to the Erasmus Without Paper (EWP) system including the Learning Agreement was finalised.
- A pilot implementation of practice management in IS STAG was carried out at the FED USB; the practice module was introduced to other faculties interested in its implementation.
- A module for generating documents in PDF/A format from IS STAG was implemented.

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Management and External Relations, Vice-Rector for Development, Bursar

Objective 1.4 Efficiency and quality of doctoral studies

Implementation of activities for 2023

Partially fulfilled

Financial stability of the DDPs

- The discussion on the system of scholarship support for DDP students continued; its conclusions have so far been delayed due to the fact that the announced amendment to the Higher Education Act continues to be delayed; also, the intention of changes to the rules for financing DDP by MEYS has not been sufficiently clarified.

Alignment of standards governing the implementation of DDPs at USB

- As the release of the announced amendment to the Higher Education Act continues to be delayed, the subsequent update of the USB Study and Examination Regulations has also been postponed.

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.5 Flexible forms of education

Implementation of activities for 2023

Fulfilled

Development of distance learning

- ⦿ Activities aimed at expanding the portfolio of forms of study at USB to include distance learning were supported, both towards the creation of pilot degree programmes in the distance form of studies and towards ensuring an adequate administrative framework (e.g. enrolment and so on, see above).

Flexible organisation of studies

- As the release of the announced amendment to the Higher Education Act continues to be delayed, the subsequent update of the USB Study and Examination Regulations has also been postponed.

Instruction/study materials and support

- ⦿ Support continued to increase the availability, relevance and quality of instruction and learning materials supporting flexible forms of learning.

Responsibility

Vice-Rector for Student Affairs

Objective 1.6 Development and professionalisation of LLL

Implementation of activities for 2023

Fulfilled

Developing of the LLL system and LLL programmes for the public

- ⦿ Continued development of the LLL system of professionally and interest-oriented LLL programmes, including

the use of flexible forms of education (creation of an online university programme, partial online courses) and interactive instruction and learning materials.

- ◆ The development of the USB Goethe Centre in the newly furnished premises was supported, among other things also in connection with the strengthening of the linguistic and intercultural competencies of students and participants in the LLL programmes (see also the link to Objective 3.1).
- ◆ The LLL module was launched on the new USB Business Centre platform, including connection to the new USB website; the LMS Moodle portal was also updated as part of the development of flexible forms of education in LLL programmes.

Further education for USB students and staff

- ◆ Continued support for USB staff training.
- ◆ The activities of the language and digital skills education system also continued, particularly with regard to the need to implement flexible forms of education.
- ◆ The development of training for USB staff also includes activities aimed at strengthening pedagogical competencies (see section 1.1).

Strengthening the cooperation of USB constituent parts in the framework of LLL activities

- ◆ Continued support for the LLL coordinator positions and the cooperation of USB units in LLL activities.
- ◆ The USB continued to support the cooperation of the USB units in the implementation of the LLL programmes (among others thanks to the active involvement of all USB units in the LLL Board), to make the system of LLL programmes more transparent and efficient in relation to other educational and cultural and educational activities of USB, and to share examples of good practices.

Responsibility

Vice-Rector for Student Affairs

Objective 1.7 Alumni

Implementation of activities for 2023

Fulfilled

Increasing interaction with alumni

- ◆ The USB Career Centre continued to develop its services, including selected services for graduates or students in the transition phase between studies and searching for employment.
- The events for the USB Alumni Club were implemented according to the prepared methodologies.
- The range of benefits for graduates provided through the USB Commercial Centre has been expanded, including discounts on academic literature and courses delivered by USB.

Responsibility

Vice-Rector for Internal Evaluation, Vice-Rector for Management and External Relations

Expected sources of funding

- Operational Programmes of the Czech Republic for the period 2014–2020), European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- Operational programmes of the Czech Republic 2021–2027, Cross-border cooperation programmes, Transnational and international cooperation programmes

- Horizon 2020 (ongoing) and the new Horizon EUROPE (FP9; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility/National Recovery Plan 2020–2030; EC Community Programmes incl. Digital EU; React-eu etc.
- Support programme for the strategic management of higher education institutions for 2022–2025
- National Recovery Plan for the Higher Education Sector
- Centralized development programme for public higher education institutions for 2023
- MEYS programme funding
- Own resources
- Institutional and earmarked funds, system support
- Other additional sources (local government funds/city, region/, donations, foundations, etc.)
- Sources of 'Integrated Territorial Investments of the České Budějovice Agglomeration' (ITI) Institutional and special-purpose funds
- Foreign funds



2

Research



Objective 2.1 Research excellence

Implementation of activities for 2023

Fulfilled

Strengthening the international status of USB research

- Discussions were held at various levels on possible adjustments to the USB budgeting methodology within the LCDRO chapter, reflecting, among other things, suggestions from USB academic staff. In view of trends in science assessment (e.g. CoARA or planned activities of the Council for Research, Development and Innovation) as well as new remits (e.g. Open Science), there was a consensus on the need for some adjustments.
- At the level of the USB management, Vice-Deans with the science remits, Deans and the Bursar, discussions were held on the possibilities of central grant support for international projects. There is a consensus that the involvement of USB in key European projects, in particular the European Research Council (ERC) and Horizon Europe from a leadership position, is more than necessary and that without professional advice and support in the project preparation phase, this goal will hardly be achieved. Most USB faculties cannot sustain such support on their own.

Supporting excellent teams

- Defining excellent science and scientists is far from easy. Whatever the individual definitions, it is clear that such scientists and their teams will have little difficulty in accessing dedicated funding. Discussions have therefore shown that the ideal targets for targeted funding in terms of scientific excellence are those who are teetering on the edge of excellence – and therefore access to dedicated funding is not always guaranteed – and who could be stabilised by some form of support at an excellent level. However, the question immediately arises as to what sub-excellence is and how to identify it. As the discussion progressed, it emerged that one way might be to identify societally promising topics or topics with strong interdisciplinary potential that are already being developed at USB but need to be taken to a higher level by their societal focus or cross-disciplinary interconnection. The discussion also led to support for the creation of working groups to help identify such topics at USB.
- A document entitled 'USB Research Strategy' has been prepared to define a strategy or policy for science and research at USB. For this document, four main objectives have been identified: building and promoting scientific excellence, crossing disciplinary boundaries (not only), societal relevance of science and research and building an international dimension. Within each of these goals, not only areas and activities suitable for further development and support at USB were formulated, but also the approaches of individual USB academics and the commitment and subscription to sustainable development that can be supported by science and research.

HRS4R implementation

- In 2023, the outputs implemented in accordance with the Revised Action Plan were reviewed by the Steering Committee. A timetable for the HR AWARD renewal phase was established.
- The University of South Bohemia initiated a questionnaire survey 'HR AWARD and its impact on selected areas of the functioning of PHEIs'.

Responsibility

Vice-Rector for Science, Vice-Rector for Development, Vice-Rector for Internal Evaluation

Objective 2.2 Social relevance of research

Implementation of activities for 2023

Fulfilled

Open Science

- A data repository (dspace.jcu.cz) has been prepared on the DSpace platform, which has been running a trusted institutional repository of publications at USB for some time now. A brief guide for inserting individual datasets into this repository has also been prepared. At the central level, the administrator of this repository is the data steward, whose task is, among other things, to help each person interested in inserting data to prepare his dataset in terms of the relevant format and metadata description and then to help insert the prepared dataset into the repository. The data repository operates in a test mode.
- The projects for the establishment of the National Information Services Centre and the follow-up projects for the establishment of the National Metadata Directory and the National Repository Platform were delayed compared to the original schedule of the OP JAK calls. For this reason, the own data repository was created (see previous paragraph).

Support for projects linked to the region and the socio-economic needs of society

- In preparing the strategic document on societal relevance, it became clear that it would be more appropriate to take a broader view and include other strategic research priorities of USB, such as excellence, interdisciplinarity and the internationalisation of our research. The result is the 'USB Research Strategy', defining the strategy or policy in science and research at USB. This document is now undergoing its latest revision. In addition, in 2024, work will begin on the preparation of a follow-up document for which we could perhaps use the working title 'Implementation of the USB Research Strategy', which will aim to formulate new and consolidate and innovate existing support tools and methodologies related to the different objectives of the 'USB Research Strategy', including the area of social relevance. In the preparation of this document, the need for a methodology for the development of the USB budget within the LCDRO chapter became apparent. As noted in the implementation of Objective 2.1, given the change in USB leadership in early 2024 and the USB commitment to develop a CoARA Action Plan in 2024, the modifications agreed upon by the new USB leadership will be implemented in the 2025 budget development methodology.
- The USB Technology Transfer Office (TTO) has published two new coursebooks on the issue of intellectual property of research results, their commercialisation and the establishment of spin-off companies for further development of these results, i.e. activities with high social relevance. These coursebooks, entitled 'Overview of Knowledge Transfer Issues in Research Organisations' and 'Specifics of Knowledge Transfer in Research Organisations', prepared in the framework of a joint TTO project with a Norwegian partner, are available for download at www.jctt.cz
- The ongoing preparation of the amendment to Act No 130/2002, on Support for Research and Development from Public Funds and on Amendments to Certain Related Acts (Act on Support for Research and Development) no longer includes Specific Higher Education Institution Research, while the relevant funds, probably in a smaller volume, will become part of the support for universities under the LCDRO. This will free the hands for internal grant calls beyond the competitions for students of doctoral degree programmes.
- Guided by the efforts to enhance the societal relevance of USB activities and also by the USB's commitment to develop a CoARA Action Plan during 2024, the revision of some parameters of the Academic Staff Performance Evaluation System (ASPE) was also discussed at various levels to ensure that activities with high societal relevance are reflected in their personal evaluation. As in the case of adjustments to the budget methodology, any specific adjustments will not be made until 2024 due to the change in USB leadership.

Responsibility

Vice-Rector for Science, Vice-Rector for Internal Evaluation

Objective 2.3 Support and development of research infrastructures

Implementation of activities for 2023

Fulfilled

Development, modernisation and renewal of research infrastructure

- Support for the USB's major research infrastructures (CENAKVA, the Centre for Polar Ecology and its Josef Svoboda Station on Svalbard) was also provided centrally by USB in 2023 through a separate budget line within the LCDRO budget chapter. The CENAKVA large research infrastructure is also directly supported by the MEYS's earmarked funds for large research infrastructures (Roadmap for large infrastructures in the Czech Republic).

Responsibility

Vice-Rector for Science, Vice-Rector for Development

Objective 2.4 Systemic support for young researchers

Implementation of activities for 2023

Fulfilled

Systematic support for the creation and retention of jobs for young researchers, university postdoctoral positions

- In 2023, USB further developed its programme of support for university postdoctoral positions. Again, four university postdoctoral positions were advertised and two positions in the natural and agricultural sciences and two positions in the humanities and socioeconomic sciences were selected and approved. The selection of candidates was carried out by committees composed of members of the USB Scientific Board based on the methodology approved by the USB Scientific Board. Further direct support for young scientists was provided through the USB Grant Agency at the University-wide level as usual and also through other support mechanisms (e.g. internal grant competitions) at the level of individual faculties.

Development of doctoral studies

- 🕒 In 2023, the third year of the University-wide conference of doctoral students of the University of South Bohemia took place. The two-day conference was attended by 35 mostly foreign doctoral students from most faculties of USB. The conference also included an invited paper on Open Science and Open Data at USB. The conference was free of charge for doctoral students and the language of the conference was English. The two-day conference was held in a very pleasant and informal atmosphere. The programme was deliberately not thematically structured, but with the goal of the conference in mind, so that there was a varied mix of presentations by students from different faculties in the different sessions. Thus, the papers ranged from issues related to the decline of the little owls 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 students thus had an extraordinary opportunity to glimpse their thematic diversity and thus to learn about the different directions of current science at USB. 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 event was once again a great success among the doctoral students.
- The USB School of Doctoral Studies, which would be the umbrella organisation for all doctoral programmes at USB and whose mission should be 'to provide talented and motivated students with an excellent start to their independent, internationally recognised careers, and to achieve, through a welcoming and professional

research environment, that they become critical thinkers and carriers of knowledge and innovation inside and outside academia', has not yet been established. Discussions at different levels of USB management have led to various issues that have not yet been satisfactorily resolved. One of these is the question of a panel or a specific executive board to manage or coordinate its operations, both its composition and its powers, and another is the question of its funding. There is concern, among other things, about limiting the powers of the branch councils and interfering with their existing practices. On the other hand, there is a consensus on the preparation of some kind of unified concept of doctoral studies at USB, including the preparation of a catalogue of courses on transferable skills for students, as well as courses for supervisors and supervisees, whether covered by us or on a contractual basis.

Responsibility

Vice-Rector for Science, Vice-Rector for Internal Evaluation

Objective 2.5 Technology transfer

Implementation of activities for 2023

Fulfilled

Systemic support for cooperation with industry

- In preparing the strategic document on societal relevance, it became clear that it would be more appropriate to take a broader view and include other strategic research priorities of USB, such as excellence, interdisciplinarity and the internationalisation of our research. The result is the 'USB Research Strategy', defining the strategy or policy in science and research at USB. This document is now undergoing its latest revision. In addition, in 2024, work will begin on the preparation of a follow-up document, which we could perhaps call working title 'Implementation of the USB Research Strategy', which will aim to formulate new and consolidate and innovate existing support tools and methodologies related to the different objectives of the 'USB Research Strategy', including the area of societal relevance. In the preparation of this document, the need for a methodology for the development of the USB budget within the LCDRO chapter became apparent. As indicated in the implementation of Objective 2.1, given the change in USB leadership in early 2024 and the USB commitment to develop a CoARA Action Plan during 2024, the USB Annual Activity Report 2023 – Main part modifications agreed upon by the new USB leadership will be implemented in the 2025 budget development methodology.

Developing application potential at USB

- Technology Transfer Office (TTO USB):
 - continued to provide all activities related to the entire process of commercialisation and cooperation with industry. For the first time ever, the first spin-off company was established at the USB Faculty of Science. Further possible negotiations leading to the establishment of spin-off companies were initiated with investors;
 - published two new coursebooks on intellectual property, commercialization and spin-off company formation, available at www.jctt.cz;
 - again guaranteed and implemented the course Intellectual Property;
 - implemented the Rector's ordinances related to the whole broad area of intellectual property, commercialisation and knowledge transfer (with faculty involvement);
 - continue to develop systemic support for the promotion of R&D results into practice through its own website, social networks, databases of the national platform Transfera.cz and other foreign databases (e.g. IPI Singapore, HKTDC, DEIP). Furthermore, through other contacts, e.g. MFA. In this context, the TTO USB has newly linked to the Science Diplomacy Department at the MFA to disseminate information on R&D

results more widely. The head of the TTO USB was elected as the EU Road Mapping Ambassador for the Czech Republic;

- was actively involved as a member of the TA CR advisory group to support and develop Proof-of-concept activities;
- continued to develop its internal ODV tracking software tool and website www.jctt.cz;
- has joined the ENIHEI alliance – whose main focus is innovation and project management;
- was actively involved in national and international networks;
- more closely linked to the patent chamber;
- was actively involved in competitions – Innovation of the Year Award – AIP 2023 (FZT Black Garlic – TOP 10), Transfera technology days – (Faculty of Nanotechnology – TOP 10);
- The Head of the TTO USB was re-elected as Vice-Chair of the national transfer platform Transfera.cz and continues to be a member of the EPO PATLIB Committee.;
- In 2023, a broader implementation of the Analysis of the current environment in relation to international practices, standards and possibilities of adopting the necessary processes leading to the development of the University of South Bohemia in České Budějovice from the perspective of technology transfer took place.;
- The TTO USB again continuously sought to obtain additional financial resources for the development of the TTO and support other follow-up Proof-of-concept activities for scientists and academics, developed the area of knowledge transfer, actively cooperated with application practice, investors and also with regional, national and foreign innovation partners.

Responsibility

Rector, Vice-Rector for Science, Vice-Rector for Development

Expected sources of funding

- Operational Programmes of the Czech Republic 2014–2020. European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- Operational programmes of the Czech Republic 2021–2027, Cross-border cooperation programmes, Transnational and international cooperation programmes
- Support programme for the strategic management of higher education institutions for 2022–2025
- Own resources
- Norwegian funds
- Institutional (long-term conceptual development of research organizations) and special-purpose funds (GA CR, TA CR, MEYS, MA, other agencies); systemic support (e.g. large research infrastructures)
- Foreign funds
- Horizon 2020 (ongoing) and the new Horizon EUROPE (FP9; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility/National Recovery Plan 2020–2023; EC Community Programmes incl. Digital EU; React-EU etc.
- Other additional sources (local government funds/city, region/, donations, foundations, etc.)
- Sources of the 'Integrated Territorial Investment of the České Budějovice Agglomeration' (ITI)

3

Internationalisation



Objective 3.1 Development of global competences of students and staff

Implementation of activities for 2023

Fulfilled

Support for language and intercultural training of USB students and staff

- ◆ In 2023, USB employees and students had 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 USB. Language courses (e.g. English language for staff, German language, French language) were organised for USB academic and non-academic staff within the framework of LLL.
- ◆ At FED USB, courses focused on intercultural preparation of USB students were implemented in the summer semester of the academic year 2022/2023 and in the winter semester of the academic year 2023/2024 (with the support of the project SPSM 2022–2023 Supporting the internationalisation of USB). At the USB Faculty of Arts and the USB Faculty of Science, Czech language courses are organised for foreign students enrolled in USB studies and courses for foreign students on semester stays.

Developing international mobility of USB students and staff

- ◆ In 2023, USB students and employees took advantage of the opportunity to participate in foreign exchange programmes within the Erasmus + project (KA 103/131 and KA 107/171), SPSM projects (2022–2023) or the Internal Call of the Institute for International Cooperation. Mobilities of students and staff were also carried out within the framework of international educational programmes Erasmus Mundus, Comenius, Tempus, Fulbright Foundation, CEEPUS, DAAD, KAAD, Aktion.
- ◆ The number of BDP, MDP, CMDP and DDP students who went on at least a 14-day stay or internship in 2023 was 272 (210 trips were planned). The financial support was primarily provided by the Erasmus+ programme or allocated own financial resources from the SPSM, FPP (internal call of the International Relations Office to support international cooperation in 2023) and the scholarship fund of USB faculties. International collaboration at USB is also supported through two overseas research stations in Svalbard (Polar Ecology Station) and Papua New Guinea (Tropical Ecology Station), which is operated in close collaboration with the Biology Centre CAS. Both of these stations are staffed by USB students.
 - Credits earned for courses taken abroad are subsequently recognised upon the student's return (based on the Transcript of Records and compatibility with courses in accredited study programs).
- ◆ The number of employees who went abroad for at least 5 days of study or training in 2023 was 206 (70 trips were planned). The staff missions were supported by Erasmus+ (KA 131), the PSDP and the FPP (the 2023 Internal Call for International Cooperation of the External Relations Service). For these purposes, USB has also used other financial sources such as the so-called Erasmus+ credit mobility (KA171), OPIE projects, Horizon 2020 and the new Horizon EUROPE. Within the framework of KA 171, mobility to/from non-EU countries was implemented in 2023.
 - In the framework of the current project 'USB Development – International Mobility – MSCA II' for the period October 2023 to March 2026, in which international mobility of junior and senior researchers as well as internships of technical and administrative staff are planned, the first mobility – the arrival of a researcher at the USB Faculty of Science from a total of three planned mobilities – was launched in 2023. In 2023, the activities from the project 'USB Development – International Mobility' and USB Development – International Mobility-MSCA-IF' were completed and started in 2022, namely: junior trips (4 mobility), senior trips (7 mobility), internships of technical and administrative staff (3 internships).
 - The number of international students who came to USB in 2023 for a study stay or internship was 194 students (the expected number was 170 exchange students). The share of foreign students to the total number of students (including short-term stays) in 2023 was 11.33%. The arrivals of foreign staff at USB were financially supported by the Internal Call of the Foreign Affairs Service to support international cooperation in 2023,

and the Erasmus+ programme (KA171). The number of foreign workers who came to USB in 2023 was 221, of which 171 foreign experts came to USB for at least a 5-day stay.

- Support for USB students and USB employees going on mobility abroad was provided by a specialist officer at the Rectorate's International Relations Office (IRO) in the position of Go Abroad Officer. This position was introduced at the USB within the framework of the OP RDE project Development of the USB-ESF and in 2023 supported by the project SPSM 2022–2023 Supporting the internationalisation of USB. The International Relations Office also employs a specialist Welcome Officer (also supported by the project SPSM 2022–23 Supporting the Internationalisation of USB). The Welcome Office services are aimed at supporting foreign staff and international students coming to USB.
- In 2023, Orientation Weeks were held for foreign exchange students to introduce them to the University environment and to help them with the most important issues related to starting their studies at our University and life in the Czech Republic.
- On 25–26 April 2023, the International Days event was held to inform students about trips abroad and the international environment at USB. Students who have already completed a study abroad or internship were given the opportunity to share their experiences and inspire other students to study abroad.
- On 10–11 October 2023, IRO joined the international Erasmus Days by organising an event called StuduJU and cestuJU, which aimed to inform about the possibilities of studying or internships abroad, either within the Erasmus+ programme or thanks to the offers of other partners who participated in the event (Europe Direct České Budějovice, Czech-us, v. o .s, INEX – Association of Voluntary Activities, z.s., Campus France). Students who have already completed a study stay or internship abroad were also given the opportunity to express themselves and share their experiences.
- In 2023, the activities of the Euraxess contact point continued at the USB Rectorate. At the same time, the activities of the IT Officer for the support of international mobility and digitisation of the Erasmus+ programme continued in the new period (2021–2027).

Development of professional competencies of staff in the field of internationalisation

- An IRO staff member participated in the International Staff week Tenerife Job Training (Spain, 25 – 28 September 2023), Northumbria University International Training Week (Newcastle, UK, 29 October – 2 November 2023), Instituto Superior de Administracao e Línguas (Madeira, 06 November – 11 November 2023).

Responsibility

Vice-Rector for International Relations

Objective 3.2 Internationalisation of USB degree programmes

Implementation of activities for 2023

Fulfilled

Increasing the number and quality of degree programmes (SP) offered in foreign languages

- Currently, 33 degree programmes in foreign languages (including double and joint degree programmes) were offered at USB in 2023 as part of the international marketing strategy. These programmes were Biological Chemistry (bachelor, master); Applied Foreign Languages for International Business (LEA); Sprach- und Textwissenschaften / 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.

Increasing the number and quality of joint degree programmes in foreign languages

- There were 9 double degree and 2 joint degree programmes at USB in 2023¹. Within the framework of cross-border cooperation, the USB cooperates most intensively with the partner Johannes Kepler University Linz and the University of Passau.

¹ www.jcu.cz/cz/prijimaci-zkousky/double-joint-degree

- The USB faculties are involved in cross-border Czech-Bavarian cooperation projects in close contact with the Czech-Bavarian Higher Education Agency (e.g. the USB Faculty of Science projects 'The Flowers of Šumava'; 'Czech-Bavarian Network for Open Data'; 'Information System for Medieval Monuments in the Czech-Bavarian Borderland').

Internationalisation of degree programmes accredited in Czech language

- In 2023, the faculties expanded the offer of courses taught in foreign languages for incoming students (also with the support of the SPSM). Czech language courses for foreign students are offered at the USB (FAR, FSC), and a one-year course in Czech language for foreigners is implemented at FAR USB. The course ends with a certified exam.

Responsibility

Vice-Rector for International Relations, Vice-Rector for Student Affairs

Objective 3.3 Simplification of the process recognising foreign education

- As the publication of the announced amendment to the Higher Education Act continues to be delayed, the subsequent methodological instruction on the recognition of studies abroad and its implementation at USB have also been postponed.

Objective 3.4 Creating an international environment and promotion abroad

Implementation of activities for 2023

Fulfilled

Development of international marketing

- In 2023, the following acquisition trips to foreign universities were made (mainly related to the preparation of project applications and expanding cooperation within the KreativEU consortium under the Erasmus+ initiative of the European University). A. Tsenov Academy of Economics (Bulgaria), Università degli Studi di Camerino (Italy).
- 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 of America (Wilson College), Japan (Kochi University), Vietnam (University of Cuu Long), Mexico (Universidad Autónoma de San Luis Potosí), Egypt (Nile University).
- In 2023 USB was granted membership in the international organization EUA and Magna Charta Universitatum.

- In 2023, foreign language USB documents and brochures/leaflets were updated or translated as part of foreign marketing.
- In 2023, marketing campaigns were conducted 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. Search and PPC content campaigns were implemented, including a smart campaign on the Google platform, an online campaign on Google and a campaign on the social networks USB – 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 form was adapted to the target groups.
- In addition to the above-mentioned campaigns, the USB was presented on paid foreign educational portals – Study Portals (Bachelors, Masters, PhD Portals), Czech Universities, and also on other foreign non-paid portals (websites) where information about the USB was continuously updated (e.g. Study In the Czech Republic, QS Top universities, European Danube-Vltava Region, etc.). The USB emphasizes cooperation with the House of Foreign Cooperation (DZS, Study in the Czech Republic) and also the work with foreign ambassadors of the USB (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.).
- 🕒 During 2023, the University of South Bohemia in České Budějovice participated in student and professional educational fairs and webinars, either physically or online. Specifically, these were the following fairs and webinars: EAIE 2023, APAIE 2023, CZEDUCON 2023, NAFSA 2023, Study.eu Digital Marketing Day, DZS Study In Academy webinars, EHEVF 2023 virtual student fairs (India and neighbouring countries), FPP Study in Czechia (within DZS), FPP Study in Europe, webinar with Arkansas State University.

Developing services for international students and workers

- In 2023, the USB continued to support the studies of 4 Belarusian students who were admitted to study at the University of South Bohemia in Č. Budejovice in close connection with the current situation in Belarus and 22 Ukrainian students were admitted to study at the University of South Bohemia in České Budějovice because they were prevented from studying in Ukraine or were students afraid to continue their studies in Ukraine in the current situation.
- USB is involved in the Student Scheme project and provides basic support and advice on visa matters to applicants for study at USB through a specialist Welcome Officer.
- 🕒 In 2023, the European Student Network (ESN USB Budweis) continued to support the activities of the USB under the auspices of the Welcome Officer and the Go Abroad Officer. The active students working in the ESN USB Budweis were supported by a scholarship from the scholarship fund and from the project SPSM 2022-23 Supporting the internationalisation of the USB. During the year 2023, the student organization prepared a large number of activities for international students, ranging from sightseeing trips to cultural and sporting events.
- The following events have been prepared for international students in 2023: Orientation Week Summer Semester 2023 (February), Orientation Week Winter Semester 2023 (September), International Days Summer Semester (April), Erasmus Days and StuduUSB and journeyUSB (October).
- 🕒 A buddy system was active at USB in 2023, where students under the auspices of the ESN USB Budweis help incoming international students in their integration into the university community and orientation at the beginning of their studies at USB.
- In 2023, the cooperation with EURAXESS Czech Republic and the activities of the USB contact point continued.
- In 2023, cooperation with the European Region Danube-Vltava (ERDV) was further supported and the information and profile of the USB on the ERDV website was continuously updated.

Strengthening cooperation with foreign students and graduates

- During the year 2023, emphasis was placed on cooperation with DZS (Study in the Czech Republic), updating information about USB, faculties and degree programmes on the studyin.cz website, as well as working with USB foreign ambassadors (promoting posts and activities on the USB website, the USB student life website usblife.cz and social networks) and on cooperation with partner universities (sharing promotional materials

and courses during International/Erasmus Days, planning webinars).

Responsibility

Vice-Rector for External Relations, Vice-Rector for Management and External Relations

Objective 3.5 Strategic management of internationalisation

Implementation of activities for 2023

Fulfilled

- The USB is involved in the development of the Knowledge & Creativity European University (Knowledge & Creativity European University) consortium project, which is based 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 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.
- Based on the Seal of Excellence award, in 2023 the KreativEU consortium focused on updating the project and expanding the consortium of universities that share the same values and vision of the importance of Europe's cultural and natural heritage. The KreativEU consortium brings together a total of 11 European universities: the Instituto Politécnico de Tomar (main coordinator of the project), the University of South Bohemia in České Budějovice, Universitatea Valahia din Târgoviște, D. A. Tsenov Academy of Economics Adana Alparslan Türkeş Science and Technology University, Università degli Studi di Camerino, University of Trnava and 4 new partners, which are Breda University of Applied Sciences, Politechnika Opolska, Södertörn University and Universität Greifswald. This consortium represents a unique alliance of universities that links local and national heritage, traditions, crafts and folklore with common European values. A proposal for an updated KreativEU project has been prepared for submission to Call 2024.
- In 2023, the implementation of Erasmus Without Paper on USB and the introduction of the European Student Card on USB were underway. The STAG information system was modified to enable the digitisation of the EWP, the electronic conclusion of bilateral contracts and the so-called Learning Agreements.
- Activities to increase the number of bilingual information systems within USB infrastructures were moved to another project (OP JAK). They could not be implemented in 2023 due to limited funding.
- The USB Rectorate's expert officer continued to be used intensively to coordinate translations in the preparation of foreign language materials.

Responsibility

Vice-Rector for External Relations, Vice-Rector for Management and External Relations, Vice-Rector for Development

Expected sources of funding

- Operational Programmes of the Czech Republic 2014–2020. European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- Operational programmes of the Czech Republic 2021–2027, Cross-border cooperation programmes, Transnational and international cooperation programmes
- Support programme for the strategic management of higher education institutions for 2022–2025
- Centralized development programme for public higher education institutions for 2023
- Own resources

- Institutional (long-term conceptual development of research organizations) and special-purpose funds (GA CR, TA CR, MŠMT, MZ, other Agencies)
- Horizon 2020 (ongoing) and the new Horizon EUROPE (FP9; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility / National Recovery Plan 2020–2023; EC Community Programmes incl. Digital EU; React-eu etc.
- Other additional sources (local government funds /city, region/, donations, foundations, etc.)
- Sources of the 'Integrated Territorial Investment of the České Budějovice Agglomeration' (ITI)



4 Openness



Objective 4.1 Marketing

Implementation of activities for 2023

Fulfilled

Promoting the good name of the University

- ◆ In 2023, the University implemented marketing promotional activities resulting from the updated action plan of the marketing strategy with the aim of building the USB brand as a modern provider of quality education and increasing awareness of this brand. The implementation of the set communication strategies and their updates continued, in particular, the unification of the visual and content presentation of the remaining parts of the University (e.g. the pages of the USB Halls of Residence and Canteens, etc.) on the website or the update and visual change of the materials for the promotion of studies at USB.
- The University cooperated with primary schools, secondary schools and colleges through the promotion of studies at schools, the implementation of events with the support of USB, such as 'Day with the University' and 'Open Day. Attention was paid to maintaining a high standard of quality of professional activities provided to schools (e.g. activities of the MEVPIS centre, lectures and seminars, personal visits of experts in teaching at schools, children's or junior universities).
- The University continued to maintain and develop mutual cooperation with key partners with influence on the development of education, such as the City of České Budějovice, the Regional Office of the South Bohemian Region, local governments, ministries, secondary schools, colleges, universities, the Chamber of Commerce, JAIP, JVTP, MAS Association, Institute of Certified Accountants of the Czech Republic, Association of Chartered Certified Accountants, etc.
- 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 is updated on an ongoing basis, e.g. based on analyses (the last one in December 2023 – a questionnaire survey of first-year USB students). Advertising campaigns have been implemented on the official USB social media profiles (FB, IG, LinkedIn, Twitter and YouTube). Due to safety concerns and recommendations from NUKIB, the Tik Tok social media campaign was dropped in 2023.
- The cooperation with student associations (e.g. the Student Union of the University of South Bohemia, ESN USB Budweis, etc.) was expanded. In addition to co-organizing traditional and new social events for USB students and the general public, a new web portal studentskyzivot.cz was developed with the support of the USB by the Student Union of the University of South Bohemia.
- The University continued to develop cooperation within the framework of communication platforms with employers in order to support the employability of University graduates (cooperation within projects, student professional activities, summer schools, involvement of industry experts in LLL programmes, assessment centre for students with ČSOB, shadowing of managers, internships, EURES European Jobday and professional events).

Internal communication as a tool for strengthening a positive attitude towards USB

- At the same time, traditional and new informal social events for USB employees were organised this year, such as the May Day, the Opening of the Academic Year, the Advent Concert, etc.

Responsibility

Rector, Vice-Rector for Management and External Relations

Objective 4.2 Public Relations

Implementation of activities for 2023

Fulfilled

Development of communication with the public

- The University communicated with the public, for example, through the USB unified web presentation, the LLL web portal, regular press releases, regular publication of articles on science and research on the USB at www.sciencezoom.cz or regular publication of university journals.
- Through the USB Marketing Department, long-term cooperation with regional and national media continued.

Open Science

- The USB Publishing House has published prestigious scientific monographs, as well as texts intended for instruction, and this activity has helped to create awareness of the results of research work at the USB among the professional and lay public. The University will continue its publishing activities through specialised web portals (e.g. www.sciencezoom.cz; elearning.jcu.cz; eknihovna.jcu.cz; czv.jcu.cz; www.jctt.cz).
- In 2023, popularisation events were organised, such as the European-wide Researcher's Night, Academic Half Hours – popularisation lectures for the public, Day with the University, meetings of alumni of the relevant faculties, etc.

Developing communication with alumni

- USB continued to build a University-wide coordination platform for communication with its own alumni through regular updates of the alumni and employer database, surveys, roundtables, and most importantly, targeted communication and presentations. The University-wide alumni club continued to use the alumni newsletters, the web platform for alumni needs was kept up-to-date in 2023 and its integration with the University's information systems was optimised.
- Discounts were provided for Alumni Club members within the mall.
- Graduate club members were provided with graduate office system licenses and a University email account after registering in the IDM system.

Responsibility

Vice-Rector for Management and External Relations

Objective 4.3 Fundraising

Implementation of activities for 2023

Fulfilled

Improving the fundraising concept

- In the area of strategic partnerships, communication with the main USB partner – Budějovický Budvar n.p. – is developed on a long-term basis, and other cooperation (one-off or recurring) with other USB partners – e.g. EG.D, E.ON, GoDrive, etc.
- Furthermore, the cooperation of the USB with the USB Student Union and the Statutory City of České Budějovice was expanded in order to co-participate and support the organisation of social events and also cooperation with the USB Goethe Centre.

Responsibility

Vice-Rector for Management and External Relations

Objective 4.4 Social Responsibility

Implementation of activities for 2023

Fulfilled

Strengthening USB's corporate social responsibility activities

- ◆ New technologies in the area of building management (intelligent lighting control responding to the intensity of daylight, shading and current room use, etc.) continued to be promoted. The metering and control system was further developed to achieve the highest possible energy efficiency of USB buildings, which proved essential not only with regard to sustainability but also in view of the volatility of energy prices.
- In 2023, activities supporting sustainable development, energy self-sufficiency with an emphasis on energy saving, environmental protection, etc. (smart investments – photovoltaic systems on the USB campus, waste management, involvement in national projects focusing on this issue, etc.).
- ◆ The University has participated in organising public debates on society-wide topics. Discussions were held at themfaculties and in public spaces, including in the form of Academic Half Hours. USB staff also actively participated in media appearances..
- USB was also a member of the Corporate Social Responsibility Association in 2023, and as part of its membership, USB employees participated in several educational and awareness-raising events. At the same time, an online course focused on social responsibility was shared among interested students.
- For the first time, the University participated in the European Sustainable Development Week with an information campaign and several lectures and excursions.
- As part of the Strategic Priorities Fund project 'SMART, Sustainable USB – Phase I', additional equipment for the e-sports classroom and jerseys for the university's sports representatives were purchased and participation in a football tournament was supported.
- Also in 2023, the University participated in the beneficial 'Academic Bicycle Challenge'
- ◆ Courses focused on Industry 4.0 were further developed at several faculties.

Responsibility

Rector, Vice-Rector for Development, Vice-Rector for Management and External Relations, Bursar

Expected sources of funding

- Operational Programmes of the Czech Republic 2014–2020. European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- Operational programmes of the Czech Republic 2021–2027, Cross-border cooperation programmes, Transnational and international cooperation programmes
- ◆ Support programme for the strategic management of higher education institutions for 2022–2025
- Centralized development programme for public higher education institutions for 2023
- Institutional and earmarked funds, system support
- Foreign funds
- Horizon 2020 (ongoing) and the new Horizon EUROPE (FP9; EU research and innovation programme 2021–2027)

- Just Transition Fund, Invest EU, Support and Recovery Facility / National Recovery Plan 2020-2023; EC Community Programmes incl. Digital EU; React-eu etc.
- Other additional sources (local government funds /city, region/, donations, foundations, etc.)
- Sources of the 'Integrated Territorial Investment of the České Budějovice Agglomeration' (ITI)



5

Management



Objective 5.1 Transforming of the environment and setting up processes in relation to the strategic management of the institution

Implementation of activities for 2023

Fulfilled

Financial stability

- In 2023, the current methodology for the allocation of the institutional part of the budget was applied and further developed through the implementation of performance and quality monitoring methodology, R&D evaluation, etc. The methodology of allocation of the institutional part of the funds is continuously adjusted parametrically in relation to the methodology of R&D evaluation in the segment of universities and in relation to the development of strategic instruments shaping R&D (M17+, institutional accreditation, quality evaluation, infrastructure evaluation, grants, etc.).
- ◆ Central support for project management and sharing of experience has facilitated the effective use of financial instruments of development potential (e.g. EU funds, programme financing, programmes to support strategic management, centralised development programmes, foreign grants and projects, National Recovery Plan, etc.).
- The Strategic Priorities Fund, as a long-term and conceptual tool for the development of the USB, was used to implement system-wide projects of a systemic nature, including joint projects involving several USB units.
- ◆ Discussions were opened on setting up/revising a USB fund aimed at supporting curriculum innovation, which will contribute in an administratively low-cost way to modernising teaching, improving support services and implementing student or individual staff-driven initiatives.
- ◆ USB has long focused on analysing conditions and subsequent recommendations for the use of innovative technologies in management systems, strategic planning and effective management of funding and management activities (data-driven decision-making, property management software development, student success prediction).
- ◆ The planned development of the USB e-business centre with the aim of including other commodities, including intangible ones, was ongoing – a section was launched for the sale of LLL courses, registration for conferences, etc..
- ◆ Further centralisation of activities, digitisation, management and administration of the university has taken place, e.g. in the field of energy management, economic systems, etc.

Automation/digitisation of activities and operational agendas

- ◆ Thanks to the electronic organisational structure, processes are introduced, optimised and tools are pilot-tested in order to digitise routine administration.
- ◆ The HR portal has been introduced into routine operation on other USB constituent parts, allowing electronic recording of working hours, approval of leave and requests for changes to personal data.
- ◆ The pilot operation of electronic travel orders on REC and CIT USB was launched.
- ◆ The internal regulations in terms of USB crisis management were continuously updated.
- ◆ The number of users of the project database on USB has been increased.
- ◆ Economic electronic systems were updated according to internal and external requirements (iFIS, IS Verso, etc.).
- ◆ Digitisation of study remits and training, especially in the field of OSH and cyber security, was implemented.
- ◆ The digitization of the accreditation process and its integration with the USB intranet continued.

Data-driven decision making

- ◆ The development of the data warehouse continued to be supported so that effective tools were available to users in the area of reporting, reporting, but also more complex predictive models, risk assessment models, what-if analyses, etc..

- ⦿ Existing software (e.g. MaR, EZS, EPS, Revisio, AMI, etc.) was used and updated with the aim of expanding the functionality and efficiency of building management with an emphasis on energy savings.

Quality system

- ⦿ The system of tools for monitoring and quality assurance continued to be developed (activities of the USB IEB, greater involvement of the USB AS and the USB SR in the preparation and discussion of the USB strategic management).
- ⦿ The implementation of the recommendations of the evaluation panels (including MEP M17+), the further development of the activities of the international councils at the USB, and the development of foreign language documentation at the USB continued.
- Internal mechanisms for the allocation of funds supporting priority development areas continued to be developed.

Responsibility

Rector, Vice-Rector for Management and External Relations, Vice-Rector for Internal Evaluation, Bursar

Objective 5.2 Human Resources

Implementation of activities for 2023

Fulfilled

Motivation system

- The development of the motivational environment for existing and potential employees of USB was carried out in the form of stabilisation and motivation programmes, revision of wage conditions, objective and transparent evaluation of employees, care for employees, implementation of gender policy, etc.
- A survey of satisfaction with the benefits offered, including measures to possibly support their development, was recommended..
- An internal system for staff development was being developed in connection with the development of LLL.

Personnel policy

- The internal regulations and measures were updated in connection with the amendment of the legal provisions (LC).
- In 2023, a new salary regulation for academic and non-academic staff was developed and issued with effect from 1 January 2024.
- In 2023, the evaluation and implementation of some of the suggestions arising from the USB International Board meeting was underway.
- The required objectives and outputs of the Revised HRS4R Action Plan have been met and implemented and activities related to the renewal of the HR AWARD have been initiated.
- In 2023, activities related to the revision of the updated version of the USB Gender Equality Plan were initiated. The USB also focused on analyses and recommendations in the area of social security and ombudsmen activities.

Responsibility

Rector, Vice-Rector for Internal Evaluation, Bursar

Objective 5.3 Development and renewal of infrastructure

Implementation of activities for 2023

Fulfilled

Technological development and renewal of IT, ICT, etc.

- ◆ Further development of electronic support for teaching included, for example, the update of the LMS Moodle and the development of the USB eLibrary (expansion of the portfolio of electronic study materials); information systems for the management of LLL programmes were also developed (see Section 1.6).
- ◆ Central staff support for e-learning systems has been expanded.
- ◆ Continuous renewal of outdated IT equipment was carried out to support the needs of distance forms of instruction and studies, especially part-time forms of study, lifelong learning and staff development.
 - Distance forms of teaching were implemented using a system of electronic training for students and employees, including OSH, FP and cyber security issues.
- ◆ Also in 2023, the data warehouse and management reporting system were developed in line with objective 5.1 – Data-driven decision making.
- ◆ The infrastructure of data storage, computer and wireless networks was renewed and developed.
 - The complete transition of USB telephone services to VoIP was completed, including connection to the public telephone service provider.
- ◆ Further development of the USB Identity Management (IDM) system was underway in relation to the introduction of the electronic organisational structure, see Objective 5.1.
- ◆ Further necessary technological development of the USB e-business centre was underway.
- ◆ The USB website and intranet have been expanded – implementation of additional remits (scientific boards, senates, board of trustees, etc.)
- ◆ The first part of the USB cybersecurity analysis was conducted, based on which a substantial part of the cybersecurity management system guidelines was revised.
- ◆ Revision of the connection of IS STAG to the University repository of DSpace outputs, implementation of the link between IS STAG and EWP.
 - Faculty cooperation in the further development of computer science as a degree programme was encouraged.

Implementation of the investment strategy

- ◆ The development, construction and modernisation of educational and research facilities was in line with the strategic development of USB.
 - Investment projects were implemented in accordance with the PIA (mainly reconstruction of the USB Lecture Hall, finalisation of the construction of the Chemistry Pavilion of the Faculty of Science, renovation of the FED Stadium and renovation of the FED building, gradual revitalisation of the USB campus, renovation of the Na Zlaté stoce 1619 building).
- ◆ Material and technical renewal of equipment at individual USB constituent parts was continuously implemented, including the acquisition of machinery and instrumentation.
- ◆ Renovation and refurbishment of properties continued in line with current needs and barrier-free operation.
- ◆ Periodic evaluations of energy optimisation of operations were carried out through the building management system with a link to energy management ('green university').

Responsibility

Rector, Vice-Rector for Management and Public Relations, Vice-Rector for Student Affairs, Bursar

Expected sources of funding

- Operational Programmes of the Czech Republic 2014–2020. European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- Operational programmes of the Czech Republic 2021–2027, Cross-border cooperation programmes, Transnational and international cooperation programmes
- Horizon 2020 (ongoing programme) and the new Horizon EUROPE (FP9; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility / National Recovery Plan 2020-2023; EC Community Programmes incl. Digital EU; React-eu etc.
- Support programme for the strategic management of higher education institutions for 2022–2025
- National Recovery Plan for the Higher Education Sector
- Centralized development programme for public higher education institutions for 2023
- MEYS programme funding
- Own resources
- Institutional and earmarked funds, system support
- Foreign funds
- Other additional sources (local government funds /city, region/, donations, foundations, etc.)
- Sources of the 'Integrated Territorial Investment of the České Budějovice Agglomeration' (ITI)

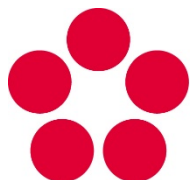
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- 2**

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 List of abbreviations



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

Annual Activity Report 2023

Text annex

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1 Basic information about USB

1.1 Contact information

The University of South Bohemia in České Budějovice is a public university under Act No 111/1998, on Higher Education and on Amendments and Supplements to Other Acts (Higher Education Act), as amended (hereinafter as the 'Act'). The contact details of the University and of the individual faculties, other units (pursuant to Section 22(1)(c) of the Act) and special-purpose facilities (pursuant to Section 22(1)(d) of the Act) are given below.

University and faculty contact details

Name	Acronym	Contact address	Website
University of South Bohemia in České Budějovice	USB	Branišovská 1645/31a 370 05 České Budějovice	www.jcu.cz
USB Faculty of Economics	FEC USB	Studentská 13 370 05 České Budějovice	www.ef.jcu.cz
USB Faculty of Arts	FAR USB	Branišovská 1645/31a 370 05 České Budějovice	www.ff.jcu.cz
USB Faculty of Education	FED USB	Jeronymova 10 371 15 České Budějovice	www.pf.jcu.cz
USB Faculty of Science	FSC USB	Branišovská 1760 370 05 České Budějovice	www.prf.jcu.cz
USB Faculty of Fisheries and Protection of Waters	FFPW USB	Zátiší 728/II 389 25 Vodňany	www.frov.jcu.cz
USB Faculty of Theology	FTH USB	Kněžská 8 370 01 České Budějovice	www.tf.jcu.cz
USB Faculty of Health and Social Sciences	FHSS USB	J. Boreckého 1167/27 370 11 České Budějovice	www.zsf.jcu.cz
USB Faculty of Agriculture and Technology	FAT USB	Studentská 1668 370 05 České Budějovice	www.fzt.jcu.cz

Contact details of other departments (pursuant to Section 22(1)(c) of the Act)

Name	Acronym	Contact address	Website
USB Academic Library	AL USB	Branišovská 1646/31b 370 05 České Budějovice	www.lib.jcu.cz
USB British Centre	BC USB	Krajinská 2 370 01 České Budějovice	www.britskecentrum.cz
USB Centre of Information Technology	CIT USB	Branišovská 1645/31a 370 05 České Budějovice	www.jcu.cz/about-university/organisational-structure/rectors_office/cit
USB Goethe Centre	GC USB	Krajinská 2 370 01 České Budějovice	www.goethecentrum.cz
Publishing House of the University of South Bohemia in České Budějovice	PH USB	Branišovská 1645/31a 370 05 České Budějovice	http://nju.jcu.cz

Contact details of purpose-built facilities (pursuant to section 22(1)(d) of the Act)

Name	Acronym	Contact address	Website
USB Dormitories and Refectories	D&R USB	Studentská 800/15 370 05 České Budějovice	kam.jcu.cz
USB Preschool facility – Children's group Kvítek	CG Kvítek	Šípková 1822/1 370 05 České Budějovice	www.jcu.cz/about-the-university/landscapes-and-services/children-s-group

Further information about the University of South Bohemia, its individual faculties and other units can be found on the web portal of the University of South Bohemia¹, on the official University pages on social

¹ <https://www.jcu.cz>

networks Facebook², Twitter³ and LinkedIn⁴ or on the Internet server YouTube⁵, where the University has established its channel. Interesting photos capturing the events at the University of South Bohemia can also be found on the Instagram application⁶, designed for photo sharing.

1.2 USB organisation chart

In accordance with Article 14(2) of the USB Statutes, the Organizational Regulations of the USB Rectorate were issued in the form of Rector's Ordinance R 537 with effect from 11 December 2023, the first annexe of which was a graphical representation of the organisational structure of USB and the USB Rectorate and constituent parts of USB that are not faculties. The second annexe regulated the status and scope of the various organisational units of the USB Rectorate. The issuance of this ordinance repealed Rector's Ordinance R 510 of 1 October 2022.

1.3 Composition of USB bodies

1.3.1 Senior USB staff

According to the USB Statutes, the senior staff of USB within the meaning of Section 9(1)(a) of the Act are the Rector, Vice-Rectors, Bursar and Deans of faculties.

Senior USB staff in 2023

Rector	prof. PhDr. Bohumil Jiroušek, Dr.
Vice-Rectors	
Vice-Rector for Student Affairs	PaedDr. Petr Bauman, Ph.D.
Vice-Rector for Research	doc. Ing. Luděk Berec, Dr.
Vice-Rector for International Relations	doc. PaedDr. Radka Závodská, Ph.D.
Vice-Rector for Development	Ing. Michal Hojdek, MBA
Vice-Rector for Internal Evaluation	prof. Tomáš Machula, Ph.D., Th.D.
Vice-Rector for Management and Public Relations	Ing. Ludvík Friebel, Ph.D.
Bursar	Ing. Jiřina Valentová (until 15 June 2023) Ing. Michal Hojdek, MBA (from 16. 6. 2023)
Deans of Faculties	
USB Faculty of Economics	doc. RNDr. Zuzana Dvořáková Líšková, Ph.D.
USB Faculty of Arts	doc. PhDr. Ondřej Pešek, Ph.D.
USB Faculty of Education	doc. RNDr. Helena Koldová, Ph.D.
USB Faculty of Science	prof. Ing. Hana Šantrůčková, CSc.
USB Faculty of Fisheries and Protection of Waters	prof. Ing. Pavel Kozák, Ph.D.
USB Faculty of Theology	doc. ThDr. Rudolf Svoboda, Th.D.
USB Faculty of Health and Social Sciences	Mgr. Ivana Chloubová, Ph.D.
USB Faculty of Agriculture and Technology	doc. RNDr. Petr Bartoš, Ph.D.

²<https://www.facebook.com/jihoceska.univerzita>

³<https://twitter.com/jihoceskaUni>

⁴<https://www.linkedin.com/company/jihoceska-univerzita-v-ceskych-budejovicich/>

⁵https://www.youtube.com/results?search_query=jiho%C4%8Desk%C3%A1+university

⁶<https://www.instagram.com/jihoceskauniverzita/>

1.3.2 Directors of all-University units and special-purpose facilities of USB

Directors of other USB units and special-purpose facilities in 2023

Other USB units	
USB Academic Library	Ing. Helena Vorlová
USB British Centre	PhDr. Ivana Šamalíková
USB Centre of Information Technology	RNDr. Josef Milota
USB Goethe Centre	Mgr. Lucie Trnková
USB Publishing House	prof. PhDr. Petr A. Bílek, CSc.
Special-purpose facilities of USB	
USB Dormitories and Refectories	Bedřiška Karasová
USB Preschool facility – Children's group Kvítek	Mgr. Michaela Felendová

1.3.3 USB Board of Trustees

USB Board of Trustees until 25 May 2023

Chair	
Ing. Jan Kubeš	Director and owner of BELIS+ s. r. o., České Budějovice
Vice-Chairs	
Ing. Jan Hůda, Ph.D.	Chair of the Board of Directors of the Třeboň Fishery Hld. a. s.
Mgr. Ing. Miroslav Šimek	Chief Councillor, Deputy Director and Head of the State Property Transfer Department, Regional Land Office for the South Bohemian Region, České Budějovice
Members	
Ing. Jiří Boček	former director of Budějovický Budvar, n. p.
RNDr. Vladimír Brablec	Director of the Employment Department of the Regional Branch of the Labour Office of the Czech Republic in České Budějovice
Ing. Pavel Fantyš	Section Director, Financial Office for the South Bohemia Region, territorial office in Prachatice
PhDr. et Mgr. Robert Huneš, MBA	Director of Hospic sv. Jana N. Neumanna, o.p.s., Prachatice
Ing. Ivo Moravec	Representative and Chair of the Control Committee of the Municipal Assembly of České Budějovice
MUDr. Jaroslav Novák, MBA	1st Vice-Chair of the Board of Directors, Deputy General Director and Director of the Department of Other Medical Fields of the Hospital České Budějovice, a. s.
Mgr. Antonín Sekyrka	Director of the Gymnázium Česká 64, České Budějovice
Ing. František Štangl	Director of the South Bohemian Museum in České Budějovice
Ing. Jaromír Talíř	member of the Cultural Commission of the South Bohemian Region, former mayor, deputy, and minister

USB Board of Trustees as of 26 May 2023, Board elected as of 21 June 2023

Chair	
Mgr. Ing. Miroslav Šimek	Chief Councillor, Deputy Director and Head of the State Property Transfer Department, Regional Land Office for the South Bohemian Region, České Budějovice
Vice-Chairs	
Ing. Jiří Boček	former director of Budějovický Budvar, n. p.
Ing. Hana Št'astná	Director of the Office of the Regional Agrarian Chamber of the South Bohemian Region and the District Agrarian Chamber of České Budějovice
Members	
Mgr. Zdeňka Erhartová	Director of the Secondary School and Higher Vocational School of Tourism, České Budějovice
Ing. Pavel Fantyš	Section Director, Financial Office for the South Bohemia Region, territorial office in Prachatice

Basic information about USB

Mgr. Karolína Gondková	Director of the Department of Higher Education, Ministry of Education, Youth and Sports
Ing. Jan Hůda, Ph.D.	Chair of the Board of Directors of the Třeboň Fishery Hld. a. s.
Ing. Ivo Moravec	Representative and Chair of the Control Committee of the Municipal Assembly of České Budějovice
MUDr. Jaroslav Novák, MBA	1st Vice-Chair of the Board of Directors, Deputy General Director and Director of the Department of Other Medical Fields of the Hospital České Budějovice, a. s.
Mgr. Antonín Sekyrka ⁷	Director of the Gymnázium Česká 64, České Budějovice
Ing. František Štangl ⁸	former director of the South Bohemian Museum in České Budějovice
Ing. Jaromír Talíř	member of the Cultural Commission of the South Bohemian Region, former mayor, deputy and minister

In 2023, there were three regular USB Board of Trustees meetings (69–71 in order) and four per roll votes (43–46 in order), and a total of 16 prior written approvals of the USB Board of Trustees were issued (508–523 in order). Brief summaries of the highlights of the USB Board of Trustees' regular meetings are available on the University of Southern Bohemia website at.⁹

Basic overview of previous written approvals issued by the USB Board of Trustees in 2023

	Number of consents of the given type
Types of previous written approvals of the USB Board of Directors issued in 2022	
Preliminary agreement on the future contract on the establishment of the right of easement – utility network easement	5
Contract for the establishment of the right of easement – utility easement	1
Contract for the sale of immovable property	4
Preliminary agreement on a future purchase contract	3
Acquisition of immovable property into the ownership of USB	2
Acquisition of ownership interest in a legal entity	1
Total	16

Detailed overview of previous written approvals issued by the USB Board of Trustees in 2023

Consent number	Description	Date of issue
508	Establishment of a legal entity	20.02.2023
509	Gratuitous acquisition of residential unit 944/14 by contract for the transfer of the unit defined under Act No 89/2012	17.05.2023
510	Intention to acquire free of charge parts of the land plots No 1270/2 and No 1269/2 in the cad. territory České Budějovice 2, on the edge of the campus of the University of South Bohemia in České Budějovice, in accordance with Section 22(3) of the Act No 2000 from the Office for State Representation in Property Matters.	17.05.2023
511	Sale of land plot No 4725/34 in the cadastral territory of České Budějovice 3 to the Road and Motorway Directorate of the Czech Republic, state contributory organisation for the implementation of the public utility construction: '1/20 České Budějovice, Severní spojka'.	17.05.2023
512	Sale of land plot No1297/4 in the cadastral territory of České Budějovice 2 to the City of České Budějovice for the implementation of the construction entitled 'Modification of Na Zlaté stoce Street, intersection Na Zlaté stoce x Sukova x Ant. Sovy'.	17.05.2023
513	Sale of plot No 226/14 in the cad. territory of České Vrbné to the Základní Organizace Českého Zahrádkářského Svazu Vltava České Vrbné České Budějovice.	17.05.2023
514	Conclusion of a preliminary agreement on a future purchase contract for a part of plot No 2137/52 in the cadastral area of České Budějovice 2 with the city of České Budějovice for the implementation of the construction called 'Cycling path – J. Boreckého'.	17.05.2023

⁷ with effect from 26 May 2023, the Minister of Education, Youth and Sports reappointed Mgr. Antonín Sekyrka as a member of the USB Board of Trustees (2nd term of office)

⁸ with effect from 26 May 2023, the Minister of Education, Youth and Sports reappointed Ing. František Štangl as a member of the USB Board of Trustees (4th term of office)

⁹ <https://www.jcu.cz/cz/univerzita/organy/spravni-rada>

515	Contract for the establishment of an easement – utility easement in favour of the town of Hluboká nad Vltavou, for the existing sewerage collector on plots No 1123/2, 1113/1, 1107/1, and No 1107/3 in the cad. territory of Hluboká nad Vltavou.	17.05.2023
516	Sale of land plot No 710/2 in the cad. territory of Nová Ves u Českých Budějovic to Mrs. Marta Míková.	17.05.2023
517	Conclusion of a preliminary agreement on a future purchase contract for parts of plot No 1272/1, 1289/2, 1289/6, 1984/118, 2061/13 and the whole of plot No 1984/119 and plot No 2906 in the cadastral territory of České Budějovice 2 with the City of České Budějovice for the implementation of the construction entitled 'Modifications of the road III/14322 Branišovská Street, České Budějovice'.	21.06.2023
518	Preliminary agreement on the future contract on the establishment of the right of easement – utility network easement in favour of STARNET, s.r.o., for the laying of data cables in HDPE protectors on plots No 1272/1, 1289/2, 2061/13, 2905 and plot No 2906 in the cadastral territory of České Budějovice 2, for the implementation of a building called 'Sídliště Šumava CB V. Talicha – Branišovská'.	21.06.2023
519	Preliminary agreement on the future contract on the establishment of the right of easement – utility network easement in favour of EG.D, a.s., for the implementation of the construction entitled: 'Hněvkovice par 3341/18 – HV,TS and LV'.	01.11.2023
520	Preliminary agreement on the future contract on the establishment of the right of easement – utility network easement in favour of EG.D, a.s., for the implementation of the construction entitled: 'Hněvkovice cable HV'.	01.11.2023
521	Preliminary agreement on the future contract on the establishment of the right of easement – utility network easement in favour of EG.D, a.s., for the implementation of the construction entitled: 'Nová Ves u CB pod tratí – LV cable'.	01.11.2023
522	Preliminary agreement on the future contract on the establishment of the right of easement – utility network easement in favour of Rondo – stavební s.r.o., for the implementation of the construction entitled: 'New construction of 16 terraced houses and ZTV'.	01.11.2023
523	Preliminary agreement on a future purchase contract – substation Vodňany. Applicant EG.D, a.s.	01.11.2023

1.3.4 USB Scientific Board

Scientific Council in 2023

Chair	
prof. PhDr. Bohumil Jiroušek, Dr.	USB Rector
Internal members	
doc. RNDr. Petr Bartoš, Ph.D.	USB Faculty of Agriculture and Technology
PaedDr. Petr Bauman, Ph.D.	USB Vice-Rector for Student Affairs
doc. Ing. Luděk Berec, Dr.	USB Vice-Rector for Research
prof. MUDr. Mgr. Alan Bulava, Ph.D.	USB Faculty of Health and Social Sciences
prof. PhDr. Václav Bůžek, CSc.	USB Faculty of Arts
prof. Ing. Martin Flajšhans, Dr.rer.agr.	USB Faculty of Fisheries and Protection of Waters
Ing. Ludvík Friebeľ, Ph.D.	USB Vice-Rector for Management and Public Relations
Prof. RNDr. Libor Grubhoffer, CSc., Hon. D.Sc., dr. h. c.	USB Faculty of Science Director of the Biology Centre CAS, v. v. i., České Budějovice
Mgr. Ivana Chloubová, Ph.D.	USB Faculty of Health and Social Sciences
doc. RNDr. Jana Klicnarová, Ph.D.	USB Faculty of Economics
prof. RNDr. Dalibor Kodrík, CSc.	Institute of Entomology; USB Faculty of Science; Biology Centre CAS, v. v. i., České Budějovice
doc. RNDr. Helena Koldová, Ph.D.	USB Faculty of Education
prof. Ing. Pavel Kozák, Ph.D.	USB Faculty of Fisheries and Protection of Waters
prof. Ing. Martin Křížek, CSc.	USB Faculty of Agriculture and Technology
prof. Ing. Otomar Linhart, DrSc.	USB Faculty of Fisheries and Protection of Waters
prof. Tomáš Machula, Ph.D., Th.D.	USB Vice-Rector for Internal Evaluation
prof. PaedDr. Vladimír Papoušek, CSc.	USB Faculty of Arts
prof. PhDr. Jiří Pelán, Ph.D.	Charles University in Prague
doc. PhDr. Ondřej Pešek, Ph.D.	USB Faculty of Arts
prof. RNDr. Tomáš Polívka, Ph.D.	USB Faculty of Science

prof. PaedDr. Iva Stuchlíková, CSc.	USB Faculty of Education
doc. ThDr. Rudolf Svoboda, Ph.D.	USB Faculty of Theology
prof. Ing. Hana Šantrůčková, CSc.	USB Faculty of Science
doc. Dr. Ing. Dagmar Škodová Parmová	USB Faculty of Economics
prof. Ing. Miloslav Šoch, CSc., dr. h. c.	USB Faculty of Agriculture and Technology
prof. PhDr. Valérie Tóthová, Ph.D., R.N.	USB Faculty of Health and Social Sciences
doc. Mgr. et Mgr. Jitka Vacková, Ph.D.	USB Faculty of Health and Social Sciences
doc. RNDr. Radka Závodská, Ph.D.	USB Faculty of Education
External members	
prof. Ing. Jiří Balík, CSc.	Czech University of Agriculture in Prague
prof. RNDr. Bohuslav Gaš, CSc.	Charles University in Prague
prof. RNDr. Tomáš Herben, CSc.	Botanical Institute CAS, v. v. i., Průhonice; Charles University in Prague
doc. Dr. RNDr. Miroslav Holeček	University of West Bohemia in Pilsen
prof. PhDr. Martin Holý, Ph.D.	Institute of History CAS, v.v.i.
prof. PhDr. Darja Jarošová, Ph.D.	University of Ostrava in Ostrava
prof. Ing. Miroslav Ludwig, CSc.	University of Pardubice
prof. PhDr. Tomáš Nejeschleba, Ph.D.	Palacký University in Olomouc
Prof. PhLic. Vojtěch Novotný, Th.D.	Charles University in Prague
prof. Ing. Petr Ráb, DrSc., dr. h. c.	Institute of Animal Physiology and Genetics CAS, v. v. i., Liběchov
doc. Ing. Pavel Ryant, Ph.D.	Mendel University in Brno
prof. Ing. Petr Sklenička, CSc.	Czech University of Life Sciences Prague
prof. MUDr. Jaroslav Slany, CSc.	University of Trnava, Slovakia
prof. PhDr. Stanislav Štěch, CSc.	Charles University in Prague
doc. Ing. Zdeněk Tůma, CSc.	ČSOB a.s.; Charles University in Prague
prof. PhDr. Petr Vorel, CSc.	University of Pardubice
prof. RNDr. Eva Zažímalová, CSc.	Czech Academy of Sciences

In 2023, two meetings of the USB Scientific Board were held on 15 March (hybrid) and 11 October (in person), while two per rollam votes were held until 20 April 2023 – to add members to the USB Internal Evaluation Board and until 30 May – to discuss the USB Annual Report on Activities for 2022 and to discuss the Report on the Internal Evaluation of the Quality of USB Educational, Creative and Related Activities for the period 2018–2022.

At the same time, the position of Honorary Professor was filled in 2023 by Dr. Fernand Gabriel Noriega, at the suggestion of the USB Faculty of Science. The honorary degree of 'Doctor Honris Causa' was awarded – the diploma was presented to PhDr. Karel Šprunk.

Annotation of publications awarded the Rector's Award for prestigious scientific publication in 2023

PhDr. Stanislav Doležal, Ph.D.: The Region of Constantine, 306–337. Continuity and Change in the Late Roman Empire. The Constantine and Constantine in Constantinople – The Constantine and Constantine in Constantinople.

The award-winning book deals primarily with the complex problems associated with the political career of the emperor Constantine I, but it also deals with the political history of the tetrarchy in general, and in the opening chapter discusses in detail the political history of the entire 3rd century. Another purpose of the book is to analyse the economic, religious and social situation of the Roman Empire at various stages of its development in the 3rd century and the first third of the 4th century. The author takes issue with the conclusions of some of the distinguished scholars who have studied or are studying Constantine's career and offers his own interpretation on some of the problems that historical scholarship has long addressed. It is thus not just another retelling of Constantine's story, but rather a search for an entirely new grasp of the figure of Constantine and his politics in the context of the events of the 3rd and early 4th centuries.

Mgr. Gabriel Šaffa et al.: Global phylogeneric analysis revels multiple origins and correlates of genital mutation/cutting. Nature Human Behaviour, 6(5), 635-645, 2022

Rituals in which humans deliberately endanger their health and reduce their fertility are a continuing mystery to evolutionary anthropologists. These rituals include traditional forms of male and female circumcision. The award-winning study combines ethnographic, demographic, and ecological data with modern phylogenetic methods to show that circumcision originated multiple times independently, in several cases 2 000–3 000 years earlier than the archaeological record supports. Yet female circumcision originated and is maintained only in societies that practice male circumcision.

MSc. Ganna Fedorova, Ph.D. et al.: Water reuse for aquaculture: comparative removal efficacy and aquatic hazard reduction of pharmaceuticals by a pond treatment system during a one year study. Journal of Hazardous Materials 421, 126718, 2022

Wastewater reuse is now becoming increasingly important for aquaculture and helps to reduce pressure on water resources. However, the reuse of treated wastewater poses certain safety risks. An award-winning study tested the effectiveness of a bio-pond in terms of removing pharmaceuticals from treated wastewater and assessed the risks of using treated water for fish production. Potential ecotoxicological risks, including antibiotic resistance, were significantly reduced, which may be essential for the subsequent reuse of wastewater in aquaculture.

Minutes of the regular meetings of the USB Scientific Board are available on the website of the University of South Bohemia.¹⁰

1.3.5 USB Academic Senate

USB Academic Senate in 2023

Chair	JUDr. Rudolf Hrubý
Vice-Chair of the Chamber of Academic Staff	Mgr. František Dolák, Ph. D.
Vice-Chair of the Student Chamber	Bc. Lukáš Lang
Members – academic staff	PhDr. Petr Dvořák, Ph. D.
	Mgr. Zbyněk Havelka Ph. D.
	PhDr. Andrea Hudáčková, Ph. D.
	doc. Mgr. Ondřej Chvojka, Ph. D.
	doc. RNDr. Jana Jersáková, Ph. D.
	Mgr. Josef Juráň, Ph. D.
	Mgr. Lucie Kolářová, Dr. theol.
	Doc. PhDr. Dalibor Kučera, Ph. D.
	prof. Ing. Otomar Linhart, DrSc.
	RNDr. Petr Nguyen, Ph. D.
	Ing. Martina Novotná, Ph. D.
	Zdeněk Pecka, Dr. phil.
	Mgr. Alena Prošková, Ph.D.
	prof. Ing. Tomáš Randák, Ph. D.
	Mgr. Jan Sattran
	Ing. Jiří Sláma, Ph. D.
	doc. Ing. Pavel Smetana, Ph. D.
Mgr. Věra Suchomelová, Th. D.	
doc. Mgr. Lenka Šedová, Ph. D.	
doc. Ing. Tomáš Volek, Ph. D.	
Mgr. Vera Kaplická Yakimová, Ph. D.	
MVDr. Eliška Zusková, Ph. D.	
Members – students	Roman Bechyně
	Bc. Filip Bláha
	Ester Dombrovská
	Ing. Pavel Franta
	Bc. Štěpánka Kameníková
	Ing. Jan Kresan
	Mgr. Jan Lassner
	Mgr. Aleš Lisner
	Mgr. Hynek Mazanec
	Martin Moravec
	Petra Nováková
	Tereza Svárovská
	Bc. Zdeněk Šnyps

¹⁰ <http://www.jcu.cz/veda-a-vyzkum/vedecka-rada-ju/zapisy-z-jednani-vr-ju>

USB Academic Senate in 2023

	Mgr. Kryštof Valíček
	Ing. Michaela Hana Votruba

In 2023, a total of 8 USB Academic Senate sessions were held and one per rollam vote took place. Minutes from the USB Academic Senate meetings are available on the website of the University of South Bohemia.¹¹

On 23 October 2023, the USB Rector announced the election for the AS USB and in connection with this the main election committee was appointed. The official list of candidates was subsequently published on 3/11/2023. The electronic election was held until 15 November 2023.

USB Academic Senate – composition of the Senate after the elections for the term 2023–2026

Chair	PhDr. Petr Dvořák
Vice-Chair of the Chamber of Academic Staff	JUDr. Ing. Zdeněk Strnad, Ph.D. MPA
Vice-Chair of the Student Chamber	Bc. Damián Dedecius
Members – academic staff	JUDr. Martin Slobodník, Ph.D., LL.M. doc. Ing. Tomáš Volek, Ph.D. Mgr. Martin Dvořák, Ph.D. Mgr. Vera Kaplická Yakimova, Ph. D. Mgr. Kateřina Pražáková, Ph.D. PhDr. Petr Bahenský, Ph.D. Mgr. Petra Karvánková, Ph.D. Mgr. Josef Juráň, Ph.D. PhDr. Milan Novák, Ph.D. doc. Ing. Martin Bláha, Ph.D. Ing. Ján Regenda, Ph.D. MVDr. Eliška Zusková, Ph.D. Mgr. Josef Nota, Ph.D. Mgr. Anna Dudová, Ph.D. doc. PhDr. Helena Zbudilová, Ph.D. PhDr. Andrea Hudáčková, Ph.D. PhDr. Martin Červený doc. Mgr. Lenka Šedová, Ph.D. Ing. Mgr. Zbyněk Havelka, Ph.D. doc. Ing. Pavel Ondr, CSc. doc. Ing. Pavel Smetana, Ph.D.
Members – students	David Zeman Ing. Tereza Čapková Mgr. Noemi Korenova Martin Prkna Petra Kotlárová Bc. Olga Laštovičková Mgr. Aleš Lisner Mgr. Anna Koutská Ing. Alžběta Strouhová Jan Škrabánek Mgr. Jakub Luksch Magdalena Rasplíčková Zdeněk Hošek

¹¹ <https://www.jcu.cz/cz/univerzita/organy/akademicky-senat-ju>

USB Academic Senate – composition of the Senate after the elections for the term 2023–2026

	Pavel Kincl
	Ing. Jan Kresan
	Bc. Eliška Kůrková

In 2023, the USB Academic Senate will elect a new Rector for the 2024–2028 term in accordance with the following schedule:

- 26 September 2023 announcement of the election
- submission of nominations by 2 pm on 10 October 2023
- publication of the list of candidates agreeing to stand and their CVs and visions by 17 October 2023 at 12 pm
- time to comment on the proposed candidates until 24 October 2023 at 12 pm
- presentation of candidates to AS USB members on 24 October 2023 at 3 pm
- assembly of the academic community, presentation of candidates on 7 November 2023 at 2 pm
- AS USB session, election of a candidate for the post of Rector 14 November 2023 at 2 pm

Among the proposed candidates who agreed to run were doc. Ing. Luděk Berec, Dr., and prof. Ing. Pavel Kozák, Ph.D. After the first candidate withdrew, the Academic Senate elected prof. Ing. Pavel Kozák, Ph.D.

1.3.6 USB Internal Evaluation Board

USB Internal Evaluation Board in 2023

Chair	
prof. PhDr. Bohumil Jiroušek, Dr.	USB Rector
Vice-Chair	
prof. Tomáš Machula, Ph.D., Th.D.	USB Faculty of Theology
Chair of the USB Academic Senate	
JUDr. Rudolf Hrubý (until 24 November 2023)	USB Faculty of Economics
PhDr. Petr Dvořák, Ph.D. (from 6. 12. 2023)	USB Faculty of Education
Student representative	
Ing. Pavel Franta (until 6. 6. 2023)	USB Faculty of Fisheries and Protection of Waters
Ing. Michaela Hana Votruba (from 7. 6. 2023)	USB Faculty of Agriculture and Technology
Members	
doc. RNDr. Petr Bartoš, Ph.D. (until 6 June 2023)	USB Faculty of Agriculture and Technology
doc. Mgr. Lenka Martínková, Ph.D.	USB Faculty of Arts
prof. PaedDr. Vladimír Papoušek, CSc.	USB Faculty of Arts
prof. Ing. Vladislav Čurn, Ph.D.	USB Faculty of Agriculture and Technology
doc. Ing. Ivana Faltová Leitmanová, CSc.	USB Faculty of Economics
doc. Ing. Martin Pšenička, Ph.D.	USB Faculty of Fisheries and Protection of Waters
doc. Ing. Martin Kocour, Ph.D. (until 6 June 2023)	USB Faculty of Fisheries and Protection of Waters
Ing. Vladimír Jandík	Banking sector
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. Jakub Sirovátka, Dr. phil. (until 6 June 2023, then from 7 June 2023)	USB Faculty of Theology
prof. PaedDr. Iva Stuchlíková, CSc.	USB Faculty of Education
prof. RNDr. Ivo Šauman, Ph.D.	Biology Centre CAS, v. v. i., České Budějovice
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
doc. Ing. Pavel Smetana, Ph.D. (from 7 June 2023)	USB Faculty of Agriculture and Technology
prof. Mgr. Ivana Kutá Smatanová, Ph.D. (from 7 June 2023)	USB Faculty of Science
Prof. RNDr. Vítězslav Straňák, Ph.D. (until 6 June 2023, then from 7 June 2023)	USB Faculty of Science
doc. RNDr. Stanislav Kozubek, DrSc. (from 7 June 2023 to 6 February 2024)	Institute of Biophysics CAS, v. v. i., Brno

In 2023, there were 7 regular sessions of the USB Internal Evaluation Board and 1 per rollam vote. Summaries of the most important points of the regular meetings of the USB Internal Evaluation Board are available on the website of the University of South Bohemia.¹² The activities of the USB Internal Evaluation Board are elaborated in more detail in chapter 9.1 Important events and facts concerning quality assurance and evaluation of the activities carried out in 2023.

1.3.7 USB International Board

The International Board of the University of South Bohemia in České Budějovice (USB International Board) is the Rector's advisory body for assessing the direction and quality of the USB's educational and creative activities. The USB Rector appoints the members of the USB International Board for a period of five years after discussion in the USB Rector's Board.

The USB International Board provides opinions and recommendations on newly developed USB degree programmes and the future direction of intended USB degree programmes, comments on areas of education for which USB seeks accreditation and suggests procedures for possible improvements to the overall concept of education at USB. The USB International Board gives suggestions for improving the organisation and processes of USB's scholarly and research activities, provides input on conceptual matters, and, upon request of the Rector, conducts evaluations of individuals or teams proposed for USB grants, medals, and awards.

The USB International Board was appointed by the USB Rector effective 1 January 2018, following a review of proposals for its membership by the Rector's Board in Fall 2017. The USB International Board is composed of eight international experts in key scientific areas developed at the University of South Bohemia. The USB International Board meets at least once every five years.

Further information about the International USB International Board is available on the website of the University of South Bohemia.¹³

USB International Board in 2023

Members	
Prof. Dr. Klaus Baumann	Psychologist, professor and theologian in social work, psychology and practical theology, Theologische Fakultät, Universität Freiburg
doc. Prof. Dipl.-Ing. Mag. Dr.nar.techn. Reinhard Neugschwandtner	Institute of Agronomy, University of Natural Resources and Life Sciences, Vienna
Prof. Dr. József Betlehem, Ph.D.	Professor of Nursing, University of Pécs, Hungary
Prof. Dr. hab. Joanna Czaplińska	Professor of Bohemian Studies, University of Opole, Poland
Prof. Dr. Martin Lindner	Professor of Biology and Geography, Martin Luther University Halle-Wittenberg, Germany
Prof. Dr. Norbert Müller	Professor of Chemistry, Johannes Kepler University Linz, Austria
Prof. Dr. James Sanford Rikoon	Professor, Rural and Environmental Specialist, University of Missouri, USA
Prof. Dr. Johan Verreth	Professor of Aquaculture and Fisheries, Wageningen University, The Netherlands

¹² <https://www.jcu.cz/cz/univerzita/organy/rada-pro-vnitri-hodnoceni-ju>

¹³ <https://www.jcu.cz/cz/univerzita/organy/mezinarodni-rada-ju>

1.3.8 USB Ethics Committee

The Ethics Committee of the University of South Bohemia in České Budějovice is an advisory body to the USB Rector and discusses matters beyond the scope of labour law norms and employee obligations related to general and professional ethics in the university environment of higher education and research, artistic activities and other creative activities. The ethical principles to which the USB is committed are declared in the USB Code of Ethics.

USB Ethics Committee in 2023

Chair	
prof. PhDr. Marie Ryantová, CSc.	USB Faculty of Arts (from 12. 4. 2023)
doc. Jakub Sirovátka, Dr.phil.	USB Faculty of Theology (until 12 April 2023, still a full member of the commission)
Members	
Mgr. Zuzana Duchková, Ph.D.	USB Faculty of Education
Ing. Ján Regenda, Ph.D.	USB Faculty of Fisheries and Protection of Waters
doc. Ing. Milan Štech, Ph.D.	USB Faculty of Science
Ombudsperson	
doc. MUDr. Jiří Šimek, CSc.	USB Faculty of Health and Social Sciences

The Ethics Committee was established by the Rector's Decision R 253 on the establishment of the Ethics Committee of the University of South Bohemia in České Budějovice, and the amended Rules of Procedure of the USB Ethics Committee came into force by ordinance R 433. By ordinance R 432 of 19 May 2020, the USB Code of Ethics was issued at the same time.

On 1 October 2023, Supplement No 2 to Rector's Decision No R 253, which extended the original decision, came into effect.

In 2023, 2 meetings were held and 2 statements were issued – 1 concerning suspicions of plagiarism, 1 concerning a complaint of attacks against employees of the Institute for Contemporary History CAS and other colleagues in the field of contemporary history.

Further information on the activities of the USB Ethics Committee is available on the website of the University of South Bohemia.¹⁴

¹⁴ <https://www.jcu.cz/cz/univerzita/organy/eticka-komise-ju>

1.4 USB in the representation of Czech universities

USB representation in the representation of Czech universities in 2023

Organisation	USB representative	Functions in the representation body
Czech Rectors' Conference	prof. PhDr. Bohumil Jiroušek, Dr.	Member of the Plenum Member of the Chamber of Rectors of Public and State Higher Education Institutions Member of the Working Group on European Structural Funds Member of the Sustainability Working Group Member of the Working Group on the Third Role of Universities
Council of Universities	Ing. Ludvík Friebeľ, Ph. D.	Member of the Board Member of the Assembly for USB Member of the Working Committee on Strategy and Development in Higher Education Member of the Working Commission for Quality of Higher Education Institutions and its Evaluation
	doc. Ing. Kamil Pícha, Ph.D.	Member of the Assembly for FEC USB Member of the Economic Working Committee Member of the Working Committee on External and Foreign Relations
	JUDr. Mgr. Ivo Petrů, Ph.D.	Member of the Assembly for FAR USB Member of the Legislative Working Committee Member of the Working Committee on Strategy and Development in Higher Education
	Ing. Ján Regenda, Ph.D.	Member of the Assembly for FFPW USB Member of the Working Committee on Strategy and Development in Higher Education Member of the Working Committee for Quality of Higher Education Institutions and its Evaluation
	doc. RNDr. Vladimíra Petrášková, Ph.D.	Member of the Working Committee for Educational Activities Chairperson of the Working Commission for Teacher Training
	doc. JUDr. Stanislav Příbyl, Ph.D., JCD	Member of the Assembly for FTH USB Member of the Legislative Working Committee Member of the Working Committee for Scientific Activities
	Mgr. David Kimmer, Ph. D.	Member of the Assembly for FHSS USB Member of the Working Committee for Quality of Higher Education Institutions and its Evaluation
	Bc. Lukáš Lang	Delegate of the Student Chamber Member of the Working Committee on External and Foreign Relations Member of the Working Committee for Teacher Training
	Mgr. František Vejmelka	Alternate Delegate of the Student Chamber Member of the Working Committee for Scientific Activities Member of the Working Committee on Strategy and Development in Higher Education

1.5 Changes to internal regulations

The following changes have been made in the area of USB internal regulations as defined in Section 17 of the Higher Education Act and Article 20(1) of the USB Statutes in 2023:

- The new Regulations of the Habilitation Procedure and the Procedure of Appointment as Professor at USB became valid (i.e. registered by MEYS CR) on 24 January 2023 and took effect on 30 January 2023. Subsequently, it was replaced during 2023 by the new Regulations of the Habilitation Procedure and the Procedure of Appointment as Professor at USB, which became valid (i.e. registered by MEYS CR) on 28 November 2023 and took effect on 30 November 2023.
- The new USB Wage Regulation became valid (i.e. registered by MEYS CR) on 6 November 2023 and took effect on 1 January 2024.
- The new USB Statute became valid (i.e. registered by MEYS CR) on 7 November 2023 and took effect on 30 November 2023.

2 Degree programmes, organisation of studies and educational activities

2.1 Accredited degree programmes described by the learning outcomes methodology and newly described programmes in 2023

In line with the National Framework of Reference for Tertiary Education, the Learning Outcomes Methodology sets out a new way of describing the knowledge, skills and other competencies (so-called descriptors) that a student must demonstrate in order to be awarded a diploma. This methodology has been reflected in the requirements for accreditation of degree programmes for several years. As of the end of 2023, following the amendment to the Higher Education Act effective from 1 September 2016, a total of 205 degree programmes have already been accredited according to the new accreditation standards, of which 15 degree programmes have been accredited during 2023. The issue of learning outcomes is reflected in these standards, among other things, it is explicitly mentioned in the Rector's Ordinance issuing the Standards for the Accreditation and Implementation of USB Degree Programmes.

An overview of all USB accredited degree programmes, including programmes newly accredited under programme and institutional accreditation, is available on the USB website.¹⁵

2.2 Cooperation with the application sphere in the development and implementation of degree programmes

The involvement of companies, non-profit organisations, state and local government authorities, basic and applied research institutions and other entities of the application sphere in the development of degree programmes is institutionally ensured by the cooperation of degree programme guarantors with the application sphere and by staffing the boards of degree programmes with representatives of employers and graduates. In this respect, it is a systemic set-up that does not change from year to year. An important aspect of linking the application sphere with the implementation of degree programmes is the provision of student internships and, last but not least, the involvement of professionals from the field directly in instruction. The evaluation of the involvement of the application sphere in the development of degree programmes is the responsibility of the degree programme boards of individual faculties. Involvement of the application sphere entities in the implementation of degree programmes is primarily dealt with and evaluated by the board of the relevant degree programme, and secondarily also by the board of degree programmes of the faculty. In the case of professionally oriented degree programmes, the criterion of cooperation with professionals from the field is one of the standards that is evaluated by the USB Internal Evaluation Board in the processes of accreditation, re-accreditation and periodic evaluation of degree programmes. The provision of students' work experience and cooperation with the application sphere in this area is systematically dealt with by the supervising departments and institutes or by separate practical training units of individual faculties. The involvement of professionals from the field in instruction is evaluated mainly through regular student evaluations of instruction.

Examples of cooperation with the application sphere in the implementation of degree programmes at the **USB Faculty of Economics** include the following events: on 9 November 2023, a lecture by Martin Klusoň (Head of Marketing at Proficio) on the topic of Trends on SoMe for 2024 was held as part of the course Supporting Entrepreneurship. From 28 November to 12 December, a series of 4 lectures on the topic of Securities Trading took place, the speaker was Ing. Petr Zábanský.

The application sphere at the **USB Faculty of Arts** is mainly involved in the instruction of specific disciplines in some fields, such as archival science, heritage conservation, museum studies, library science, gallery practice, and translation. Within the framework of cooperation with the application sphere, student internships in companies or public institutions, both domestic and foreign, are also important (e.g. for area studies, work internships in Austria and Germany are carried out). The faculty is represented in the ELIA Exchange programme (a platform for student internships of the World Association of Translation Agencies), which is used especially by students of Romance studies. The creative translation activities of students are applied in cooperation with some publishing houses (e.g. Dybbuk), in the translation of dramatic stage plays or with language agencies (Sophia, jazykové služby s r.o.). Cooperation also involves Czech foreign offices and other professional organisations, e.g. the Czech

¹⁵ <https://www.jcu.cz/cz/studium/studijni-programy>

Embassy in London, the Embassies of Mexico and Peru in Prague, the Czech School Without Borders, the French Alliance of South Bohemia, the Society of Friends of Italy and the Instituto Cervantes.

The application sphere is involved in the implementation of degree programmes at the **USB Faculty of Education**, especially within the framework of professional studies. These are professionals from the field who participate in practical instruction and in the supervision of students' graduation theses.

At the **USB Faculty of Science**, the application sphere is an important partner in the teaching of fields with a practical focus, such as Applied Informatics, Artificial Intelligence and Data Science, Measurement and Computing Technology, Biomedical Laboratory Technology, Laboratory and Medical Biology and Clinical Biology. Representatives of the professional sector are actively involved in teaching both theoretical (at the University) and practical (in companies and organisations). Most of the students' graduation theses in these fields are based on close cooperation with the application sector. Furthermore, there is intensive cooperation with secondary school teachers in the preparation and organisation of internships for students preparing for teaching professions in secondary education.

At the **USB Faculty of Fisheries and Protection of Waters**, an eight-member working group of persons from the application sphere was assembled as part of the NRP project, Objective A3, in preparation for the re-accreditation of the Bachelor's degree programme in Fisheries and its transformation from academically oriented to professionally oriented. The group was tasked with providing opinions on the setting of the curriculum and the content of professional courses and professional training.

The linking of the degree programmes at the **USB Faculty of Theology** with the application sphere can be illustrated in more detail by the example of the professionally oriented Bachelor's degree programme in Leisure Time Pedagogy. In addition to the five semesters of 'regular' practical training, students also have many opportunities to reflect on their pedagogical actions directly in practice, where they have the opportunity to be continuously and long-term monitored and accompanied by professionals working not only as assistant professors in the FTH USB Department of Education but also as staff members of the clinical facilities of the faculty. Thus, for example, the course Psychology of Experiential Learning (2nd year) has a close connection to the small-class PSch Petřikov, where students come during the whole summer semester (about 14 trips). The aim is to reflect on the educational experience and to gain input for student portfolios. The students prepare various activities for the children, during which they spend time with them, and then (or continuously) also get feedback from the PSch staff. Starting in SS 2022/23, 3rd year students in the Final Project course in the Music and Art specialisation go to the Borovany Art School throughout the semester to prepare programmes for the students in the Music and Art specialisation. Music and art activities directly with the students of the ZUŠ allow LP students to reflect on their pedagogical and educational experience in real situations. Not only on the basis of this positive experience, the ZUŠ Borovany is newly run as one of the clinical sites for students of the Faculty of Music since November 2023, the director of the ZUŠ as a practitioner has long been guiding students who choose a music-education specialisation also during their studies in teaching directly at the faculty. In the field of leisure-time literary education and education for reading, the Department of Education of the FTH USB cooperates with the South Bohemian Research Library, which organises regular lectures on current works for children and young people, expert consultations, and reading lessons for students. Since 2023, the project Children's Reading Circle (with financial support from the CEZ Foundation – PR23/59936) has been implemented within the literary-educational specialization: from the stage of submitting a project with an application for financial support, through the creation of the concept of the circle, its promotion, opening (accepting applications from parents of children) and the implementation of leisure activities aimed at promoting reading, students participate in the reading circle project under the guidance of the guarantor of the literary-educational specialization, doc. Zbudilová. The connection with the application sphere within the study of the field also takes the form of partial inputs into selected courses, e.g. within the Social Pedagogy course, professionals from the field participate in instruction: Jitka Mertlíková (Theia Crisis Centre), Hana Šebková (One World at Schools) and Tereza Šmídová (Life 90).

A similarly intense connection can also be described in the case of the second of the two professionally oriented degree programmes of the FTH USB. For example, the Social and Charity Work degree programme involves professionals who work with the group in the field. In the Charity Work course, professionals who combine social work with service understood from the Christian perspective.

In 2023, FTH USB continued to cooperate with the Dobrá Voda Home for the Elderly, one of its clinical sites. In addition to providing and conducting internships for students of Leisure Pedagogy and Social and Charity Work, DpS Dobrá Voda is significantly involved in the implementation of the main results of the VIREAS project (Virtual Reality in the Activation of the Elderly). The Dobrá Voda Home for the Elderly was involved in this project as an application guarantor. Another example of linking faculty activities with the application sphere is the participation in the implementation of the Young Caritas project of the Diocesan Charity of Č. Budějovice, which is focused on the introduction of new informal methods of education for children and youth and on the implementation of educational and project activities.

The USB Faculty of Health and Social Sciences responds to the evolution of societal demands in all areas of its activities with its degree programmes. The connection to the application sphere is already taking place at the FHSS USB in the context of students' involvement in research projects as research assistants and teachers. The individual institutes of the FHSS USB develop relations with the application sphere in the form of cooperation with external professionals from the field, who are involved in teaching as well as in membership of state final examination committees and in the supervision of bachelor's and master's theses. Most of the topics of the graduation theses are formulated and written according to the requirements of practice together with external professionals. The requirements of the practical application are transferred into the topics of the qualification theses in accordance with the trend in the field and in this way the students get acquainted with the latest working methods and professional approaches. Experts from the field are also part of the field of study boards of the individual degree programmes.

The USB Faculty of Agriculture and Technology is in contact with specialists from the application sphere in the preparation of accreditation documents in the framework of the implementation of degree programmes. The experience of experts from the agri-food and service sector is used in selected lectures, excursions, seminars, as well as in the implementation of students' qualification papers. Their roles are used as members of degree programme boards. For professionally oriented degree programmes such as Agribusiness and Land Improvement and Conveyancing, experts from the application sector are directly included as lecturers in the accreditation of these degree programmes. These specialists are thus directly involved in the delivery of instruction and studies, while also receiving and providing feedback on the standard of students and graduates. As part of their membership of the boards of the degree programmes, they have the opportunity to influence their optimisation. An important role of the experts is also to collaborate on the implementation of doctoral programmes and to create the conditions for doctoral theses, which are usually linked to ongoing research projects to which the partner companies are linked together with FAT USB.

In 2023, the Department of Agroecosystems prepared five lectures for students, which involved five speakers from the business field (AC Podkletian, Robert Bosch, spol. s.r.o. and the Society of Young Agrarians. The department also organised a series of excursions for students to three companies, AC Podkleťan, Sady sv. Prokopa and Dvůr Čihovice, focusing on social farming, non-productive activities, agroforestry, organic orchards, processing, distribution and marketing of organic produce, logistics of agricultural production, environmental measures on the farm, erosion control, landscape features, strip-till and no-till technologies, use of catch crops. The Department of Applied Chemistry prepared an excursion to a production plant (n.p. Budvar) for 20 students in 2023. The Department of Biological Disciplines prepared two lectures for students by experts from the Prague Zoo and the Faculty of Science of Charles University in Prague. The lectures were complemented by two excursions to the Ohrada Zoo and the Botanical Garden of the Capital City of Prague. Prague. To deepen the students' contact with the application sphere, the Department of Technology and Cybernetics prepared a series of eight lectures with eight specialists in their fields. In addition, the department organised four excursions to AC Nemělice, Strom Praha a. s., NPP Temelín and Agrozet Č. Budějovice. The Department of Genetics and Biotechnology arranged a lecture for students by a leading expert from Dominant Genetika s.r.o. focused on poultry breeding. The students' knowledge was also supplemented by three excursions to the Gene Bank and the Department of Genetics and Plant Breeding at the VÚRV Praha Ruzyně and to the company Moravoseed CZ, ŠS Svijanský újezd, where the students learned about the problems of vegetable breeding. The Department of Food Biotechnology and Quality of Agricultural Products involved nine experts in lectures in 2023, namely from the State Agricultural and Food Inspection, State Veterinary Administration, Food Chamber, VSCHT Prague, Mendel University Brno, CheeseSpectrum s. r. o., CHr. The lectures focused on legislation and inspection activities, cheese production and quality, innovations in the food industry and food quality parameters. The lectures were supplemented by several excursions to production plants – Planá nad Lužnicí, Cukrovar Dobrovice, Škrobárna Lyckebý Amylex Horažďovice, Hemp Production, Extrudo Bečice, Madeta Č. Budějovice, Masokombinát Vodňany. The Department of Landscape Management in conjunction with experts from the application sphere provided eight lectures in 2023, which were attended by specialists from SSRV Třeboň, OSV4 zemědělec, Agro Pojišť'ovna, BDO ČR, Prima Agri PT, a. s., BEMAGRO, s.r.o., E.ON, Robert Bosch Č. Budějovice. The students also visited the meeting of the Regional Documentation Commission at the State Land Fund and participated in the introductory meeting of the Comprehensive Land Adjustments. The Department of Zootechnical Sciences arranged an extensive series of 17 lectures by experts from companies and agricultural companies in 2023. The lectures focused on animal nutrition, pig and dairy farming, zoohygiene, health prevention and veterinary care, and meat and milk production. The lectures were supplemented by eight excursions, e.g. Zemědělská Klučenice a. s. – a full-day excursion connected with a tour of the farm and seminars on nutrition, reproduction, management, economics and possibilities of precision farming of individual categories of cattle; Zemědělské služby Dynín a.s. – full-day excursion to 3 broiler chicken farms in various stages of fattening, lecture on broiler chicken nutrition accompanied by a dissection conducted by a veterinarian and a visit to the feed mixing plant; Agrokomplex Šumava – breeding of prairie dogs, bison,

bison and yaks, Křišťanov farm; Bemagro Malonty, Meziříčí farm – cattle breeding in conditions of organic farming; Zemský hřebčinec Písek.

2.3 Other educational activities

In addition to the implementation of bachelor's, master's and doctoral degree programmes (or in connection with these degree programmes), the University's role in society is becoming increasingly important: as an educator, as an implementer of educational activities or in its activities of popularising scientific knowledge. An important fact is the gradually increasing self-perception of the University as an entity that seeks to increase its social relevance. In this respect, lifelong learning (LLL) programmes are particularly important – interest-oriented or professionally oriented, targeted at children (Children's University), secondary school students (Junior University), young adults or seniors (University of the Third Age). Through LLL programmes, the University can offer its educational services to the general public in a flexible way. At the same time, these programmes are an important means of feedback through which the University can check the demand for educational services and obtain important incentives in terms of evaluating the quality of the facilities and the education provided.

The segment of educational activities more directly related to the degree programmes includes extraordinary activities with an international dimension, in the form of activities of a more complex nature (e.g. summer schools, workshops, seminars, courses, conferences) or one-off activities (e.g. internships, visits and lectures by prominent foreign experts, talks and author readings, excursions, etc.).

An integral part of the educational activities in this area is also the support of further training of USB employees, whether with a focus on supporting teaching innovation (development of pedagogical competencies) or with a focus on professional and personal development of staff.

2.3.1 Lifelong Learning

Lifelong learning at USB is provided by all eight faculties of the University of South Bohemia, the **USB British Centre**, the **USB Goethe Centre** and the **USB Academic Library**. The intensity of the involvement of the individual units varies according to their area of expertise and size. The Lifelong Learning Office of the USB Rectorate provides methodological guidance, administrative and coordination support for the individual units of the University. The unit also organises educational activities for the staff of the University of South Bohemia.

In terms of the systemic development of LLL programmes in 2023, the implementation of the Support Programme for the Strategic Management of PHEI with a focus on the development of flexible forms of education, where, among other things, the positions of faculty LLL coordinators were supported, can be considered significant. USB thus continued to build a network of collaborators who, by sharing experiences and examples of good practices, significantly contribute to the systemic development of LLL at the University of South Bohemia. In relation to the area of staff training, the development of pedagogical competencies was an important topic in 2023, e.g. a University-wide workshop focused on the issue of mentoring students in doctoral degree programmes took place.

In view of the large number of activities implemented within the framework of lifelong learning programmes, only selected examples are mentioned below:

In 2023, the first year of the U3A programme of the **USB Faculty of Economics** began, this time with the theme 'Across the Modern World', with 15 participants as of 31 December 2023. As part of the course, participants took part in field trips to FFPW, lectures as well as creative Christmas and Easter activities. On 9 February 2023, a course on Virtual Reality Fundamentals 1 was held. On 20 June 2023, a training course for employees – How not to be afraid of artificial intelligence – was held. On 20 October 2023, a course on Communication Skills in Stressful Situations was held for the České Budějovice Municipal Police, where the main topics were Principles of Communication with the Civil Public, Assertive Behaviour and its Use in Practice, Stressful Situations and their Management, Conflict Situations and Crisis Communication over the Phone.

In 2023, the U3A courses 'The World of Romance Literatures in the Mirror of Time' and 'Art and Politics' were held at the **USB Faculty of Arts**. Twenty-four so-called 'mixed courses' were offered, where participants in LLL programmes have the opportunity to take classes together with students of bachelor's and consecutive master's degree programmes. There was also an intensive course in Czech for foreigners and courses within the framework of continuing education for teaching staff on 'New Methods, Perspectives and Themes in Contemporary Czech Literary Studies (Czech Literature after 1989)', 'New Methods, Perspectives and Themes in Contemporary Czech Literary Studies (World Literature after 1989)', 'Contemporary France in French as a Foreign Language Classes' and 'Current Trends in Spanish Language Teaching'.

LLL activities within the **USB Faculty of Education** have expanded to include the organisation of suburban camps for children in 2023. The curriculum of LLL programs continued to be innovated to include a higher proportion of distance learning. In 2023, a new standard for additional teaching studies was adopted, which includes a higher proportion of practice in the curriculum. The faculty has thus focused on providing a network of partner schools for the implementation of the practice and creating a quality environment for the preparation of new teachers.

The **USB Faculty of Science** has long felt a strong need to work with high schools, educators and talented students. Its activities focus on intensive communication with educators for whom it prepares FETS programs, especially in the areas of expanding teaching credentials from PSch to SSch or for additional SSch credentials in disciplines experiencing a deficit. It also focuses on weekend events dedicated to different areas of science education with the aim of providing educators with news from the scientific environment, presenting current trends and new findings that are not yet and cannot be included in high school textbooks. The offer of weekend events has been expanded to include one-day seminars on selected topics. In 2023, 5 events were organised for secondary school teachers, 4 of which were weekend events. The total number of teachers addressed was about 160. Furthermore, cooperation was established with talented students for whom events such as the Week with Contemporary Biology (15 students), the Biology Olympiad Competitors' Camp (19 students) and an event called MOLBIB (for 14 students) focusing on molecular biology were organized. 14 one-day workshops for high school students were organized in the framework of the Junior University, in which 115 students participated. One run of Suburban Camp with Science was conducted in summer for 16 children from PSch.

During the year 2023, the range of lifelong learning activities at the **USB Faculty of Fisheries and Protection of Waters** has increased to almost the same level as before the pandemic. It was possible to implement the International Summer School for international students, 4 rounds of Children's University, 2 rounds of the Junior University, 1 round of the English Summer Camp. In addition, the MEVPIS Centre provided facilities for the traditional multi-day training courses of the KG Summer School for KG teachers, a number of training programmes for school and out-of-school institutions were held continuously throughout the year, as well as 2 courses of Franz Kett Pedagogy for KG teachers and 2 courses of Mindfulness training. The USB Faculty of Fisheries and Protection of Waters and in particular the CENAKVA Research Centre, with the organisational support of the MEVPIS Vodňany Centre, organised an FAO Workshop in cooperation with the Ministry of Agriculture of the Czech Republic. Other interesting workshops organised by the faculty include the 'Introduction to EU funding' and the 'NAZV workshop'. English and Czech language courses also filled the educational space. The total attendance at the events organised by the USB Faculty of Fisheries and Protection of Waters (including excursions for schools and LLL) exceeded 10 400 people.

In 2023, the **USB Faculty of Theology** offered a total of 60 LLL programs, some of which had up to 5 groups (courses). The courses were attended by a total of 1663 participants, of which about half were U3A participants. This year, some of the most popular U3A courses were those that focused on art techniques. The long-standing cooperation with the Municipal Library in Prachatice in organising U3A courses and the cooperation with the Ostrava-Opava Bishopric in training catechists and teachers of religion continued. Within the framework of the Children's University, both the popular course Philosophy for Children and the new course Playful and Entertaining Reading were offered. Qualification courses continue to be offered, e.g. for the training of tutors, leisure teachers, hospital chaplains, etc.

The following LLL activities took place at the **USB Faculty of Health and Social Sciences** in 2023: Professionally oriented courses – Male Bladder Catheterization (2x), Nursing Care of the Geriatric Frail Patient, Winter School of Anatomy; interest courses – Antenatal Course, Italian for Beginners, Preparatory Courses for Studies, etc; University of the Third Age – From the History of South Bohemia, Schwarzenberg Navigation Canal, Šumava Known and Unknown and others; Children's University – Spring and Summer Suburban Camp and a two-semester program of the first and second year of CU; courses for students – Intensive English language remedial course.

The Department of Applied Chemistry in the **USB Faculty of Agriculture and Technology** organised three courses in 2023 focused on the didactics of chemistry. Each course was attended by four students. The Department of Food Biotechnology and Quality of Agricultural Products prepared a total of four courses within the framework of lifelong learning, namely, Worker of the Brewhouse and Beer Cellar (5 participants), Brewing Beer (14 participants), Brewhouse Worker (5 participants), Beer Bottling Plant Worker (5 participants). The department organised the workshop '*Summer School of Food Production*' (production of steamed cheese and ice cream) twice in 2023 for students of foreign universities with the support of the Erasmus programme. It also participated in the faculty round of the '**Students for Food Quality**' competition, organised by the Czech Food Technology Platform within the Czech Chamber of Food. Five students participated in the competition for FAT USB. The collective of the department and students won an honourable mention in the '**USB Innovation**' for the innovation Enriched yoghurt with increased protein content and plant antioxidants. The Department of Zootechnical Sciences prepared a Cavy Academy – Zoohygiene in guinea pig farming in 2023, which was attended by 25 participants. There

were two participants in the Fundamentals of Horsemanship course and three participants in the Horsemanship V course.

2.3.2 Other

On 6 January 2023, in cooperation with the faculty secondary school Business Academy and Language School with the right of state language examination Písek, the traditional 'Fictitious Interviews' took place, which has been organized for many years with enthusiasm and professionalism by Ing. Jaroslav Fořt. The interviews were attended by students of the 4th year. The jury was composed of Ing. Markéta Kocourková, Ph.D. The event also included various discussions with 4th year students on various topics.

On 21 June 2023, the traditional 'Fair of fictitious companies' was held in cooperation with the faculty secondary school Business Academy and Language School with the right of state language examination Písek. The jury included the Vice Dean of FEC USB for Development and Public Relations Ing. Monika Maříková, Ph.D., who therefore participated in the evaluation of students' business projects.

Fair Breakfast 2023: This picnic event to support the world's growers has been held in the Czech Republic since 2011, always on the second Saturday in May on World Fair Trade Day. The Fairtrade Breakfast is organised by active individuals across the country and coordinated by the Czech NGO Fairtrade Czech Republic and Slovakia. The Fairtrade Breakfast takes the form of a community picnic, organised by volunteers in more than 100 locations around the country, bringing together between 5 000 and 8 000 people each year. They express their support for growers, both in their own neighbourhood and those far away in the world. Thus, on Saturday, 13 May 2023, this traditional event took place again in a very pleasant atmosphere. There was a programme for children and a fairtrade quiz.

Other events organised by the FEC USB: On 16 March 2023, a lecture for students and the general public was held, followed by a discussion on Bank Crashes with former CNB Governor doc. Zdeněk Tůma. There was a joint discussion of the questions: What is a bank failure? What can cause it and what are the possible consequences for creditors, debtors and society? Is it possible to prevent bank failures? What is the role of central banks in the process of preventing bank failures? What is the history of bank failures in the Czech Republic? What is the current state of banks in the Czech Republic? On May 4, 2023, a lecture for students and the general public and a subsequent discussion on the topic of the Fundamentals of Pension Economics, or what pension reform is all about, took place. The topic was discussed and questions were answered by Ing. Jiří Rusnok (advisor to the board of directors of Allianz insurance company, former governor of the Czech National Bank, Prime Minister of the Czech Republic, Minister of Industry and Trade and Minister of Finance of the Government of the Czech Republic). On 7 June 2023, a lecture by JUDr. Michal Šalomoun, Minister for Legislation and Chair of the Legislative Council of the Government of the Czech Republic, on the topic 'Secrets of the legislative process' was held for students and the general public. On 27 March 2023 a workshop of prof. Alexander Feher with the title 'Possibilities of using local ecological knowledge in regional development' took place. On 2 October 2023, a lecture by doc. Eva Cudlínová took place within the European Week of Sustainable Development on the topic 'Bioeconomy is not a panacea'. On 10 October 2023, a panel discussion on 'AI on campus: benefits, challenges and ethical dilemmas' was held. On 20 November a lecture was held at the faculty of Economics as part of the event 'Adult Education Week' by Ing. Vladimír Pikora on the topic 'Development of the Czech economy in comparison with the rest of the EU'. On 29 November 2023, the Tourwork workshop was held, where topics such as Face Reader: introducing the possibilities of researching visitor emotions with modern neuromarketing tools, or the benefits of new transport links in the South Bohemian Region and a summary of the final report of the research conducted in cooperation with the JCCR: The influence of aroma marketing on tourist behaviour when viewing tourist materials. On 14 December, in cooperation with the Czech Economic Society, a lecture by Mgr. Pavlína Žáková on the topic 'Economic impacts of 20 years of Czech membership in the EU' took place.

In addition to a number of workshops and excursions for students of the **USB Faculty of Arts**, in 2023 the FAR USB also hosted extraordinary lectures by experts from Czech and foreign academic institutions, such as 'Archive im digitalen Zeitalter – Erfahrungen, aktuelle Trends, Perspektiven' (dr. Thomas Aigner, ICARUS, St. Pölten), 'Jewish Soldiers in the Habsburg Army (1788-1817)' (dr. Ilya Berkovich, Österreichische Akademie der Wissenschaften, Wien), 'Social Life of Things in New Guinea' (doc. Martin Soukup, FSV UK), 'Geography and chronology of Slavic dispersal in Central and Eastern Europe according to archaeogenetic data' (dr. Leonid Vyazov, FSC, University of Ostrava), 'Derechos humanos: conmemoración del día internacional de las mujeres: avances y políticas públicas en la Argentina' (Facundo D. Herrera and Laura Fracassa, Embassy of the Argentine Republic in the Czech Republic), 'Wie viele Entscheidungen trifft ein Übersetzer?' (Dr. Raija Hauck, Universität Greifswald), 'The Role of the Interpreter and Translator/Interpreter in the Translation Process' (Ing. Radka Pavlíčková, Chamber of Court Interpreters of the Czech Republic KST ČR), 'Models of Textual Structure in Written and Spoken Speeches' (Dr. Adrià Pardo Llibrer, Universidad de Salamanca) and many others.

In August 2023, the Summer School of Archaeobotany took place in Ohrid, North Macedonia, and at the turn of August and September the 31st year of the Summer School of Slavic Studies took place.

In addition to lectures by FAR USB academics, the second annual Meeting of South Bohemian History Teachers took place at secondary schools, and a theatre workshop by members of the theatre group of the Institute of Czech-German Area Studies and German Studies of FAR USB took place at the Jírovcova Gymnázium.

The travelling exhibition 'Karel Klostermann and the Birth of Šumava' was open to the general public, as were the exhibitions 'Pernštejn Women and Europe', 'The Exhibition of Peru' and '20 Years of Teaching Archival Studies at the University of South Bohemia' held at the FAR USB; the South Bohemia Research Library hosted the exhibition '30 Years of South Bohemian Romance Studies'.

In the field of extracurricular education, **the USB Faculty of Education** continued to implement courses for students focused on physical activities, which are provided at a discounted price. As part of the staff welfare, the faculty traditionally conducted yoga classes, and a new course in art workshop/ceramic jewellery/wheel-thrown pottery/small-scale graphics was also implemented.

The **USB Faculty of Science** organised a series of field walks and excursions in collaboration with Calla, an environmental association. These events focused on the study of plants, birds, and fungi, and each was attended by over 30 participants. The faculty participated in the Researchers' Night with a professional programme, presenting various scientific disciplines and points of interest to the public. It was accompanied by specialised field trips and hands-on activities for high school classes. The field trips to interesting botanical and ornithological sites were particularly popular, while the practical exercises were mainly physical and chemical. Each year the faculty offers more than 15 different botanical excursions, which take place on Saturdays at various locations in the South Bohemian Region. In 2023, several field trips were held for high school or elementary school students. The Faculty of Science also catered to those interested in high school vocational activities. Nearly a dozen high school students were placed at the faculty and wrote their first scholarly papers there. In the past year, the faculty organised 26 lectures around high schools. These were devoted to a variety of science topics that appropriately complement or augment the SSch curriculum. The faculty also organised lectures for SSch competing in the Physics Olympiad and implemented the mathematics course Methods of Problem Solving (see 3.7).

In the winter period, Ph.D. seminars were organised at the **USB Faculty of Fisheries and Protection of Waters** as usual, both in the face-to-face and online formats. Throughout the year, lectures were given by our researchers as well as guest experts on various topics in fisheries, water conservation, and aquaculture (e.g. crayfish conservation, foreign substances in the aquatic environment, intensive cartilaginous fish culture, fly fishing, carp genetics and breeding, water retention in the landscape, climate change, biodiversity conservation, etc.).

Every year, World Water Day celebrations are held, focusing on interactive forms of education for families with children. Last year's theme was wetlands and their importance in the landscape. A supporting event was the global 'Run for Water' challenge linked to the theme of saving wetlands. The aim was to draw attention to the disappearing wetlands while engaging the wider public in physical activity. Every year the faculty co-organises the Vodňany Fishing Days, during which a rich programme of education is prepared for the public, including interactive exhibitions and workshops at the Objevárium and Open Day at the faculty's departments. Equally important is the Earth Day event, with its involvement in the follow-up nationwide challenge 'Let's Clean Up the Czech Republic'. The fishing tradition is brought to the attention of the students through a fishing passport and the public during the Fishing Festival in Panská Street in České Budějovice. Cultural events are an integral part of the event – Jazz Picnic, the eleventh year of FROVfest, FROVdance, dance classes, yoga classes and cooperation on other events in the region.

In 2023, the following international doctoral seminars for students were held at the **USB Faculty of Theology**: MDS Philosophy: Dr. Victor Salas, Sacred Heart Major Seminary, Detroit, USA; Jesuit metaphysics: the notion of being; MDS Theology: prof. Štefan Lenčíš, Catholic University of Ružomberok, Slovakia; Cyprian of Carthage and his attitude to the issue of alms; MDS Spirituality and ethics in social work: Prof. Inocent M.V. Szaniszló OP, The Pontifical University of Saint Thomas Aquinas, Rome/Vatican; Meaning of nation: national identity in the modern globalized World; Prof. Andrew Orton, Durham University, Durham, UK; Using dialogue and interdisciplinary reflection on dilemmas when researching spirituality and ethics in social work.

Among other activities of the **USB Faculty of Health and Social Sciences** we can include the following activities: students of the 3rd year of the Pediatric Nursing programme visited the Viva Bambini Private Primary School and Kindergarten in České Budějovice. During the day, the students demonstrated basic first aid to pupils of all grades of the school. On the occasion of the International Day of Social Work, workshops on 'Social work in hospice' and 'Social work with victims of domestic and gender-based violence' were held at the faculty. Two lectures for the general and professional public on blood and bone marrow donation were combined in an event called 'Give a Chance for Life' on 21 March 2023. Experts

who work in practice on the issue of domestic and gender-based violence took part in the discussions at the faculty during a public debate on this topic on 25 April 2023. The faculty also collaborated in the České Budějovice Hospital during the 'Health Day', which focused on stroke prevention.

The **USB Faculty of Agriculture and Technology** held an Open Day on 20 January 2023, attended by approximately 300 potential applicants from high schools. In November 2023, the faculty presented at the Education and Craft Exhibition in České Budějovice. On 6 October 2023, a very successful Researchers' Night was held, which was attended by about 450 interested members of the public and on 11 May 2023, a Day with the University was held, which was attended by 100 prospective students. In 2023, the Faculty of Agriculture and Technology also tried to reach out to future students at the Země živitelka exhibition, Czech Food Expo and Adventures with Technology. The Children's Day with FAT USB and the Talent Academy of South Bohemian Hopes also contributed to the popularisation of studies at FAT USB. In 2023, the Department of Agroecosystems participated in or contributed to the preparation of 19 seminars, workshops and conferences designed not only for students but also for the professional public. Participation in these professional activities was close to 1 900 participants. An example is Maize in Practice 2023, provided by KWS Seeds s.r.o., which was attended by 1 000 people. The Department of Applied Chemistry organized the regional round of the Chemical Olympiad twice in 2023, with a total of 30 competitors. The Department of Genetics and Biotechnology prepared four seminars on molecular genetics, cloning and genetic laboratory methods in 2023 mainly for doctoral students. The Department of Food Biotechnology and Agricultural Product Quality prepared a faculty round of the '**Students for Food Quality**' competition under the auspices of the Food Chamber of the Czech Republic, in which five students participated. Furthermore, under the leadership of prof. Samková, the Department organized two seminars on milk and cheese quality and two other seminars of experts from VSCHT Prague, MA CR, Hemp Production, Masaryk University focused on food safety and the use of by-products of the oil industry in the production of dairy products. For the popularisation of studies at FAT USB, the Department of Landscape Management prepared four seminars that focused on the use of UAV technology for deer tracking, the importance of water quality in source areas and the development of small watersheds and their hydrology in marginal areas of the Czech Republic. In order to popularise education at the FAT USB, the Department of Zootechnical Sciences organized a seminar on Innovations in Broiler Chicken Nutrition with 42 participants. The second seminar on Nutrition and rearing of calves under precision farming conditions was attended by 65 persons and the lecture on What is important in farm management was attended by 30 persons. The Department of Crop Production was involved in the organisation of a number of the above events and in addition to these, organised a major conference on the food use of minor oilseeds. This conference had 45 participants.

3 Students

3.1 Measures to reduce academic failure

The individual faculties of the University of South Bohemia implement a number of measures to reduce academic failure, the common denominator of which is the individual approach of educators to students and their needs without reducing the demands on learning outcomes. In particular, the following measures are among the long-term measures implemented to reduce academic failure:

- informing applicants about the study plans of study fields and programmes on the website
- informing first-year students about the principles of university studies and the nature of the degree programme in the context of introductory or adaptation courses; short informative videos (e.g. logging into IS STAG and university services, general information about IS STAG, registration for credit and exam dates, electronic enrolment in IS STAG, basic student obligations, USB Academic Library, USB Dormitories and Refectories) are also useful to improve students' ability to navigate in the study environment
- selection of applicants with the necessary level of entry knowledge and study skills using admission tests or interviews
- introductory camps for students before the start of the academic year (adaptation/preparatory courses during which students have the opportunity to get acquainted with the faculty and its functioning, the faculty management, the degree programme guarantor, other students, student affairs, conditions of foreign language teaching or the offer of extracurricular activities)
- remedial seminars at the beginning and during the course of studies (e.g. refresher courses in secondary school mathematics, mathematics seminars to supplement and extend knowledge of university mathematics, seminars in programming, preparatory courses in human biology and genetics, philosophy, ethics and sociology, law, economics and psychology, health and social issues, chemistry and physics);
- English language placement tests to identify and compare entry level language proficiency, including the offer of language courses in lifelong learning for students who do not meet the requirements of these placement tests; for subsequent foreign language teaching, the division of students into study groups according to their level of proficiency
- Emphasis on the didactic aspect of teaching and understanding the content of education and individual approach of teachers to students with learning difficulties
- gradually introduced tutoring system for students of individual degree programmes; functioning system of pedagogical counsellors for students of individual study fields and groups, pedagogical, psychological and pastoral-psychological counselling, services of the Support Centre for Students with Special Needs, services of the University Psychological Counselling Centre
- consultations at set times, by appointment and outside of consultation hours
- increasing the availability of teaching materials, the use of LMS tools (especially Moodle) and other support tools to facilitate and make self-study more effective
- timely and proper information about the conditions for successful completion of courses in the course syllabuses available through IS STAG, emphasis on the functionality and informational value of the syllabuses, increasing the transparency of examinations (timely publication of assessment criteria, sample examples of credit and examination tests, etc.)
- taking into account the needs of students, especially in the part-time form of study, when setting up timetables so that they can effectively participate in instruction, or using newly proven technologies for facilitating instruction in an alternative format (online transmissions and student participation, recording lectures, etc.)
- systematic application of support for parents of students (development of an individual study plan for parents)
- the possibility of drawing up an individual study plan or adjusting the study schedule
- adjustment of the schedule of the first semester of study, when according to the USB Study and Examination Regulations it is necessary to obtain 20 credits (providing more time to master study obligations), longer examination period for students in the part-time form of study

- optimisation and revision of degree programmes' curricula in terms of the continuity of learning outcomes and the requirements placed on students in follow-up courses, taking into account the demands of the graduation thesis in the curricula of the last semesters of study, taking into account the demanding nature of the courses by spreading the curriculum over several semesters or by increasing the hourly load of instruction
- use of student feedback through student evaluation of instruction, participation of student representatives in curriculum boards or other measures (e.g. system of student spokespersons and head teachers, student subject boards)
- motivation of students to take an active approach to their studies and to achieve good academic results through scholarship programmes, support for students in socially or otherwise difficult life situations (scholarships, counselling)

Supplementary courses, workshops and seminars also fulfilled a supporting function in 2023 (see also chapter 2.3.2). Thus, for example, the Department of Agroecosystems of the USB Faculty of Agriculture and Technology prepared in 2023 for students the International Course Organic Agriculture in Europe – A series of lectures and workshops for students of universities cooperating within ENOAT (European Network of Organic Agriculture Teachers) – the course was held online every Wednesday from 18.10.2023 to 10.1.2024, lecturers from 15 universities (14 European countries) presented information on organic agriculture and its current challenges in each country. The course was completed by students from all participating universities (4 FAT USB students), at most of the participating universities the course is ECTS accredited (4 credits), at FAT USB the initial test year took place as an optional activity for those interested, its inclusion as an elective course in the future is under discussion. Another activity of the department was P-GAME – an interactive educational game for students of Multifunctional Agriculture (20 participants), lecturer: Dr. Nils Haneklaus. The Department of Applied Chemistry prepared three seminars to improve the success rate of students, focusing on mastering the nomenclature of organic compounds and calculations and on the area of food chemistry. The seminars were attended by 95 students. The Department of Engineering and Cybernetics prepared two lectures beyond the regular teaching to enhance the knowledge of the subject under study. The lectures included new trends in Stripp till and demonstration of precision agriculture machines. Both lectures were delivered by experts from the field. The Department of Genetics and Biotechnology prepared a botanical excursion to improve learning outcomes in the Botany course. To improve the study performance, the Department of Food Biotechnology and Agricultural Product Quality arranged two lectures for the subject Microbiology beyond the curriculum, both lectures were attended by a total of 60 students. The Department of Landscape Management prepared four seminars and courses to deepen the knowledge of students, mainly focused on the preparation of qualification papers and on the preparation for the state final examinations.

3.2 Final decisions on invalidation of the state examination

In 2023, no final decision invalidating the state examination or its component parts or the defence of a dissertation within the meaning of Section 47c of Act No 111/1998, on Higher Education Institutions and on Amendments and Supplements to Other Acts (hereinafter referred to as the 'Higher Education Act'), or a decision invalidating the appointment as an associate professor within the meaning of Section 74a of the Higher Education Act, came into effect.

3.3 Measures to limit prolongation of studies

The maximum duration of studies and the options for extending studies are clearly specified in the USB Study and Examination Regulations. Within these options, priority is given to promoting successful completion of studies, albeit in a period longer than the standard period of study, especially with regard to the specificities of students of the part-time form of studies studying while employed, etc. It should be stressed that the University of South Bohemia does not compromise its requirements for students at the expense of 'on-time completion' statistics in order to avoid damaging the reputation of the University, to maintain the quality of graduates and to ensure the University's society-wide mission with regard to the required skills and knowledge of graduates.

In order to reduce unnecessary extensions of studies, students are made aware of the fee obligation in case of longer studies, in accordance with the Higher Education Act. In addition, an individual approach

to students is mainly applied – the possibility of consultations with the teachers of individual subjects is usually not limited to consultation hours. In the case of a student's specific life situation, the institution of interruption of studies is also used. Within the limits of the options, extensions of deadlines for the fulfilment of study obligations are also allowed in justified cases, if strict adherence to the schedule would mean an unnecessary extension of studies for another year. The student affairs officers also guarantee the quality of the management of the course of studies by their personal approach, especially in terms of compliance with the USB Study and Examination Regulations. The payment or amount of certain scholarships is also linked to the observance of the standard period of studies. It is also of considerable importance to support studies with high-quality study supports and to set clear and predictable long-term study conditions, which enable students to plan their studies better. Emphasis is placed on clear and transparent information about the conditions of studies, and at some faculties the internal regulations and standards governing studies are made available to students in the form of additional commentaries and methodological aids (e.g. *Freshman Guide*, etc.).

A frequent reason for extending studies is the recognised period of parenthood, or the support for studying parents by more accommodating terms of meeting study requirements in accordance with the law, and the workload of students of the part-time form of studies. Particularly in relation to students of part-time form of studies, the University of South Bohemia offers students with quality study supports, friendly regulation of examination dates, and agile communication from the student affairs offices to prevent unnecessary formal complications that could result in extensions of studies. From the opposite perspective, consistent continuous monitoring of study results and termination of studies for failure to meet the requirements of the degree programme according to the USB Study and Examination Regulations can also be seen as a measure to reduce unnecessary extensions of studies.

3.4 Our own scholarship programmes

Apart from standard scholarships pursuant to the Higher Education Act (merit scholarship pursuant to Section 91(2)(a) of the Act; premium scholarship for excellent research, development and innovation, artistic, or other results pursuant to Section 91(2)(b) of the Act; scholarship to support research, development and innovation activity of students pursuant to Section 91(3) of the Act; accommodation scholarship pursuant to Section 91(2)(e) of the Act; scholarship to support studies abroad pursuant to Section 91(4)(a) of the Act, scholarship to support studies in the Czech Republic pursuant to Section 91(4)(b) of the Act; basic scholarship for students in doctoral degree programmes pursuant to Section 91(4)(c)), the following scholarships are also disbursed:

- a premium scholarship in the form of a public award known as the *Rector's Award* (for excellence to master's students who defended their thesis with a grade of 'excellent' and who also obtained an overall grade of 'graduated with distinction' and achieved a weighted average over the entire period of studies of no higher than 1.20);
- *Dean's Award* (according to the rules set by a Dean's ordinance) or other award according to the Dean's decision or according to the rules set by a Dean's ordinance (some faculties, for example, implement scholarship programmes to support gifted students, especially programmes related to students' involvement in scientific activities beyond their normal duties);
- extraordinary scholarship (usually in connection with exceptional student activity, representation of the University or faculty in public, participation in events organised by the University, etc., support for international mobilities beyond the scope of regular scholarship programmes such as Erasmus+, etc.);
- a scholarship for students with special needs to equalise learning opportunities;
- a scholarship to support the development of collaboration with practice.

For example, the special scholarship was awarded to students of the **USB Faculty of Economics** who participated in events promoting the FEC USB in 2023 (Open Day, Education and Craft, Day with the University, A Day As a University Student) or participate in the scientific activities of the FEC USB (SVOČ conference, Inproforum conference).

The **USB Faculty of Arts** Dean's Award for Outstanding Master's Thesis in 2023 was awarded to:

- Mgr. Denisa Michalinová (1st place). 'Light as a medium. Artificial Light in Czech Visual Art from the 1990s to the Present',
- Mgr. Jakub Kalivoda (2nd place), 'The gift in the symbolic communication in the noble society of the Czech lands at the beginning of the modern period',

- Bc. Natálie Jaszová (3rd place): 'Analyse semantique des adjectifs qualificatifs dans les romans de Chrétien de Troyes',
- Mgr. František Schwarz (3rd place): 'Communication of Vincenzo I. Gonzaga with Rudolf II and his court in 1587–1592'.

The **USB Faculty of Education** allows students in cases worthy of special consideration according to the Dean's Ordinance No 8/2020 on the awarding of extraordinary scholarships to be awarded extraordinary scholarships for assistantship, teaching activities, representation of the faculty and the University, presentation of the results of creative activities, and social and cultural activities. In addition, competitions are announced to recognize exceptional activities of students of the faculty:

- The Miroslav Papacek Award for outstanding social contribution of an academic employee of the USB Faculty of Education and for outstanding social contribution of a student of the USB Faculty of Education,
- The FED USB Dean's Award for exceptionally successful master's theses, bachelor's theses and final theses in lifelong learning,
- Student innovation of practice.

The **USB Faculty of Science** awards an Extraordinary Scholarship for Talented Applicants, which consists of a financial contribution provided directly to the student and a contribution to the costs related to the qualifying thesis, which the student draws through the department in which the thesis is being solved. Students in Bachelor's and Master's programmes who perform their studies excellently and at the same time actively engage in research activities and publication of their results receive a special scholarship for outstanding study and research results. The Dean's Award is a special scholarship awarded for outstanding research results obtained in the course of a thesis or dissertation.

The **USB Faculty of Fisheries and Protection of Waters** offers a wide scholarship program, in particular:

- One-off merit scholarship in the range of CZK 10 800–21 600 according to the weighted grade point average in the previous AY.
- One-off extraordinary scholarship for Bc. students with good academic prerequisites (CZK 5 000–10 000) according to the results from SSch. This scholarship is available to students who are enrolled at FFPW USB for the first time, no later than 3 years after completing a full secondary education, and who had a cumulative grade point average of no worse than 2.0 in high school and a high school diploma with a cumulative grade point average of no worse than 2.0.
- One-off extraordinary scholarship for Bc. students (CZK 8 000) who obtain a minimum of 20 credits in the first semester of their studies from the compulsory and compulsory elective courses of their study plan. This scholarship also applied to students who are enrolled at FFPW USB for the first time and it has not been more than 3 years since the completion of their full secondary education.
- Exceptional scholarship for athletes, which can be awarded either for outstanding sporting performance (up to CZK 5 000 per performance) or to support sporting activities (up to CZK 10 000 per AY).
- The extraordinary scholarship for gifted students is awarded to undergraduate and postgraduate students for the results of their studies in the previous AY and for other student activities related to FFPW USB activities. Accordingly, it was possible to achieve a scholarship of CZK 8 000–16 000 per month (for the months of October–May).
- The premium scholarship (Dean's Award) is paid once to students in the standard period of studies who complete their studies with an overall weighted average of 1.40 or lower, pass the state final examination with an overall grade of 'excellent' and defend their bachelor's or master's thesis with an 'excellent' grade.
- A premium scholarship for a bachelor's or master's thesis with outstanding research, development, innovation or other creative results contributing to the advancement of knowledge was paid:
 - CZK 1 000 for a defended bachelor's thesis that has been graded 'excellent' and for which the State Final Examination (SFE) committee agrees by a majority of the committee members present that it has outstanding research, development, innovation or other creative results contributing to the advancement of knowledge,
 - CZK 3 000 for a defended master's thesis that has been evaluated with an 'excellent' grade and for which the SFE committee agrees, by a majority of the committee members present, that it has outstanding research, development, innovation or other creative results contributing to the advancement of knowledge.
- The following were available to DDP students in 2023: a regular basic monthly scholarship of CZK 16 000–17 000; an increase of the regular monthly stipend by CZK 500–3 000 in the case of acceptance of students' articles from their dissertations in journals with AIS or IF (without AIS); an extraordinary monthly scholarship of CZK 1 000 for students staying at the location of their place

of work; extraordinary scholarships related to education in ENG up to CZK 4 000 per study period; extraordinary scholarships as compensation for attempting to obtain an internationally recognised certificate (FCE, IELTS, TOEFEL, etc.) in ENG (min. level B2) up to twice the price of the FCE in BC USB.

The **USB Faculty of Health and Social Sciences** also leads to the promotion of successful students or the best students for excellent presentation of the field or faculty, which contributes to the overall reputation of the faculty (for example, the South Bohemian Nurse competition, etc.). There is also the 'Research and Teaching Assistant' scholarship, which targets undergraduate and graduate students who are involved in research projects.

The Dean's Award of the **USB Faculty of Agriculture and Technology** is awarded for outstanding results to students of a bachelor's or master's degree programmes who have obtained an overall study assessment of 'graduated with honours' and have achieved a weighted grade point average over the entire period of studies of no more than 1.20. Non-specific scholarships at FAT USB include an extraordinary scholarship, which is paid to a student for extraordinary activity, research results, for representing the faculty in public, by participating in the provision of events organized by the faculty. In addition, scholarships are paid from GA USB or departmental grants to students who are part of a project team; social scholarship.

3.5 Counselling services

The individual faculties of the University of South Bohemia offer information and counselling services to applicants and students related to their studies and to the possibility of employing graduates of degree programmes in practice. The primary advising point of each faculty in the field of study matters is the student affairs office, and in order to achieve the maximum degree of personal and individual approach to students, specific student affairs officers are assigned to students. In most faculties, the positions of pedagogical advisors are also established for individual degree programmes, or this advisory function is performed by the guarantor of the degree programme or the head of the department. The University of South Bohemia has a University-wide **Support Centre for Students with Special Needs** (see Chapter 3.6 for details).

Other counselling services provided to students across the University include the following:

The **USB Career Centre** provides advisory services on study opportunities and practical internships, preparation for interviews, support for the development of competences for greater employability on the labour market, support for entrepreneurship, etc.

The **USB University Psychological Counselling Centre** provides psychological counselling services and assistance to students and their families. Counselling services are aimed at addressing the following difficulties and situations: support for personal growth (getting to know yourself more, identifying your strengths, etc.), development of interpersonal relationships (partner, family, etc.), counselling in the area of child rearing, management of psychological difficulties (depression, anxiety, psychosomatic and chronic health problems, substance abuse and addictions), assistance in adapting to HEI studies and environment or in adapting to beginning teaching practice (for USB students and for beginning teachers – USB graduates up to three years of practice), counselling in the area of coping with study problems, pre-exam conditions and stage fright, learning effective learning strategies, coping with procrastination, counselling and therapy in the area of speech disorders, etc.

The **USB Faculty of Health and Social Sciences** provides counselling services at the **Centre for the Prevention of Lifestyle Diseases**, the **Centre for Physical Therapy**, and the **Centre for the Elderly**. The Center for the Prevention of Lifestyle Diseases also offers the services of the Lactation Counselling Centre and the Rheumatology Counselling Centre. The Centre for Physiotherapy is a registered non-state medical facility providing physiotherapy and rehabilitation medicine services not only to the staff and students of the University of South Bohemia but also to the general public. Services related to the promotion of a healthy lifestyle and prevention of modern diseases are provided here. The range of services provided includes services covered by public health insurance and services not covered by this insurance. The standard outpatient services, such as comprehensive kinesiological examinations, individual physiotherapy, manual therapy, ergonomics, kinesiotaping and thermotherapy, are complemented by combined physical therapy equipment (laser, ultrasound, electrotherapy, combined therapy) and movement analysis equipment. People with musculoskeletal disorders of various aetiologies, people after injuries, surgeries and those interested in preventing the onset of these problems can turn to the Physiotherapy Centre. The centre also offers the services of a nutrition counsellor and a personal trainer

for fitness training. The centre has equipment such as the Bodystat, a range of fitness equipment and measurement of triglycerides or lactate from capillary blood. By combining the services of a health counsellor, a nutritionist and a fitness consultant, it offers effective lifestyle change advice to clients. Seniors in particular are very interested in measuring blood pressure, cholesterol or body fat, but with awareness on the rise, more middle-aged and younger people are expressing interest; parents with children are also an important target group. The Centre for the Elderly also focuses on counselling, organises popular memory training courses and lectures, works closely with the Parkinson's Club and also runs a volunteer programme at the České Budějovice Hospital, a. s.

The Department of Physical Education and Sport of the **USB Faculty of Education** offers students the opportunity to use the Functional Stress Diagnostics Laboratory in the areas of body composition analysis and specialised stress tests in order to optimize training load and set performance limits.

3.6 Students with special needs

The University of South Bohemia has established an effective system of support for students with special needs, which is enshrined in the USB Study and Examination Regulations and further specified in the relevant measures of the Rector. The aim is to make studies accessible to students with special needs and to provide them with adequate and targeted support so that they can fully exercise their abilities without lowering study requirements.

To provide support and counselling services and to coordinate other activities, USB has established the **Support Centre for Students with Special Needs** (hereinafter referred to as the 'centre'). Its activities are carried out in accordance with the Methodological Guideline contained in Annexe 3 of the Rules for the Provision of Contributions and Grants to Public Higher Education Institutions of the MEYS CR. The centre provides a full portfolio of services to students as defined in the Methodological Guideline and has sufficient space, material and technical facilities to do so.

In addition to the support outlined in the guidelines, the centre offers other measures to students with special needs in order to level the playing field at a higher education institution, such as social counselling, assistance in securing appropriate accommodation, etc. In accordance with the Study and Examination Regulations, students whose health condition so requires have the right to an individual study timetable. The USB Scholarship Regulations then provide for a scholarship for students with special needs to compensate for the increased costs associated with their studies, which the centre may initiate.

The support is provided free of charge to students of all faculties who are studying for a bachelor's, master's or doctoral degree in full-time or combined form. As of 31 December 2023, 157 students with special needs were registered at USB, including: 8 students with visual impairment, 7 students with hearing impairment, 12 students with physical disabilities, 69 students with specific learning disabilities, 10 students with autism spectrum disorder and 51 students with other difficulties. Of the above students, 8 have multiple disabilities.

In 2023, 188 applicants with special needs applied to study at USB, of which 54 enrolled for studies. Overall, the number of registered students with special needs at USB increased by 21% year-over-year.

The centre provides services and other support measures at a professional level through professional staff, with the exception of content writing, which was provided in cooperation with about 90 external collaborators. In 2023, the centre employed two full-time and three part-time staff.

In order to improve the quality of the services provided and to expand the range of support measures, the staff is continuously educated, participating mainly in events organised by the Association of Providers of Services to Students with Special Needs at HEIs, of which USB is a member, and the Association of University Counsellors. The activities of the centre are covered by a contribution from MEYS CR to fund the increased costs of studies for students with special needs and from USB funds.

The use of all support services and measures is voluntary on the part of applicants for studies and students and is conditional only on registration in accordance with the MEYS CR methodological guidelines. USB aims to inform potential applicants about the possibilities of studying with special needs, especially through information materials, websites and open days. Applicants can already consult with the centre's staff about the suitability of their choice of degree programme and the study requirements for students before submitting their application for studies. They then have the opportunity to formally declare their specific needs when submitting their online application for studies. Students can express their interest in support at any time during their studies, which is communicated on the university and individual faculty websites, through lecturers, study officers and, in particular, by an information email sent annually in bulk to all USB students. This ensures comprehensive information about the possibility of using support measures and services at USB.

3.7 Exceptionally gifted students and prospective students

The individual faculties of the University of South Bohemia award merit scholarships to gifted students, scholarships for outstanding research, development and innovation results contributing to the deepening of knowledge in the field of study or for an outstanding final thesis (*Dean's Award, Rector's Award*).

Gifted students are also incentivised to participate in various competitions. For example, in 2023, the **USB Faculty of Economics** held an inter-university competition for entrepreneurial students and graduates of selected higher education institutions (of the University of South Bohemia in České Budějovice, the Faculty of Economics and the University of West Bohemia in Pilsen) called Invest Day. The Invest Day is also open to faculty schools, and in 2023 a team from OA Husova 1 participated.

A separate area is the support of athletically gifted students. A total of eight students at the **USB Faculty of Education** have an individual study plan for a sports representative in accordance with the USB Study and Examination Regulations. Within the framework of the individual study plans, the FED USB tries to enable the sports representatives to complete their studies as well as to fulfil the demanding requirements of the sports representation. This includes setting individual deadlines for testing knowledge and skills in given subjects or extending the fulfillment of study obligations.

The faculties also support the involvement of exceptionally gifted students in the instruction of students of lower years or lower levels of studies (e.g. in the organization of adaptation courses, etc.), in the solution of faculty research projects, and support the participation of students in faculty and national rounds of *Student Scientific and Professional Activities (SVOČ)* and other national student competition shows, where they are also allowed to publish their competitive works. For example, the participants of national rounds of science Olympiads, successful graduates of international Advanced Placement examinations, etc., are preferentially admitted to the bachelor's degree programmes of the **USB Faculty of Science**. In addition, applicants who submit and defend a specialised work before a committee of faculty members are favored in the admission procedure. Gifted students receive a merit scholarship (29 students in 2023) and a scholarship for outstanding academic and research achievements (5 students in 2023). Every year the Department of Mathematics organizes the course Methods of SSch Problem Solving, which is attended by talented SSch students and those interested in mathematics together with the students in teacher training. Approximately 40 SSch students were enrolled in the course in 2023. The course was a hybrid 8 week course in WS, 25 hours in total. Talented SSch students also attend selected math courses in the math and physics department.

Scholarship support for gifted students typically takes the form of a merit scholarship, but other types of scholarships are also common (see above).

A common way of working with talented students at the University of South Bohemia is to involve them in research projects and research teams (e.g. semester projects, where students are also temporarily involved in partial activities of research laboratories, positions of research assistants, etc.). The faculties motivate students of master's and doctoral degree programmes to participate in grant projects within the USB Grant Agency and internal grant agencies of individual faculties or to submit their own research-oriented projects. As an example of such activities implemented in 2023, the following selected projects implemented at the **USB Faculty of Agriculture and Technology** can be mentioned. A total of 49 students were involved. In the Department of Applied Chemistry, 4 students were involved in the GA USB project, one student in the NAZV project QK21010326 and 13 students in other research activities of the department. Five students participated in LLL on various topics related to the didactics of chemistry and science at the FED USB. The Department of Applied Ecology has involved six doctoral students in two TA CR projects, mainly applied to field activities, sampling and subsequent processing in the laboratory. Seven doctoral students have been involved in the GA USB project, working on their own activities to prepare publications related to their studies and to prepare their dissertations. The Department of Engineering and Cybernetics has benefited from the active approach of 120 students from all three levels of study in dealing with six TA CR projects and 56 students in dealing with the NAZV and MIT CR OPPIK OP EIC CZ project. Students were involved in the preparation of research problems, programming and training of convolutional neural networks, processing of experimental data, preparation of documents for system development, preparation of technical solution (modelling), preparation of technical solution for robotic milking. The Department of Genetics and Biotechnology involved a total of 15 students in four projects, 9 of whom were female. The Department of Food Biotechnology and Quality of Agricultural Products has long been trying to involve talented students in the projects, in the framework of two NAZV projects and two GA USB projects five students Bc. and NMgr. and four doctoral students. The Department of Landscape Management involved three doctoral students in the GA USB project. The Department of Zootechnical Sciences involved 10 students from MSc and PhD programmes in a GA USB team project. The Department of Crop Production was involved in three NAZV projects, two TA CR projects, one NAWA – Strategic Partnership Programme project and one GA USB project in 2023. The Department involved three foreign doctoral students, seven Czech doctoral students, five master's

students and five bachelor's students in these projects. The students were involved in research activities and played a technical role.

As indicated above, gifted students are also provided with the opportunity to undertake study stays abroad at partner European and non-European institutions, to participate in domestic and international conferences or to undertake internships in companies and institutions. These students are also actively involved in various competitions and events of professional, artistic and sporting interest. Students participate in student conferences at USB (in 2023 a joint USB PhD conference was again held where students presented their dissertation projects across different disciplines) and are also sent to represent the faculty and the University at similar events of other higher education institutions.

It is also worth noting the faculty thesis competitions, where high quality theses that have won the faculty round are entered into national competitions (e.g. *Diplomka na stojáka* or the competition announced by Academia Publishing House).

Work with gifted students is developing more significantly, especially in the context of master's and doctoral studies. However, the University of South Bohemia also tries to actively seek out gifted students and pupils at higher vocational, secondary and primary schools and to involve them in various professional and popularisation events in order to support these students in their interest in their chosen field and also to motivate them to further study at the University of South Bohemia. These activities, which are carried out in varying intensity at all faculties of the University of South Bohemia, include excursions, preparatory courses, lectures, seminars, practical exercises, specialised Olympiads, summer schools, Junior University programmes, artistic or sports competitions, etc.

3.8 Socio-economically disadvantaged students

Students of the University of South Bohemia facing socio-economic disadvantages are supported by social and accommodation scholarships if they meet the criteria and apply for them. They are instructed to do so at the beginning of their studies. Furthermore, after providing adequate evidence, the situation of these students is taken into account when applying for a waiver or reduction of the assessed fee for longer studies. Students with socio-economic disadvantages are also identified on the basis of individual work by the student affairs officers or pedagogical advisers with whom they address their specific needs.

Participation in excursions, work placements and financially demanding courses, which involve transport costs, accommodation, etc., is supported by means of exceptional scholarships of a compensatory nature. In the organisation of studies, emphasis is also placed on the timely development of class schedules, thus enabling students to balance their study obligations with the possible need to earn extra income during their studies in a timely and judicious manner. There is also a social aspect to the services provided to students with special needs (social counselling, scholarships for students with special needs to compensate for the increased costs associated with their studies, see Sections 3.4 and 3.6).

In the context of the war conflict in Ukraine, scholarships were also provided in 2023 to support selected students in this difficult situation. Students were supported with both government and emergency scholarships, which helped to cover the basic needs of students so that their social and economic situation did not prevent them from studying.

USB also remembers socially disadvantaged potential students. On 30 October, a Day for children from the Zvíkovské podhradí Children's Home took place at the **USB Faculty of Economics**. The children got acquainted with the University environment and the University campus and then attended lectures on financial literacy, career counselling and cyber security.

3.9 Student-Parent Support

The University of South Bohemia supports parents among its students in accordance with the Higher Education Act and the Rector's ordinance regulating the conditions of parents' studies and the registration of recognised parenting time. Students, in connection with child care, benefit in particular from the right to draw up an individual study schedule or an individual study plan of the parent, which can be used to plan and extend the time limits for fulfilling study obligations while maintaining the established study requirements. Similarly to other students who find themselves in a specific life situation that makes their studies difficult or increases their organisational demands, the University of South Bohemia applies the principle of maximum friendliness and individual approach while maintaining the demands of studies. The measures used also include possible adjustments to the personal study plan, including the possibility of transferring a student from full-time studies to a part-time form of studies in the case of degree programmes that have this form of studies accredited. Faculties also try to meet the needs of parents of students in terms of organisation and space (e.g. reserving a room that provides facilities for the children of students and their chaperones).

4 Alumni

4.1 Cooperation and maintaining contact with alumni

The University continued to build a University-wide coordination platform for communication with alumni through various strategic projects. The University-wide alumni club continued to use newsletters. The web platform for alumni needs was kept up-to-date in 2023 and its integration with the University's information systems was further optimised.

Alumni club members were provided with graduate licenses for the office system and a University email account after registering in the IDM system. A classic paper application form for the Alumni Club was also provided to facilitate alumni registration.

Within the framework of the above-mentioned strategic project, innovative systems of feedback mechanisms for employers and graduates were developed, as well as methodological documents for the development of cooperation with employers.

The Alumni and Friends of the **USB Faculty of Economics** Club regularly informs alumni by email about individual events and news at the faculty. They receive invitations to interesting lectures, seminars and LLL courses by mail or via Facebook. Cooperation with alumni is increasingly important feedback for the USB Faculty of Economics to assess the usefulness of the acquired knowledge and competencies. Alumni, going into practice, often mediate the transfer of professional information between the faculty and the workplace, preparing internships or professional seminars and workshops for students. In 2023, the Alumni and Friends of FEC USB Club had 159 active members.

Lectures by FEC USB graduates in the framework of degree programmes and LLL:

- 23. 2. 2023 Marketing for Start-ups – Ing. Ivana Chlumáková
- 22. 3. 2023 Doing business in today's difficult times – Ing. Jana Adam
- 26 Apr 2023 How to start a business while studying and become a successful entrepreneur – Bc. Michal Hojdánek
- 27. 11. 2023 Work experience of auditor – Ing. Vitek Špoula
- 14/12/2023 Conditions for business in 2023 – Ing. Jana Adam

The **USB Faculty of Education** maintains contact with its alumni through the FED USB Alumni Club, as well as through regular meetings of the Academic Communities of the individual departments and, last but not least, through social networks.

In 2023, the **USB Faculty of Science** continued its collaboration with alumni through the USB Alumni Club. A special Facebook group was set up to allow direct outreach to alumni while virally spreading the word about potential Alumni Club membership to other alumni.

Within the scope of the activities of the **USB Faculty of Fisheries and Protection of Waters**, cooperation with the production and operational sphere takes place in such a way that individual academic and research staff come into contact with graduates and jointly work on various problems within the framework of Operational Programmes (especially OP Fisheries) and research projects (e.g. NAZV, but also European Framework Programmes). The FFPW USB Alumni Club has been operating since 2015. Club members have the opportunity to:

- participate in selected events organised by the faculty;
- make contact with colleagues who have lost sight of them;
- to establish professional cooperation with FFPW USB departments in the field of science, research or education;
- get various discounts on events organised by the faculty or cheaper use of accommodation and training facilities of the faculty;
- be informed about LLL courses or other educational or professional events organised by the faculty or held at the faculty;
- ask for minor advice from faculty experts.

Alumni of the faculty are also invited to lectures for students and get-togethers, they also participate in events such as the Open Day. DDP graduates are given the chance to continue at the faculty in post-doctoral positions. Graduates of bachelor and master programmes can get a one-year internship at the faculty in the framework of a regularly advertised position of an operational assistant.

Alumni are also invited to informal events such as the Fishermen's Guild induction ceremony, FROVfest, FROVples, etc.

Alumni of the **USB Faculty of Health and Social Sciences** are regularly invited to join the Alumni Club. They are informed of this opportunity after successfully passing the State Final Exam and at graduation ceremonies, via letter, email, website and social media. The Alumni Club operating at the FHSS USB offers a number of benefits to graduates of the faculty, e.g. in the use of the services of the Centre for the Prevention of Lifestyle Diseases, the Centre for Physiotherapy, or in lifelong learning courses. Many graduates of the faculty enter the workforce at the clinical departments of the FHSS USB after their studies, thus remaining in contact with the teachers and students who come to these departments as part of their internship. In addition, the faculty hosts an annual gathering of nursing and midwifery clinical practice mentors and clinical site supervisors in social work education. The clinical site mentors and clinical site supervisors include FHSS USB graduates who provide regular feedback on the practice needs and employability of FHSS USB graduates. A gallery of successful alumni is also posted on the faculty website to, among other things, serve as inspiration and motivation for graduates to further their development within their field.

USB Faculty of Agriculture and Technology has worked with the Alumni and Friends Club since its founding in the 1960s. The Alumni Club has traditionally been an independent society with a membership of several thousand members and has always been supported by the faculty. As the management of the FAT is aware of the importance of contacts with the faculty's alumni, it was decided, in agreement with the management of the Alumni Club, that the Alumni Club would cease its independent activities and a new one would be established as part of the FAT USB. This will emphasise the importance of alumni to the faculty and enhance feedback and inspiration at the same time. The establishment of this Alumni Club is planned for 2024.

4.2 Employment and employability of graduates

The USB has long been developing cooperation within various communication platforms with employers in order to support the employability of university graduates (cooperation within projects, student professional activities, summer schools, involvement of experts from practice in LLL programmes, assessment centre for students with ČSOB, shadowing of managers, internships, EURES European Jobday and professional events). USB also continues to maintain and develop mutual cooperation with key partners with influence on the development of education, such as the City of České Budějovice, the Regional Office of the South Bohemian Region, local governments, ministries, SSch, HVS, universities, the Chamber of Commerce, JAIP, JVTP, LAG Association, Institute of Certified Accountants of the Czech Republic, Association of Chartered Certified Accountants, etc.

USB also regularly and systematically monitors and evaluates the labour market performance of its graduates. The results of periodic surveys on the employment of graduates are reflected by the university in the revision of existing and accreditation of new degree programmes. Data for monitoring employment are obtained from surveys among graduates, including national surveys mapping the labour market application of graduates of Czech universities and their evaluation of their university education (e.g. REFLEX or Absolvent surveys), as well as from data regularly provided by the Ministry of Labour and Social Affairs (statistics on school graduates and teenagers on the records of the labour offices). Data on the number of unemployed graduates and their structure are monitored within the USB not only at the level of the university as a whole, but also at the level of faculties and individual degree programmes, which leads to the possibility of identifying weaknesses or corrective measures by the management of faculties and guarantors of individual degree programmes. USB also conducts regular surveys among employers in order to continuously improve feedback mechanisms.

The links between USB, its graduates and current and potential employers allow for qualified information related to the educational process. This information is then used for relevant curriculum innovation and interdisciplinary linking in line with labour market needs. The method of communication with employers naturally differs depending on the faculties and degree programmes. Communication with a well-defined group of schools (teacher education programmes) or hospitals and other health care institutions (nursing programmes) is more concentrated and simpler than communication with a large number of diverse employers in social work or agriculture; a very specific group are employers in areas of education corresponding more to basic research (biophysics, cultural studies or philosophy).

Examples of some of the faculty measures in the area of monitoring, evaluating and supporting graduate employment and employability are given in the following text.

In recent years, the **USB Faculty of Economics** has conducted a detailed survey of the employability of its graduates through guided interviews. The results of this survey have been taken into account in regular teaching and in the preparation of new degree programmes. The survey covered all levels and forms of study. Due to GDPR regulations, it was no longer possible to conduct this survey in the current way in 2023. However, after consultation with USB's legal counsel, arrangements have been made to continue these surveys in future years.

The USB Faculty of Education regularly conducts surveys of the employability of its graduates through telephone interviews. The results of this survey are reflected in particular in the need to provide teachers for school practice.

USB Faculty of Science works closely with secondary schools. As part of the activities of the Center for Science Education, it offers a number of courses, lectures, field trips and workshops to high schools, which often take advantage of these activities. Secondary school teachers are also directly involved in the education or teaching curricula as part of subject didactics and practice to a greater extent. Teacher education students are thus in direct contact with them. Didactic publications are also prepared, in which a USB Faculty of Science teacher and a secondary school teacher are jointly involved.

Data on the employment of graduates of the **USB Faculty of Fisheries and Protection of Waters** are collected through the number of graduates registered at the Labour Office of the Czech Republic. The Faculty also conducts occasional questionnaire surveys, but the response of graduates to these surveys is not very high. In order to promote employment, one graduate of the Faculty of Fisheries and Protection of Waters of USB is allowed to obtain a one-year internship at the operational facilities of the faculty. This experience may be important in finding more permanent employment. As part of the development of the faculty or the CENAKVA centre, the USB Faculty of Fisheries and Protection of Waters is also able to place some of its graduates directly at the faculty. The faculty also offers graduating students or alumni the opportunity to publish their profile for potential employers, while at the same time publishing relevant job offers obtained from partners or searched on various websites and portals on the faculty website dedicated to graduates.

The **USB Faculty of Health and Social Sciences** communicates with potential employers of its graduates both in mutual professional meetings and in situations where employers approach the faculty to post jobs for graduates, for example. The offer is posted by the faculty on the notice board and on the website and the employer is asked for feedback on whether any of the faculty's graduates will apply or be hired for the offered position. In addition, all medical students are given a questionnaire at the state final examinations, where students anonymously answer whether they intend to take up employment in the specialisation they have studied. Members of the Alumni Club are then sent a newsletter several times a year with current job offers in their field.

The management of the **USB Faculty of Agriculture and Technology** has long used communication with the Alumni and Friends of FAT USB Club for feedback. The results of USB surveys are also taken into account. Equally important feedback is the direct communication of students with the faculty's student affairs office.

4.3 Cooperation with future employers of graduates

The University of South Bohemia in České Budějovice regularly takes advantage of a number of opportunities for cooperation with future employers of its graduates, ranging from contacts based on professional industry cooperation to 'job fairs'. Future employers (e.g. professional organisations, manufacturing companies, kindergartens, primary and secondary schools, language schools and translation agencies, health care institutions, institutions working with young people, social service providers, nature conservation organisations, archives, museums, heritage institutes, (e.g. libraries, galleries, media, state and local government institutions, publishing houses and other institutions and facilities) are involved in the design and implementation of degree programmes, including the implementation of compulsory professional or operational work placements for students, participate in the assignment of topics and in the guidance and opposition of bachelor's theses, master's and doctoral theses, which they often facilitate directly at their facilities or in their operations, participate as industry experts in state final examinations, provide feedback useful in improving the quality of individual degree programmes, and participate directly in the innovation of many degree programmes, they are involved in various student professional competitions and projects, they cooperate in organising excursions, talks,

seminars, workshops and professional lectures and actively participate as speakers in many of them, and last but not least, employers are members of degree programme boards.

The networks of cooperating institutions and clinical departments are expanded by the faculties of the University of South Bohemia every year with new partners (see also chapter 2.2), as well as the offer of educational programmes for students and teachers of primary and secondary schools and the offer of other activities implemented mainly within the framework of lifelong learning, thanks to which there is a mutual transfer of information and the provision of valuable feedback. The individual faculties of the University of South Bohemia also cooperate with a number of potential employers of their graduates within the framework of joint scientific and contract research projects.

Offers of vacancies, as well as shorter-term internships, trainee programmes or temporary jobs suitable for students and graduates of individual faculties of the University of South Bohemia are often advertised through departments, individual supervisors or former graduates of the faculties concerned. The profile of the University of South Bohemia on the professional network LinkedIn is also used as a tool for professional communication. In the area of cooperation with future employers of graduates, the role of the **USB Career Centre** is also important. The mission of the centre is, among other things, to strengthen cooperation with potential employers.

Individual faculties of the University of South Bohemia also use their own tools or implement their own activities aimed at cooperation with future employers of their graduates.

The **USB Faculty of Economics** implemented the 2023 Job Day – a job fair for USB students and alumni. In 2023, there were 28 companies from a variety of industries, including the USB Career Centre. We also invite industry experts to participate in the Invest Day, and they sit on the SVOČ jury.

In addition to cooperation with a number of Czech university departments and institutes of the Czech Academy of Sciences, the **USB Faculty of Arts** also cooperates with the Alliance Francaise of South Bohemia, the Instituto Cervantes, the Alšova South Bohemian Gallery, all South Bohemian museums, the National Heritage Institute, the State District Archives in České Budějovice, the State Regional Archives in Třeboň, Plzeň and Prague, and a number of other state and non-state archives throughout the country. For philological programmes, it offers internships and contacts in publishing houses and publishers (including the USB Publishing House)

and has a cooperation agreement with the Sophia translation agency. In the field of education, it cooperates with a network of secondary schools in the South Bohemia region. Cooperation is also taking place with potential employers abroad (e.g. the Czech MoFA CR, CzechTrade Düsseldorf and the Freyung-Grafenau district office). Selected representatives of potential employers have been included in the boards of some FAR USB degree programmes.

The **USB Faculty of Education** concludes cooperation agreements with schools/organisations, actively carries out internships with students in schools, informs schools about organized events (courses, competitions, seminars, conferences...), cooperates on projects. FED USB offers vacancies to students on the FED USB website in job offers and regularly publishes them on the notice board.

At the **USB Faculty of Science**, there is an intensive cooperation between non-biological disciplines (computer science, physics) and companies within the South Bohemian region (e.g. Bosch, Engel, etc.). Students often do their internships in these companies and the companies employ them after graduation. Part of the education in biology programmes such as Environmental Care, Biomedical Laboratory Technology, Laboratory and Medical Biology and Clinical Biology also includes internships at the workplaces of the graduates' future employers, such as authorities, hospitals or private clinical laboratories. Some of the courses in these degree programmes are taught directly by practitioners who may be the students' future employers. The Departments of Medical Biology, Chemistry and Informatics develop cooperation with the Hospital České Budějovice, a.s., in research in which students also participate; a project for the OP JAK call and other joint projects are currently being prepared. Joint projects in the field of medicine involving students are also being prepared with other biomedically oriented companies such as GenLabs or Gentrend.

Teachers from secondary schools are involved in the education and teaching curricula, where they contribute to the teaching of didactic subjects and lead practices. Principals and teachers from secondary schools are consulted in the modification of the teaching curricula. FSC USB has prepared a new professional curriculum in Teacher training in Science for secondary schools, in the development of which principals and teachers from secondary schools and students studying teaching have also participated.

The cooperation of the **USB Faculty of Fisheries and Protection of Waters** with potential employers of graduates takes place on several levels. The first of these is the organisation of operational and professional practical training, where students can get in direct contact with future potential employers and demonstrate their knowledge and skills. The second is inviting industry representatives to the state

final examinations. In addition, the faculty offers potential employers the opportunity to post their job offers on the 'Graduates' section of the website and to browse through the profiles of graduating students or graduates looking for work. FFPW USB also has direct collaborations with a number of potential employers on various contract research projects. This also opens up employment opportunities for graduates of the faculty.

Collaboration with future employers of **USB Faculty of Theology** students takes place in the areas of instruction, scholarly work, and the third role of universities. Representatives of future employers are members of the boards of the professional degree programmes, and experts from future employers are also invited to provide input into the teaching process. Students in professionally oriented programmes also undertake field trips and shadowing placements with future employers, as well as work experience. By the end of 2023, the FTH USB had concluded cooperation agreements with more than 40 organisations (clinical sites). These are organisations that match the employment profile of the graduates, where students often receive offers for their future employment based on the successful completion of their internships, which makes it easier for them to enter the labour market. There is also cooperation with a number of other non-clinical facilities in the provision of student placements. Students thus have the opportunity to get acquainted with a wide range of organisations where they can find employment as graduates of the faculty. The faculty is also frequently approached by the organisations themselves with offers of jobs for graduates. Cooperation with employers is also gradually being developed through students of part-time studies, who usually work directly in organisations in the field of study or in related fields.

The most frequent employers of graduates of the **USB Faculty of Health and Social Sciences** form a network of clinical departments with which the faculty has concluded cooperation agreements. With the Hospital České Budějovice, a.s., the faculty co-organises the important professional congress Budějovice Case Studies, aimed at sharing and discussing experiences from practice. The faculty also organises an annual meeting of representatives of clinical departments and the Day of Medical Disciplines, where South Bohemian hospitals have the opportunity to present themselves. Direct contact with the management of hospitals, familiarisation with trends and work and non-work activities that hospitals offer to potential employees, regularly has a positive response among students of the faculty. Students also have the opportunity to get to know potential employers during their internships, and prominent industry experts also teach at the faculty.

Due to the strengthening of links between the **USB Faculty of Agriculture and Technology** and potential employers of graduates, the faculty has concluded contracts for providing internships directly in companies. At the contracted facilities, students can learn about the working environment in specific plants and thus establish contact with potential employers. Furthermore, for instruction, the faculty uses external industry experts as lecturers, who are a direct link for the transfer of current information from practice to instruction, and in turn for new knowledge to practice. This collaboration appears to be a key activity for students' career development. Visits to enterprises in the form of excursions are part of the instruction in selected courses. In this case too, students have the opportunity to make contact with a future employer.

5 Interest in studying

5.1 Admission examinations for studies

Within the University of South Bohemia, there is not one common admission examination model for all applicants. The admission procedure is diversified and provided in the ways that best suit the specific degree of study (bachelor's, consecutive master's, doctoral), the nature of the degree programme and the interest in studying in the given programme. All faculties of the University of South Bohemia organise admissions out of their own resources.

The admission procedure for bachelor's studies takes into account, for example, the results of studies at secondary school and the results of the secondary school leaving examination, the results of the National Comparative Examinations provided by Scio, the results of interest-based and field competitions (e.g. Olympiads, international competitions, SOČ, etc.), the results of written tests or oral interviews, language examinations, practical or talent examinations or the results of admission interviews. The conditions of the admission procedure, including the materials for admission tests, etc., are usually formulated and ensured by the guarantors of the individual degree programmes.

The admission procedure to the consecutive master's programme is usually linked to an assessment of the results of the bachelor's studies, or a combination of written tests and admission interviews. The PhD admission examinations are interviews and assess the applicant's achievements to date, the aim of his/her dissertation research project and his/her language proficiency. Admission interviews with foreign applicants may also be conducted via an online video interview.

In some degree programmes, applicants are admitted without admission examinations on the basis of the results of their secondary school studies if they meet the requirements. If students are admitted to studies without an admission examination, they demonstrate their current skills and qualities particularly during the first semester of study, when, together with the necessary number of credits – in accordance with the USB Study and Examination Regulations – the condition of passing the compulsory courses of the first semester is set for advancement to the next semester, or for remaining in the studies.

Verification of the language competencies of foreign applicants for study in the Czech language takes place in the form of language examinations provided by the USB faculties, or by proving the language level with generally recognised certificates, or the language level is verified directly during the admission examination, e.g. by an interview before a committee which also verifies subject knowledge, motivation to study, etc.

The admission procedure often combines several of the principles described above. For example, the admission procedure at the **USB Faculty of Arts** in 2023 took into account the applicants' interest in individual degree programmes. For some bachelor's degree programmes, all applicants were admitted without admission examinations; for most, admission without admission examinations is conditional on excellent academic performance in high school or the presentation of a language certificate. Those applicants who do not meet the conditions for admission without admission examinations, specified in the relevant measure of the Dean, take an admission examination in the form of either an oral interview or a written test. Admissions to consecutive master's studies were based on oral examinations for all applicants, while admission to the doctoral programme was based on an interview before a committee.

In 2023, the **USB Faculty of Education** used the services of external entities for the degree programme Psychology, the degree programme Special Education and the degree programme Teacher training for the 1st level of PSch, where applicants took the General Academic Prerequisites (GAP) test organised by SCIO.cz.

In 2023, written admission examinations for bachelor's degree programmes were introduced at the **USB Faculty of Science** in order to assess the quality of applicants in a uniform manner. Gifted applicants, such as participants in the National Comparative Examinations with a percentile of 70 or higher, are admitted without the above examination. Applicants for admission to the Biological Chemistry bachelor's degree programme have the opportunity to take the online mathematics and chemistry tests that are part of the National Comparative Examinations organised by Scio. Applicants for admission to the Master's degree programme in Biological Chemistry have the option of online testing, which is facilitated by Scio. This testing is in the form of specific tests designed for the needs of the FSC USB.

Applicants are admitted to the bachelor's degree programmes of the **USB Faculty of Fisheries and Protection of Waters** without an admission examination on the basis of their results from secondary school (full-time studies) or on the basis of their results from secondary school and the information in the student's CV and motivation letter (part-time studies). Students then demonstrate their skills and qualities during their first year of studies. Applicants who do not meet the admission requirements are

admitted to the consecutive master's programme without an admission examination on the basis of the result of a written test (full-time studies) or a combination of the result of a written test and the information in the student's CV and motivation letter (part-time studies). Admission to doctoral programmes is based on an admission interview and the information in the annexes to the application form.

At the **USB Faculty of Health and Social Sciences**, admission examinations were conducted in the form of written tests. These were tests from profile areas according to the chosen degree programme. FHSS USB prepares its own tests and its experts compile them specifically according to their own needs to verify the abilities of future students for each area. In most cases, the admission tests are single-round, with the exception of the Paramedic Studies programme, where the two-round admission procedure consists of a physical fitness talent test followed by written tests.

The **USB Faculty of Agriculture and Technology** admits students to bachelor's degree programmes based on their high school grades. Admission examinations to the consecutive master's programme are conducted in the form of a written test of professional knowledge. The admission procedure is provided exclusively by the faculty's own resources. Candidates for doctoral studies undergo personal interviews before the examination committee, for foreign applicants, interviews are conducted via MS Teams.

5.2 Cooperation with secondary schools in the promoting USB

In 2023, the University of South Bohemia in České Budějovice as a whole participated in the most important educational fairs in the Czech Republic intended for prospective secondary school students, not only in the traditional face-to-face education fairs but also in the online fairs, which were created as an alternative in times of pandemic but proved to be a suitable complement to the in-person presentation of the University. Specifically, these were Gaudeamus Prague (24–26 January 2024), Gaudeamus Brno (31 October – 3 November 2023) and Gaudeamus Bratislava (10–12 October 2023). The University of South Bohemia also participated in two on-line fairs of the vysokeskoly.cz portal, which took place on 18–19 January and 22–23 November 2023, and the University and all its faculties took part in the Education and Craft Fair at the České Budějovice Exhibition Centre (2–4 November 2023).

The classic event "University Student for a Day" took place at the **USB Faculty of Economics**. SSch students can try being a university student for a day, play a fun game, walk the Fairtrad Trail, take a peek behind the scenes of the Academic Library, and then visit the USB Refectory. The day is then rounded off with the presentation of diplomas and prizes.

In 2023, the following meetings took place:

- 18. 4. 2023 Obchodní akademie, Střední odborná škola a Střední odborné učiliště
- 3. 5. 2023 Badatelský den pro SPŠ Kutná Hora
- 2. 6. 2023 Gymnázium J.V. Jirsíka
- 8. 6. 2023 Táborské soukromé gymnázium a Základní škola
- 25. 10. 2023 OA CB
- 1. 11. 2023 OA CB
- 13. 11. 2023 OA Tábor
- 15. 11. 2023 OA J. Hradec
- 27. 11. 2023 OA Písek
- 1. 12. 2023 SŠO CB
- 6. 12. 2023 SŠ a VOŠ cestovního České Budějovice

On 21–29 November 2023 a workshop for secondary schools 'Become a computer scientist for a day' took place.

The Faculty of Economics cooperates with 7 secondary schools, namely with the Obchodní akademií Husova 1 v Českých Budějovicích, Obchodní akademií a Jazykovou školou s právem státní jazykové zkoušky Písek, Střední školou obchodní Husova 9, s Vyšší odbornou školou, Střední průmyslovou školou automobilní a technickou, České Budějovice, Střední školou a Vyšší odbornou školou cestovního ruchu, České Budějovice, Senovážné náměstí 12 a Obchodní akademií, Tábor, Jiráskova 1616. A new faculty school was added in 2023: Obchodní akademie T. G. Masaryka a Jazyková škola s právem státní jazykové zkoušky Jindřichův Hradec. It is primarily about vertical cooperation and networking of leading schools educating pupils and students in economic fields. This synergy should ensure excellent education for graduates and sharing of capacities in both education and research. Last but not least, it is a framework to enable joint development and international projects.

The **USB Faculty of Arts** has long worked closely with high school educators, their students, and the broader community. Members of the administration, academic staff, and students from each department regularly visit not only the faculty schools, but also other high schools and middle schools in the region and beyond. The existing network of faculty schools is as follows: Biskupské gymnázium J. N. Neumanna České Budějovice, Gymnázium Český Krumlov, Gymnázium Česká, HVS, SPŠ automobilní a technická, Obchodní akademie CB a Gymnázium Pierra de Coubertina. The status of a faculty school brings both parties to further develop the existing close cooperation not only during the organisation of teaching internships but also in other areas.

The aim of the in-person contact with SSchS is to present the possibilities of studying at the faculty to secondary school pupils and their teachers in an attractive way, for example through motivational demonstration lectures or by organising other popularisation events. Furthermore, FAR USB presented itself at the Day with the University event (11 May, FED USB sports complex). High school students from all over the region and the public were invited to the event. For the third time, FAR USB participated in the largest educational fair in South Bohemia, Education and Craft (2–4 November, CB Exhibition Centre), where it informed the general public and those interested in studying at the University about the study opportunities and graduates' employment. The event was conceived as a more diverse and scholarly oriented Open Day. Another example of good cooperation with the SSch was the ongoing project of the FAR USB Teachers of English for Future Europe (TEFE), which involves teachers, lecturers and students of teacher training from six European universities.

Special attention was paid to the celebration of the 20th anniversary of the field of archives at USB. The Department of Archives and Ancillary Historical Sciences prepared an exhibition mapping the development of their department, which was opened together with the whole celebration on 22 September in the lobby of the FAR USB. In addition to the exhibition, lectures and activities such as an escape game were prepared for high school students, alumni, and interested members of the public.

Each year the **USB Faculty of Education** holds an Open Day on two days, one the day before the USB Open Day and one during the USB Open Day. In addition, the FED USB organises promotional events, presentations and talks for 4th year high school students in České Budějovice and in other towns and villages within the South Bohemia Region.

To promote the study and teaching of science, the **USB Faculty of Science** established a 'Center for Science Education' in 2021, which became part of the faculty structure and which newly integrated LLL activities. Most of the activities of the Center for Science Education and LLL at the USB Faculty of Science are targeted at high school students and teachers. The faculty has a very good track record of having its experts give lectures directly to high schools, of which 84 were given in 2023. Experts from the faculty conduct work in the framework of Secondary School Vocational Activities (SOČ), serve on the committees of SOČ and science Olympiads.

In 2023, the Centre for Science Education organised 14 one-day workshops for high school students as part of the Junior University, which were attended by 115 students. The traditional events for talented high school students were the Molecular Biology in Budejice (14 participants), the Week with Contemporary Biology (14 participants) and the Fall Bio Camp (19 participants).

The cooperation of the **USB Faculty of Fisheries and Protection of Waters** with secondary schools is implemented in several ways:

- Each year, FFPW USB representatives (staff and students) present the activities of the faculty and the offerings of their degree programmes at 10–15 selected high schools
- FFPW USB is looking for high school partners who are interested in deepening their collaboration by lending the title of faculty school. Within the framework of this cooperation, high school students can carry out works at FFPW USB within the framework of the SOČ.

FFPW USB organises thematically focused one-day and multi-day courses for secondary schools through our International Environmental Educational, Advisory and Information Centre (MEVPIS).

In the year 2023, the **USB Faculty of Theology** primarily built on its successful cooperation with South Bohemian high schools. A lecture on Islam was held at the Jírovčova Gymnázium in České Budějovice as part of the graduation seminar on the foundations of social sciences. Furthermore, three blocks of lectures on Islam in Europe and on the issue of anti-Semitism were held for students of the Gymnázium Prachatice. In this case, the topics were based on general primary prevention programmes at schools.

The **USB Faculty of Health and Social Sciences** historically presents itself at the events of the University of South Bohemia in České Budějovice and at the FHSS USB Open Day.

In November 2023, the management of the **USB Faculty of Agriculture and Technology** participated in a meeting of directors of secondary vocational schools of agricultural, fishery and forestry in the South Bohemia Region, chaired by Ing. Břetislav Kábele, Director of the SVS veterinární, mechanizační

a zahradnické a Jazykové školy České Budějovice. Invited guests were the head of the Department of Education, Youth and Sports of the South Bohemian Region Ing. Hana Šímová, Deputy Director of the South Bohemian Inspectorate of the Czech School Inspectorate PaedDr. Josef Erhart and Director of the Office of the Regional Chamber of Agriculture of the South Bohemian Region Ing. Hana Št'astná. The faculty is thus in intensive contact with representatives of regional secondary schools. A very good response was received at the meeting of the faculty management with students of the SVS veterinární, mechanizační a zahradnické a Jazykové školy České Budějovice on the premises of the SVS České Budějovice. FAT USB hosted a visit of the graduating class of SŠA Písek. The candidates were introduced to the various departments of the faculty and a discussion with their representatives took place. The Open Day was held on 20 January 2023 and was attended by approximately 300 potential applicants from secondary schools. In November 2023, the faculty presented itself at the Education and Craft exhibition in České Budějovice, where about 300 students were interested in studying at the faculty. On 6 October 2023, a very successful Researchers' Night was held, which was attended by about 450 interested members of the public, and on 11 May 2023, a Day with the University was held, where 100 interested students participated. In 2023, the Faculty of Agriculture and Technology also tried to reach out to future students at the Země živitelka exhibition, Czech Food Expo and Adventures with Technology. The marketing department of the faculty is also in contact with applicants from secondary schools via social networks.

6 Staff

6.1 Career regulations for academic staff, incentive tools for staff remuneration

Career development of academic staff is linked to the need to ensure the quality of educational, creative and related activities and to continuously improve the results in all these areas. Career development is thus generally defined as, for example, the achievement of a professional qualification, the award of a higher academic or scientific degree or successful creative activity. At USB, the basic principles of career development of academic (and non-academic) staff are regulated by the Career Code of the University of South Bohemia in České Budějovice (Rector's Ordinance No R 479), which is thus one of the tools for fulfilling the mission, vision and strategic goals of USB. One of the bases for the remuneration of academic staff at USB is their evaluation (inter alia, through the IS ASPE system), while the aim of remuneration is to improve their performance and motivate them to further career development. Some faculties have their own Career Regulations which complement or further develop the USB Career Regulations.

Until 2022, the USB Rector awarded the Rector's Prize for Scientific Publication annually. In 2023, a change was made. The new scientific awards will be given for outstanding research results, including scientific publications or applied research results (e.g. patents), and in four subject categories (natural sciences, agricultural and fisheries sciences, social sciences, humanities) and two age categories (academics, students). Student awards can also be given for outstanding bachelor's, master's or doctoral theses. In addition, up to three prizes for popularisation of science can be awarded each year, without distinction of discipline or age category. Proposals submitted by faculties will be evaluated and submitted to the Rector by the Vice-Rector for Research together with the Vice-Deans with the research remit of all faculties. In 2023, a teaching achievement award has also been introduced, which can be awarded in two categories: for outstanding teaching achievement or for outstanding, state-of-the-art undergraduate textbooks. The first teaching awards have already been given in 2023. Meanwhile, the proposals submitted by the faculties are evaluated and submitted to the Rector by the Vice-Rector for Student Affairs together with the Vice-Deans with the student affairs remit of all faculties.

Prizes for scientific work or work in instruction are also set and awarded by some faculties. Among other things, these prizes and the associated rewards often act as motivational tools for the further development of USB academics. The faculties also reward the achievements of their academic staff as a standard, based on an annual evaluation through the IS ASPE system. Students of some faculties who are actively involved in creative activities are also rewarded in the form of special or extraordinary scholarships.

6.2 Developing the teaching skills of academic staff

The University of South Bohemia pays attention to the development of teaching skills of academic staff. Building a system of support for the development of pedagogical competencies began with the OP RDE ESF project 'Development of USB' (2017–2020), when, among other things, the Concept of Development of Pedagogical Competencies of USB Employees and the Course of Pedagogical Competencies were created. The solution of this project was extended until September 2022 and the follow-up activities continued and were supported, especially by the SPSM 2022–2023 funds. Training in this area is set up to meet the individual needs of staff. Each participant completes the modules and blocks that correspond to his or her learning needs in terms of identified reserves in terms of his or her own pedagogical competencies and in terms of the applicability of the acquired practical knowledge and skills in his or her own teaching, including taking into account the time options for the choice of organisational forms of learning (e.g. combination of face-to-face workshop and online learning). The organisational guarantor of the training is the Lifelong Learning Unit of the USB Rectorate, while the Vice-Rector, who is responsible for lifelong learning at the University of South Bohemia, is responsible for the content and quality of the training activities.

The University of South Bohemia strives for a systematic anchoring and to create a stable offer of educational activities for teachers in the system of lifelong learning of the University of South Bohemia staff, which can flexibly respond to current demand. The Lifelong Learning Unit of the USB Rectorate also supports the improvement of language competences, including skills related to teaching in a foreign language, by offering courses for staff (see also chapter 2.3). The faculties support the participation of

academic staff in seminars or workshops on pedagogical topics. In 2023, attention was again paid to the development of pedagogical competencies of supervisors of doctoral students.

Ongoing training or training of new teachers is also provided in view of the possibilities of using didactic technology, which the University is gradually acquiring or continuously innovating (e.g. workshops on working with interactive whiteboards are offered at several levels of sophistication). Particularly important in this context are activities helping teachers to make more effective use of tools for supporting distance learning (LMS Moodle, MS Teams). In 2019, a separate position of technical and methodological support was created at the USB Information Technology Centre for this purpose. In 2020 and 2021, support in this direction was further intensified, especially in response to the situation caused by the Covid-19 pandemic and continued in 2023.

An integral part of the support for the development of pedagogical competences is also the provision of feedback to teachers, whether in the form of systematically implemented and evaluated Student Evaluation of Instruction or in the form of collegial feedback (peer-to-peer visits) or the participation of several teachers in the instruction of one subject. The sharing of experience and skills among colleagues and the implementation of the idea of an 'organisation that learns' is encouraged. Participation in courses is organised on a voluntary basis in relation to the perceived need of the individual academic staff member but is also reflected in the development interviews between departmental heads and lecturers, particularly in relation to the results of regular Student Evaluation of Instruction surveys.

A significant achievement was the participation of USB in the implementation of the nationwide project CDP 2023: Standards of Instruction Quality at Czech Universities, where, among other things, the Draft Competency Framework Pedagogical Competencies of University Educators was created, the intention of which is to 'help with the definition and mapping of pedagogical competencies and to become a basis for the creation of tools used in supporting, developing and shaping the quality of instruction and pedagogical work of university educators'.

7 Internationalisation

7.1 Support for student participation in mobility programmes abroad

The University of South Bohemia in České Budějovice cooperates with more than 450 universities in over 70 countries around the world and has long supported student participation in international mobility programmes. Students of the University of South Bohemia benefit from the opportunities to participate in international mobility programmes, especially within the Erasmus+ project (EU education programme for the period 2021–2030), the SPSM 2022–23 projects to support the internationalisation of USB and the Internal Call of the Office of Foreign Affairs to support international cooperation in 2023 (funds allocated from the ORF). Student mobility is also supported by scholarships from faculty scholarship funds and scholarships based on intergovernmental agreements to specific destinations (Fulbright Foundation, CEEPUS, DAAD, KAAD, Aktion, Baden-Württemberg-Stipendium, scholarships of the Czech-Bavarian Higher Education Agency). Student trips abroad are also supported by funds from individual and team projects of the USB Grant Agency. In 2023, an internal call of the International Relations Office was announced to support international cooperation at USB, from which it was possible to financially support foreign mobility (of at least 30 days) of students of all faculties to countries outside the EU and shorter mobility (less than 30 days, e.g. to foreign summer schools) to European and overseas countries. The number of BDP, MDP, CMDP and DDP students who went on a placement or internship of at least 14 days in 2023 was 272.

Foreign cooperation at USB faculties takes place mainly with similarly focused university and academic departments, so that students participating in foreign mobility programmes have the opportunity to choose as many courses as possible corresponding to their study plans at the individual USB faculties. Credits earned for courses taken abroad are subsequently recognized upon their return (based on Transcript of Records and compatibility with courses in accredited study programs). USB students are informed in advance of the mobility credit options through university and faculty websites, meetings with officers of the USB International Relations Office of the Rector's Office and the foreign departments of individual faculties, and email messages.

In order to ensure sufficient support and information for students in the area of the recognition of completed courses and credits awarded, students of some faculties draw up an Agreement on the Recognition of Courses Taken at a Foreign University before departure with the sending institutes or departments, which specifies exactly how a particular foreign course will be recognised upon return in the event of successful completion (i.e. whether as A compulsory, B compulsory elective or C elective). Upon return, students will have all completed courses recognised according to the previously approved method of recognition. This agreement may be amended by students during their study abroad, following the same rules and deadlines governing amendments to the Learning Agreement document and set out by the Erasmus+ programme. The Deans' ordinances for students' studies abroad set out the rules for the recognition of courses taken at a foreign university by the relevant USB faculties.

Support for USB students going abroad on mobilities was provided by the staff of the Rectorate's International Relations Office (IRO). To support USB students going abroad, the IRO established a position of go abroad officer, which was supported by the project '**SPSM 2022–23 Supporting USB Internationalisation**' in 2023. An International Days event was held on 25–26 April 2023 to inform students about going abroad and the international environment at USB. Students who have already completed a study stay abroad or an internship were given the space to share their experiences and inspire other students to study abroad. On 10–11 October 2023, the IRO joined the international Erasmus Days by organising an event called StuduJU a cestuJU, which aimed to inform about the possibilities of studying or internship abroad, either within the Erasmus+ programme or thanks to the offers of other partners who participated in the event (Europe Direct České Budějovice, Czech-us, v. o. s., INEX – Association of Voluntary Activities, z.s., Campus France). In order to support students' international trips, USB courses focused on mobility motivation and intercultural communication were implemented at FED USB in 2023.

USB also offers students stays under joint degrees (2 degree programmes) and double degrees (9 degree programmes). Within this type of study, students follow a precisely defined study plan at the foreign

institution, which is communicated to the students in advance, and which is also fully recognised upon their return; the students are informed about the method of recognition by the guarantors of this type of study at the sending institute or department before the trip.

Students are also members of faculty and departmental research teams and their development in relation to possible participation in foreign activities is also supported here.

The **USB Faculty of Economics** is fully involved in bilateral cooperation with foreign universities within the Erasmus+ and CEEPUS programmes. Students are regularly informed about study abroad opportunities at meetings organised by the FEC USB International Relations Office in cooperation with students who have already participated in an international mobility, as well as on information boards in FEC USB buildings. International students studying at FEC USB present their home university and the study opportunities for international students in English language classes. FEC USB recognises students for all imported credits and recognises, to the extent possible, the completion of practical training abroad. In addition, FEC USB offers selected courses in English, in which not only Czech students but also Erasmus+ students are enrolled, where students can experience what it is like to take classes in English, which can then be an important factor for them when deciding whether to participate in a mobility abroad themselves.

In 2023, as part of the intensively developing cooperation of the **USB Faculty of Arts** with the Latin American region, it was possible to support further student mobilities with the Universidad Nacional de Trujillo. Thus, FAR USB was able to welcome two more Peruvian students on its campus in the winter semester of the academic year 2023/2024. The benefit of FAR USB for the professional training of students from a third country was the transfer of knowledge in contrastive linguistics or computational and corpus linguistics, which are not cultivated at a Peruvian university. The students also took a course in Czech for foreign students, thus FAR USB aims to spread awareness of the Czech Republic in Latin America. The Freemover program supported one overseas mobility to Mexico in 2023 to collect data for a qualifying thesis. A total of six two-way student mobilities were also successfully completed and seven more started in double degree programmes with the Universidad de Salamanca in Spain, Université Bretagne Sud in France and Universität Passau in Germany. Support was also given to the ongoing Erasmus+: Strategic Partnerships project TEFE A+ 'Teachers of English for a Future Europe – Putting the Internationalisation of Teaching Practice into Action', which will run from 2023–2026.

Students of the **USB Faculty of Education** are always informed about the current selection procedures (Erasmus+, SPSM) via e-mail, the faculty's website and social networks (Facebook FED USB, Instagram of the foreign department FED USB). In February 2023, as in previous years, an event was held to promote student mobilities (presentation by the foreign department + presentation by student participants in previous mobilities). Each department has a so-called mobility guarantor with whom students deal with the recognition of courses and credits before departure and during their study abroad (in case of changes in the Learning Agreement).

At the **USB Faculty of Science**, students take full advantage of the possibility of foreign stays within the mobility programmes. Students have full support from both the International Relations Office and the Languages Department in case of need regarding foreign placements. This support includes both the Erasmus+ programmes (KA103 and KA107) and the Internal Call. In 2023 there has been an increase of almost 40% in the number of students going on international placements compared to 2022. Doctoral students are further supported in their compulsory placements by a project coordinated by the Vice Dean for Doctoral Studies together with the Vice Dean for Internal Assessment and International Relations. Newly doctoral students are also actively involved in short-term PhD stays of 5–30 days supported by the Erasmus+ programme. In 2023, students were also supported by the Internal Call for International Cooperation, which enabled them to participate in summer schools and placements in the EU and beyond that could not be funded by Erasmus+.

Every year, students of the **USB Faculty of Fisheries and Protection of Waters** use the opportunities of the ERASMUS+ programme for the purpose of internships – in 2023, only practically oriented internships (SMT) were implemented and the students of the faculty did not receive any ECTS credits under this mobility programme.

According to the study regulations, DDP FFPW USB students are obliged to complete a 3-month internship abroad. The fulfilment of this obligation is financially secured by using the ERASMUS+ programme, SPSM USB, GA USB and other central resources of FFPW USB. In the year 2023, the updated

measure of the Vice Dean for International Relations No 01/2022 (Ref. USB/09/07760/21) – Allocation of scholarships to support foreign stays of FFPW USB students in doctoral degree programmes was followed, which regulates the allocation of scholarships to support foreign stays of FFPW USB students in doctoral degree programmes. Students were allocated maximum amounts taking into account the economic conditions in the target countries, using mobility support from the budget of the individual research laboratories.

The faculty also used an incentive system for the submission and eventual solution of international (especially European) projects and for the purpose of supporting foreign mobility programmes. Within this system, DDP's own students are also honoured for submitting projects providing this type of activities as well. Of course, the faculty is also involved in the implementation of various types of projects of Operational Programmes (especially OP RDE/JAK – Mobility, Innovation of Doctoral Studies, etc.), where the implementation of mobility is a matter of course. Apart from the above, it is a matter of course to support students in the framework of the USB Strategic Management Support Programme – Support for the Internationalisation of the FFPW USB (2022–23) or in the form of an extraordinary scholarship. Students are also members of the faculty's research teams, and here, too, support for their development in relation to possible participation in international activities (short-term research internships, presentations at scientific conferences, participation in seminars, etc.) is evident.

In 2023, cooperation with the Permanent Representation of the Czech Republic to the EU in Brussels, the Agriculture and Environment Department and CZELO continued, building on student internships from the previous presidency.

The faculty prepared a project proposal within the call of the Credit Mobility Programme for Asia (V. Stejskal – cooperation with research institutions and a university in Thailand). The faculty supported work placements of high school students of the Höhere Lehranstalt für Umwelt und Wirtschaft Yspertal (Austria) in the laboratories of FFPW USB.

All students of the **USB Faculty of Health and Social Sciences** are informed about the possibilities of foreign mobility through mass mailings, the faculty's website and by lecturers in the classroom. Credits earned abroad are recognised to the maximum extent possible. Professional internship credits are recognised in proportion to the professional content fulfilled abroad. Students are informed about the possibilities of credit evaluation of mobility before going abroad. The selection procedures are carried out online via MS TEAMS from 2021.

In 2023, the **USB Faculty of Agriculture and Technology** conducted a regular review of Erasmus+ contracts, which led to the extension of existing or signing of new contracts with foreign partners. Students and staff had the opportunity to travel under Erasmus+ to 44 contracted universities of the Faculty of Agriculture and Technology. In addition, the faculty had concluded cooperation agreements with 18 foreign universities and research institutions. The offer of semester study stays is presented to students in the framework of Erasmus+ selection procedures. If a student chooses courses that correspond to the content of the courses studied at the faculty, these courses are recognised. The Faculty of Agriculture and Technology is now a member of two CEEPUS networks: 'Engineering as Communication Language in Europe' and 'Agriculture and Environment in the 21st Century – @groen'. Both networks offer travel to more than 10 countries in Central and Eastern Europe. In addition to the Erasmus+ and CEEPUS programmes, funds from the SPSM projects of the University of South Bohemia and funds from the USB Special Call for internationalisation, especially for mobility of doctoral students, were used. In order to promote students' motivation to undertake internships abroad, the courses 'Foreign Internship' and 'Foreign Internship' were included in some newly accredited degree programmes to enable students to gain work experience with scholarship support from the Faculty (e.g. Agroecology, Agricultural Engineering and Technology).

7.2 Support for foreign mobility of academic and non-academic staff

International cooperation and mobility programmes are among the priority and strategic areas of USB development. The University of South Bohemia supports foreign mobility of academic and non-academic staff with all available tools. Mobilities are perceived as a necessary step to ensure the deepening of qualifications and expertise of the supported persons with a link to a concrete and measurable transfer of know-how to the faculty, including networking with foreign institutions with a view to long-term cooperation, or establishing and deepening cooperation with specific experts. Academic and non-

academic staff are offered a wide network of partner universities for cooperation and implementation of foreign mobility. The International Relations Office of the USB Rectorate and the international offices of individual faculties provide support in establishing new cooperation.

Foreign mobilities of academic and non-academic staff at USB are mainly carried out within the Erasmus+ KA103/131 programme (academic staff – teaching and hybrid mobility STA, academic and non-academic staff – training and shadowing STT). USB is also the project leader of the Erasmus+ International Credit Mobility (ICM) KA107/171 project with programme countries within the supported projects. Within KA 171, mobilities to/from non-EU countries were implemented in 2023: Bosnia and Herzegovina, Israel, Albania, Papua New Guinea, Armenia, Senegal, Taiwan, Canada, Cameroon, Uzbekistan, Zambia, Malaysia, Nepal, Peru. Staff mobility outside Erasmus+ programme countries (teaching placement of USB staff at a foreign university outside the EU for at least 5 days, with a minimum of 4 hours of teaching in a 5-day working week) was supported in 2023 under the IRO Internal Call for International Relations. Staff trips were also supported by the project SPSM 2022–23 to support internationalisation at USB and the projects '**USB Development – International Mobility**' and '**USB Development – International Mobility – MSCA-IF**'. A total of 206 USB employees travelled abroad for at least a 5-day study stay or training in 2023.

As in the case of students, the **USB Faculty of Economics** is fully involved in bilateral cooperation with foreign universities within the Erasmus+ and CEEPUS programmes. Academic staff have the opportunity to travel for teaching stays or training during one semester, within Europe or, thanks to other projects (e.g. SPSM), outside Europe. Non-academic staff can also participate in training.

Foreign mobilities of academic and non-academic staff at the **USB Faculty of Arts** is mainly carried out under the Erasmus+: Erasmus programme (teaching, combined and training mobility). In 2023, teaching and acquisition trips to non-European destinations of strategic importance for the internationalisation of FAR USB (Argentina – Universidad Nacional de San Martín and Universidad de Morón, Buenos Aires, Canada – Université de Montréal, Peru – Universidad Nacional de Trujillo) in the fields of linguistics, history and archaeology were also supported. Some other trips of academic staff were funded by individual or team projects of GA USB and GA CR, funds from research centres, ROD or other faculty sources.

Academic and non-academic staff of the **USB Faculty of Education** are always informed about the currently announced selection procedures via e-mail (also on the faculty's website). The selection procedure for FED USB staff for Erasmus+ teaching stays and training (KA131) is announced every year in spring. Another possibility for trips of academic staff, namely to non-European countries, are mobility within the SPSM project (5 trips to the USA supported in 2023). Academics are also informed regularly (1 x per year) about the possibility to participate in Erasmus+ International Credit Mobility Projects (KA171).

The **USB Faculty of Science** supports mobility for both academic and non-academic staff. FSC USB has concluded Erasmus+ agreements with a number of foreign institutions. In the framework of Erasmus+ KA107 intercredit mobility, 12 mobilities were successfully carried out in 2023 and during the year both academics and students from Cameroon, Senegal, Taiwan, Papua New Guinea and Kosovo arrived/left. FSC USB has been awarded projects for the new call KA107 2023 for the countries Senegal and Cameroon, which will start in 2024. In 2023, a significant number of Erasmus+ KA103 trips took place for both staff and non-academics, who in turn benefited mainly from language courses.

During the year 2023, 153 mobilities took place at the USB Faculty of Science (112 in 2022), of which 114 were student mobilities (60 departures and 54 returns) and 39 staff mobilities (30 departures and 9 returns). In addition, staff and student (mostly doctoral students) mobility activities funded by sources other than the Erasmus+ KA103 and KA107 programmes and the Internal Call took place at the faculty.

The **USB Faculty of Fisheries and Protection of Waters** supports international mobilities of academic and non-academic staff with all available tools. Mobilities are perceived as a necessary step to ensure the deepening of qualifications and expertise of the supported persons with a link to specific and measurable transfer of know-how to the faculty, including networking with foreign institutions with the assumption of long-term cooperation, or establishing and deepening cooperation with specific experts. Mobilities for non-academic staff are mainly implemented in the form of specifically linked resources dedicated to specific activities according to a specific 'project' such as Central Development, Operational Programme Research, Development and Education – USB Development – Capacities for R&D (activity related to external and internal faculty evaluation), Development of research-oriented degree programmes of the

FFPW USB, Development of the Technology Transfer Office at USB, OP JAK, SPSM, etc. Another tool quite often used by non-academic staff is centrally coordinated activities such as Erasmus+, credit mobility, etc.

For academic staff, the situation is similar to that of non-academic staff, but in addition, deepening of cooperation in the form of mobility is assumed and supported in relation to the CENAKVA centre, its institutional support (ROD) and the status of a large research infrastructure on the road map of the Czech Republic, where such networking in the form of external sharing of infrastructures is assumed and required. Another logical support from the faculty management is the implementation of mobilities necessary for the fulfilment of purpose-funded or other projects that the faculty is addressing. As part of the implementation of the strategic plan for the development of the internationalisation of the faculty and the research centre, FFPW USB has allocated the amount of CZK 445 000 in the budget for 2023 administered by the Vice Dean for International Relations, earmarked for international activities related to the preparation of research projects and linking to the European Research Area. The allocation is intended to finance short-term internships, participation in coordination and kick off meetings, etc., of both academic and non-academic staff of FFPW USB.

In 2023, cooperation with the Permanent Representation of the Czech Republic to the EU in Brussels, the Agriculture and Environment Department and CZELO continued, building on student internships from the previous Presidency.

The faculty prepared a project proposal within the call of the Credit Mobility Programme for Asia (V. Stejskal – cooperation with research institutions and a university in Thailand). The faculty supported work placements of high school students of the Höhere Lehranstalt für Umwelt und Wirtschaft Yspertal (Austria) in the laboratories of the FFPW USB. 15 staff trips for training, language courses, teaching stays and research activities were supported. In total, staff (1 academic staff member, 12 non-academic staff members) spent 120 days on the road, visiting 11 European countries (e.g. Norway, France, Belgium, Spain), where they gained experience in expanding their knowledge and meeting staff from similar workplaces or in language courses.

FFPW USB hosted 3 visiting professors in sabbatical positions (Netherlands, Sweden, Thailand) and 6 foreign postdocs, 3 of them supported by the CENAKVA budget. The postdocs were involved in scientific activities where they expanded their knowledge and skills, both in the field of their research and in a broader academic context.

The USB Faculty of Fisheries and Protection of Waters also had the opportunity to host two professors from renowned universities in the Netherlands and Norway for a short period of time. These experts shared their rich experience and actively contributed to the optimization of the faculty's management processes. Their valuable advice and perspectives provided new impetus for innovations in management strategies and the direction of the faculty's operations.

The **USB Faculty of Health and Social Sciences** tries to make the most of all available sources of funding for staff mobility abroad. Among the most important sources of funding is the Erasmus+ programme within the EU programme countries, while Erasmus+ credit mobility projects are submitted and subsequently implemented, focusing on cooperation with countries beyond the EU. New cooperation based on newly established contacts is supported to the maximum extent possible, while emphasis is placed on the development of cooperation with long-standing foreign partners. FHSS USB staff are motivated to go abroad through mass mailings and through information sessions within the institute or department. In the case of academic staff, foreign mobility is included in the evaluation system – ASPE – as of 2019.

Information about current calls and opportunities for trips is regularly provided to the staff of the **USB Faculty of Agriculture and Technology** through the International Relations Office. The mobility activities are positively evaluated within ASPE. Tenders are issued for students according to the available funding and support is provided for the implementation of mobility through the International Relations Office. Students also have the opportunity to enrol in the compulsory elective course Training Abroad and thus combine a practical placement abroad with the acquisition of credits. Students in doctoral programmes have a minimum of one month of foreign internship as a compulsory part of their study plan.

Incoming doctoral students from abroad and visiting academic and research staff are integrated through their involvement in the collective of their departments. International students (ERASMUS+, CEEPUS, etc.) are integrated through the ESN USB Budweis. To facilitate the integration of international students

into the FAT USB academic community, relevant documents related to studies are translated into English and all materials are available in the English version of the faculty's website.

7.3 Supporting the integration of foreign members of the USB academic community

Foreign students who arrived at the University of South Bohemia in 2023 could benefit from the support of the University's international student club Erasmus Student Networks USB Budweis, which organises assistance with necessary administrative tasks, cultural and social programme (trips, excursions, visits to theatres, cinemas, etc.) and especially implements a mentoring system through buddies (i.e. USB students who are assigned to a foreign student coming to the University).

The USB Rector's International Relations Office has established the position of Welcome Officer, who (a) provides support to incoming students and employees at USB, especially in the form of providing information about studies, accommodation, advice on the residency agenda according to the Act on Residence of Foreigners in the Czech Republic, health insurance, etc, (b) cooperates with the authorities of the Foreign Police and the Asylum and Migration Policy Department of the Ministry of Foreign Affairs of the Czech Republic, MoFA CR and MEYS CR in the field of residence permits and government scholarship programmes for foreigners; (c) communicates and cooperates with partner organisations abroad; (d) organises activities supporting the integration of foreigners in the USB environment; (e) ensures the operation of the EURAXESS contact centre for researchers from abroad.

Before the start of the summer semester (6–10 February 2023) and before the start of the winter semester (18–22 September 2023), Orientation Weeks for foreign exchange students were held in order to introduce them to the university environment and to help them with the most important issues related to the start of their studies at our University and life in the Czech Republic. International students are in contact with the IRO staff of the Rectorate and with the staff of the international offices of the individual faculties. The Psychological Counselling Centre, which is established at the USB Faculty of Education, also provides psychological counselling for foreign students and employees at USB.

Arrivals of foreign students are implemented within the Erasmus+ project (EU education programme for the period 2021–2030), but also other mobility programmes. International students can be supported by scholarships within the framework of faculty scholarship funds. In 2023, USB continued to support the studies of 4 Belarusian students who were admitted to studies at the University of South Bohemia in České Budějovice in close connection with the current situation in Belarus and 22 Ukrainian students admitted to studies at the University of South Bohemia in České Budějovice because they were prevented from studying in Ukraine or were students who were afraid to continue their studies in Ukraine in the current situation.

Foreign doctoral students and post-doctoral researchers are naturally integrated into the collective of the departments and institutes of the faculties through jointly solved scientific research projects that are solved at the individual units of the University of South Bohemia in České Budějovice.

The **USB Faculty of Economics** implements a doctoral programme in Economics and Management, in which Professor James S. Rikoon (University of Missouri) and Professor Karl Bruckmeier (University of Porto) are involved in instruction and supervising dissertations. Other international academics also write dissertation topics. Foreign academics are invited to teach and participate in conferences or workshops, and are also asked to consult with doctoral students. Foreign guests have also attended important events at FEC USB, such as graduation ceremonies and matriculation ceremonies. The International Office identifies matches in the professional profiles of visiting academics with the professional profiles of individual academics in the departments and develops collaborative teaching and research activities. Tangible results are, for example, published articles in a collective always with a foreign colleague. FEC USB has long supported the activities of the international student club ESN USB Budweis as well as the activities of the student organisation AIESEC, which focuses mainly on students of degree programmes with an economic focus. It also supports the enrolment of students in Czech degree programmes in courses taught in English and offered to foreign students as part of short-term mobility arrivals.

The USB Faculty of Arts has had an extraordinary success in integrating Peruvian students into the Czech environment. Peruvian students have also participated in a number of events for high school students in South Bohemia and the public, thus contributing to the spread of awareness of Latin American culture.

The language departments of the **USB Faculty of Education** that employ foreign workers provide them with individual support.

The foreign members of the academic community at the **USB Faculty of Science** are integrated into individual research groups, departments and institutes, and their integration into the life of the faculty takes place mainly through the staff of these departments. Due to the high linguistic level of the academic community at the faculty, there are no communication problems. Foreign staff also provide regular and irregular courses for cross-border students and students of Czech programmes, who have the opportunity to experience teaching in a foreign language. The USB Faculty of Science and the Biology Centre of the Czech Academy of Sciences share information regarding the arrival of new foreign staff, including a 'welcome guide', information on the website and mutual assistance in case of more complex residency situations. To support foreign staff, the human resources office for foreign staff expanded its staff in 2023, as well as the student affairs office for students enrolled in regular programmes.

The **USB Faculty of Fisheries and Protection of Waters** ensures the integration of foreign members of the academic community into its life by its open approach to these colleagues. The international academic member is always part of a smaller international staff team with initial mentoring from colleagues who have been at the faculty for some time. Each international member of the academic community is provided with the conditions for easier integration into the professional team and everyday life at the beginning of his/her stay at the faculty. At the beginning of his or her career, an HR officer assists him or her with arranging accommodation, doctor's appointments, setting up a bank account, orientation within the infrastructure of the place of work, the University campus, etc. The faculty offers Czech language courses to foreign students and employees. A club of foreign students is established for foreign students of the faculty, who have the opportunity to apply for financial or other support for their activities through the faculty management. Representatives of the faculty international club have been contacted by the University student club with the assumption of closer cooperation in the future. The faculty also organises a number of work and leisure activities which are automatically offered to foreign members of the academic community, giving them another opportunity to integrate effectively and quickly into the collective. Foreign colleagues are largely accommodated in the faculty's facilities and therefore there is also the possibility of daily contact with colleagues or friends from the faculty staff. In 2023, the increased accommodation capacity for incoming foreign staff was fully utilised. At the same time, the faculty management approved the intention to further strengthen the accommodation capacity and renovate the existing accommodation facilities of MEVPIS. FFPW USB is also actively responding to incentives from the University and facilitating these integration opportunities among its staff. In addition to the above, the faculty uses a number of outputs generated by various projects, such as the Welcome guide for international USB staff (output of the OP RDE project USB Development – ESF USB), and actively participates as a researcher in the creation of outputs of the OP RDE project USB Development – Capacities for R&D – Adaptation process (buddy system, mentoring, career and professional growth opportunities, etc.), etc.

There are no changes in this area at the **USB Faculty of Health and Social Sciences** in 2023. Foreign academics who are registered in the EGJE system are involved in academia to the same extent as Czech academics. They are members of the academic community, participate in ceremonies and selection procedures and have the same rights and obligations as university employees. Those who are not registered in the EGJE system and in most cases are short-term working stays with a predetermined goal, are involved in the academic life of the university according to the needs and possibilities of the mobility.

Visiting staff are integrated into the academic community of the USB Faculty of Agriculture and Technology through the host department. The number of visiting staff from abroad continued to increase as the pandemic situation ended. In 2023, nearly 50 foreign faculty members were implementing some form of mobility at the college. In 2023, a group of foreign students started their studies under the Consecutive master's programme in Multifunctional Agriculture and several students started their PhD programmes. Their integration is done through the International Relations Office of the Faculty of Agriculture and Technology, the supervisor and the department in question. Existing doctoral students from abroad are also ready to provide assistance.

7.4 Integration and experience with virtual and combined student and staff mobility

Virtual communication with foreign students was carried out at some USB faculties within the framework of instruction and within the Erasmus+ project, especially Erasmus+ KA171, the so-called International Credit Mobility (ICM), when on-line instruction activities with universities (e.g. in Peru) took place. In 2023, an Erasmus+ blended intensive programme (BIP) focused on food technology was implemented at FAT USB. In 2023, the preparation of further BIP programmes started, which will take place at other USB faculties in 2024. Students and teachers from the USB Faculty of Theology participated in 2 BIP programmes in Germany and Slovakia in 2023.

In 2023, the University of South Bohemia participated in the preparation of the project of the consortium of European universities KreativEU (Knowledge & Creativity European University). Part of the work on the project proposal was the participation of USB management representatives in the BIP program with the topic 'Successful Project Proposal Writing for HEIs' at the D.A. Tsenov Academy of Economics, Svishtov.

Students of the REPM programme whose mother tongue is not Czech study Czech virtually (on-line) at the **USB Faculty of Economics** while they are studying full-time at UBS Lorient and WH Zwickau. Instruction is provided by FEC USB lecturers. As a result, the students have access to quality lecturers and are better prepared for their stay in the Czech Republic, where they are studying in their 2nd year. In 2023, 10 students participated in the Erasmus+ BIP summer school organised by RAU Bucharest with a combined full-time and virtual component.

Within the framework of the partnership of the **USB Faculty of Arts** with the Universidad Nacional de Trujillo in Peru, intensive virtual contact was conducted in 2023 in preparation for the mobility of two Peruvian students at the FAR USB. So far, students and academic staff of FAR USB have been carrying out virtual and combined mobilities rather sporadically. In the second half of 2023, intensive preparations for the BIP (Blended Intensive Programme) planned in the framework of the Erasmus+: TEFE A+ Strategic Partnerships project for spring 2024 took place at FAR USB.

The **USB Faculty of Education** has no experience with virtual or hybrid student/staff mobilities for 2023. The first hybrid mobilities (BIP) are not planned until 2024.

In the calendar year 2023, 4 students and 5 lecturers of the **USB Faculty of Theology** participated in 2 BIPs (combined intensive programmes with a compulsory virtual part) in Germany and Slovakia within the Erasmus+ programme. This new mobility format of the 2021–2027 programme period expands the possibilities of short-term stays for students in particular, the BIPs are focused on intensive knowledge acquisition on a specific topic, after graduation the student receives ECTS credits which are counted towards their studies at the FTH. Participation in BIPs in an international environment has been assessed positively.

In 2023, the **USB Faculty of Health and Social Sciences** organised the International Week of Social Work within the international network SocNet98 as an Erasmus+ BIP with a virtual component. At the same time, FHSS USB sends students to week-long Erasmus BIP summer schools with a mandatory virtual component. This kind of student mobility is very popular and Erasmus BIP mobility is fully recognised.

The **USB Faculty of Science** has experience with combined intensive programs (BIP), but virtual mobility is not considered an ideal alternative as it cannot fully replace the important element of face-to-face interaction and lab work. These factors are key to effective learning and skills development in our faculty training programs.

The **USB Faculty of Fisheries and Protection of Waters** has experience with virtual mobilities and in sharing good/bad practices in integrating this type of mobility with both foreign and domestic partner institutions. In the framework of the Centralised Development Project, experiences were shared in the form of a questionnaire survey aimed at defining possible barriers and subsequent prevention of negative impacts of virtual mobilities. Among other things, the specificities of disciplines where direct contact in laboratories is needed should be taken into account. The faculty is also working on equipping and renovating lecture and study spaces and accommodation facilities. Preparations are underway for the overhaul of the largest lecture hall of the FFPW USB (MEVPIS), including new equipment for online streaming and virtual teaching.

The academic staff of the **USB Faculty of Agriculture and Technology** continued to organise the successful Erasmus+ programme called BIP (Blended Intensive Programme) with a focus on food production. Students from Slovakia, Portugal and Poland participated in the programme. The programme was divided into both physically conducted activities at the faculty of Agriculture and Technology and included a follow-up online part. The experience with the hybrid mobility was positive and the faculty will continue the implementation.

7.5 Other important activities strengthening the internationalisation of USB activities

The University of South Bohemia in České Budějovice considers the internationalisation of educational and scientific activities as one of its main strategic goals. In 2023, the internationalisation of degree programmes accredited in the Czech language continued. The faculties also expanded the offer of courses taught in foreign languages for incoming students (also with the support of SPSM projects). USB staff and students had 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 2022–23 project Supporting the internationalisation of USB. Czech language courses for foreign students are offered at the USB (FAR, FSC), and a one-year Czech language course for foreigners is implemented at the FAR USB, culminating in a certified exam.

In 2023, the University of South Bohemia participated in the preparation of the project of the consortium of European universities KreativEU (Knowledge & Creativity European University), which was awarded the Seal of Excellence in the Call 2023. In 2023, the KreativEU consortium focused on updating the project and expanding the consortium to include 4 additional universities that share the same values and vision of the importance of national cultural and natural heritage of tradition, craft and folklore and its connection to common European values. The KreativEU consortium brings together a total of 11 European universities: the Instituto Politécnico de Tomar (main coordinator of the project), the University of South Bohemia in České Budějovice, Universitatea Valahia din Târgoviște, D. A. Tsenov Academy of Economics, Adana Alparslan Türkeş Science and Technology University, Università degli Studi di Camerino, University of Trnava and 4 new partners, which are Breda University of Applied Sciences, Politechnika Opolska, Södertörn University and Universität Greifswald. A proposal for an updated KreativEU project has been prepared for submission to Call 2024.

In order to exploit the potential of the European Danube-Vltava Region, cooperation with the Czech-Bavarian Higher Education Agency continued in 2023 and joint Czech-Bavarian projects were implemented at the faculties.

In 2023, MOUs were concluded with universities from Taiwan (National Formosa University), Uzbekistan (Temez State University, Karshi State University), the United States of America (Wilson College), Japan (Kochi University), Vietnam (University of Cuu Long), Mexico (Universidad Autónoma de San Luis Potosí), Egypt (Nile University). In 2023, USB was granted membership in the international organization EUA and Magna Charta Universitatum.

The **USB Faculty of Economics** was involved in the preparation of a project of a consortium of European universities and also in a project whose principal investigator was Urgench State University (Uzbekistan). Within the framework of this project, three one-month internships of doctoral students at the FEC USB took place. In addition, FEC USB has been working on 2 international Visegrad projects focusing on the preparedness of SMEs in V4 countries for stress management interventions (cooperation with Poland, Hungary and Slovakia) and on the transfer of experience within the V4 on the strengthening of soft skills as a key educational tool (cooperation with Armenia).

The **USB Faculty of Arts** was the principal investigator of the Erasmus+ project TEFE Strategic Partnerships – Teachers of English for Future Europe, which establishes a consortium of universities from the following countries: Spain (Pamplona), Slovakia (Bratislava), Poland (Krakow), Germany (Passau), UK (Birmingham). In 2023, a series of joint workshops and project meetings were organised in the framework of this project. Student internships at the consortium member universities have also taken place to the great satisfaction of all participants. This successful cooperation was followed up in mid-2023 by the ongoing TEFE A+ project, in which the Hungarian ELTE Budapest joined the consortium of universities. In late May and early June 2023, FAR USB welcomed a delegation of academics from Universidad Nacional de Trujillo in Peru. With the representatives of the partner university, with which FAR USB has been

cooperating since 2018, the results of the Erasmus+ International Credit Mobility Project (2020–2023), which enabled both universities to develop their relations in the field of Spanish philology, were evaluated. Strategic discussions were also held on the possibilities of cooperation in the field of archaeology. During the summer months, the 31st edition of the traditional Summer School of Slavic Studies was held at the FAR USB.

The **USB Faculty of Education** joined the European University Consortium CreativeEU, but the application submitted in 2023 was unsuccessful.

Erasmus+ International Credit Mobility (KA171) – successful application for the project period 2023–26 in 3 cooperation regions (Region 1: Western Balkans – Montenegro, Albania; Region 2: Eastern Partnership Countries – Armenia; Region 3: Southern Mediterranean Countries – Israel). In 2023, an application for an International Credit Mobility Grant to the USA (Region 12) was also made jointly with FHSS USB, however the application was unsuccessful (FED USB reapplied in 2024).

New Erasmus+ KA2 projects:

- A gamification model for community-based heritage work (KA220 Cooperative Partnership) – FED USB as partner; project period: 1 October 2023 – 30 September 2026
- Probability around us – Probability for everyone (KA210-SCH) – FED USB as partner; project period: 1 September 2023 – 30 September 2024
- Sport Flame for All (Erasmus-Sport-2022-SSCP) – FED USB as partner; project period: 1 January 2023 – 31 December 2023

MICHE 2023 (Monitoring Internationalization of Czech Higher Education) – involvement of FED USB as one of the 4 pedagogical faculties in the project Monitoring Internationalisation in the Czech Republic 2023 (under the auspices of MEYS CR and DZS); meeting of faculty management, academic/non-academic staff, students with a 4-member committee composed of foreign experts and DZS representative in October 2023 at FED USB; subsequently received a report with findings, trends and recommendations regarding internationalisation.

The **USB Faculty of Science** actively uses the Erasmus+ programme for internationalisation. It has many partners across Europe through bilateral agreements under the Erasmus+ KA103 programme and is also involved in the KA107 international credit mobility. It has 2 ongoing KA107 projects for the countries of Senegal and Cameroon, where longer term collaborations are ongoing. These mobilities include arrivals and departures of students and staff. The Erasmus+ KA103 programme supports non-academic staff trips for language courses. An important step has been to update the English version of the website, which provides useful information for both incoming and outgoing Erasmus+ students and staff. The digitisation of the Erasmus programme is still ongoing, including the electronic signing of bilateral contracts and 'Learning Agreements' for study visits. The digitisation of selection procedures and other documents related to Erasmus+ mobility should follow.

The **USB Faculty of Fisheries and Protection of Waters** is part of the AQUAEXCEL 3.0 consortium, which aims to further promote the sustainable growth of the aquaculture industry in Europe. The AQUAEXCEL consortium is made up of leading European universities or research institutes and the project aims to offer services and support the implementation of world-class aquaculture research. The principle of these European infrastructure projects is the mutual sharing of infrastructures, on the basis of which a system of access, data sharing and publication of articles has been developed. The faculty and its infrastructure have achieved the status of a dedicated funded large research infrastructure of the Czech Republic (Roadmap of Large Research Infrastructures of the Czech Republic) in the field of environment. Large research infrastructures have a responsibility to share their critical capabilities with external entities, especially from outside USB. As a result of this contractual obligation and the established cooperation with other research infrastructures CzechGlobe and RECETOX, our faculty is already included in a large number of international consortia and participates in the preparation of many European projects. For example, we can mention thematically close infrastructures connecting the European research area – Danubius – RI, CZECOS, eLTER, ELIXIR, etc. The sharing of generated data will be synchronised with the ESFRI objectives of the EOSC initiative. In addition to these activities, we are part of international consortia in the framework of projects within the OP Interreg (Austria, Saxony), or HORIZON EUROPE. The faculty is also part of several networks – AQUA-T-NET – European Thematic Network on Aquaculture, Fisheries and Water Resources Management, EAS (European Aquaculture Society), W.S.C.S. (International Society for the Conservation of Sturgeon). In 2022, a meeting of the European Aquaculture Society Student Chapter was held in Vodňany under the auspices of FFPW USB. More recently, FFPW USB,

through the CENAKVA Centre, has joined a major consortium within the ongoing PARC – Partnership for the Assessment of Risks from Chemicals project and has become a founding member of the international consortium The Global Sustainable Aquaculture Advancement Partnership (GSAAP). The established cooperation with the international Food and Agriculture Organization (UN FAO) focused on developing countries and their support in food and drinking water security was conducted in the form of an international workshop from 08–14 October 2023 entitled 'Inland Fisheries Management And Aquatic Biodiversity Conservation'.

As already mentioned above, in the framework of the implementation of the strategic plan for the development of the internationalisation of the faculty and the CENAKVA Research Centre, FFPW USB has allocated in the budget for 2023 the amount of CZK 300 000 under the administration of the Vice-Dean for International Relations, intended for international activities related to the preparation of research projects and linking to the European Research Area. In 2023, FFPW USB has again earmarked funds to finance 4 central postdoctoral positions working in CENAKVA research programmes and 2 sabbatical positions filled by foreign experts. An important activity fulfilling the internationalisation strategy was the participation of FFPW USB/CENAKVA in activities related to the Czech EU Presidency, especially the cooperation with the Permanent Representation of the Czech Republic to the EU and the Czech Liaison Office CZELO.

DDP students organized the 2nd European Aquaculture Society (EAS) student workshop on 30.11. – 3.12.2023 at MEVPIS in Vodňany. The aim of the workshop was to connect and build collaboration between students and young scientists – all initiated by FFPW USB students. Students representing different European countries (e.g. Norway, Hungary, Poland, Serbia, Greece, Croatia) came together to discuss future EAS-SG strategies with one specific goal – to connect students across Europe.

Within the HORIZON EUROPE programme, CENAKVA has become a successful partner in the AquaServ (research infrastructure services for sustainable aquaculture, fisheries and the blue economy) project, starting in spring 2024. The project aims to connect, strengthen, integrate the capacities of research infrastructures and make a significant contribution to improving the quality of research infrastructures by providing transnational access (on-site/remotely). In addition to the USB Faculty of Fisheries and Protection of Waters, 29 other participants are involved in the project, which strengthens the project with diverse perspectives and increases the efficiency of the use of available resources and innovative ideas.

Pheno-Live, a forthcoming project under the HORIZON EUROPE INFRADEV programme, in which CENAKVA/FFPW USB is involved, will be submitted in the first quarter of 2024. The main objective of the project is to develop the concept of a multi-species and multidisciplinary European Research Infrastructure (VI) in the field of livestock science. If accepted, the Pheno-Live project will develop plans for the management, preservation and open access to large datasets and collections of biological samples in accordance with FAIR rules. A total of 13 institutions from across Europe are involved in the project.

In 2023, a project of the consortium of European universities KreativEU (Knowledge & Creativity European University) was being prepared in cooperation with USB. The project focuses on a shared vision of the importance of European cultural and artistic diversity as a driving force for equality, cohesion, peace and sustainability, as well as on the educational, political, economic, social and scientific aspects of development and innovation. The aim is to learn from each other and develop their unique potentials, to increase the competitiveness and economic potential of the different regions. If approved, the USB Faculty of Fisheries and Protection of Waters would contribute in the area of cultural heritage through a planned workshop/summer school focusing on the uniqueness of the man-made transformed Třeboň Ponds Region.

The internationalisation of the **USB Faculty of Health and Social Sciences** is fundamentally strengthened by numerous memberships in international professional organisations. FHSS USB is a member of the following international professional organizations:

- European Association of Schools of Social Work (EASSW)
- European Network of Universities/Schools of Social Work (SocNet98)
- Childwatch International
- Udine-C Network: Understanding Development Issues in Nurse Educator Careers
- European Transcultural Nursing Association (ETNA)

- EViPRG European Violence in Psychiatry Research (EViPRG)
- International Association for Human Caring (IAHC)
- Multidisciplinary European Low Dose Initiative (MELODI) – network of institutions involved in research for radiation protection
- European Federation of the Associations of Dietitians (EFAD)
- European Association of Centres of Medical Ethics (EACME)
- European Network of Physiotherapy in Higher Education (ENPHE)
- Social Sciences and Humanities in Ionising Radiation Research (SHARE) – network of institutions involved in research on social, psychological, ethical aspects of radiation protection

The project DOHASS – Development of digital approach for occupational health and safety systems in higher education courses, which was implemented under Erasmus+ Key Action 203 – Capacity Building in the Field of Higher Education 2020, was successfully completed in 2023. This project aimed at digitising and modernising existing courses in order to acquire the necessary knowledge and skills in the field of occupational health and safety. In the framework of this project, online courses were developed in native languages and translated into English to be available to students from all 3 partner countries (Serbia, Slovak Republic and Czech Republic). The project was coordinated by the University of Novi Sad, Serbia.

In 2023, the COST Action project Cancer Understanding Prevention in Intellectual Disabilities (CUPID) continued, bringing together a total of 44 university researchers and application experts from 25 countries. Another project that has an international character is the project entitled An automated external defibrillators (AED) help save lives, which is jointly addressed with Tartu Health Care College (THCC) in Estonia within the Erasmus+ KA KA210.

The **USB Faculty of Agriculture and Technology** actively used contacts obtained through participation in international projects such as H2020 NextFood and ERASMUS+ KA203, as well as contacts provided by the USB Rectorate's International Relations Office. The faculty has engaged in several University-wide initiatives aimed at internationalisation, including academic staff trips to countries such as the Republic of Korea, Austria, Germany, and Romania, as well as Erasmus+ credit mobility (e.g. AFU Rampur, Nepal). It also made use of contacts gained through professional networks such as the Agroecology Europe Association or ENOAT and maintained regular communication with its international partners. Doctoral students from abroad who study at the faculty of Agriculture and Technology and have contacts with research and university departments in their home countries (e.g. Hue University, Vietnam) have also contributed to the development of international relations.

8 Research, development, artistic and other creative activities

8.1 Measures taken to strengthen the link between creative and educational activities

USB takes great pride in involving students of all levels and forms of study in research activities as widely as possible. This has been a standard and long-standing practice through qualifying theses, where the topics of these theses often reflect the research focus of the respective supervisors and thus respond, among other things, to the latest scientific findings. At doctoral and master's level, this link also takes place through work at research institutes or USB Grant Agency projects. The scientific activity of many teachers also translates directly into teaching, to which teachers often bring not only their research topics and results, but also the current state of knowledge in general. Other ways of linking creative and educational activities include, for example, student participation in scientific conferences, research projects or internships abroad.

The **USB Faculty of Economics** organizes annual SVOČ competitions for bachelor, master and doctoral students. In 2023, the 17th year of the competition, there were 42 entries from 44 undergraduate and graduate students. In the non-competitive section of doctoral students, a total of 9 students presented their dissertations and consulted with the expert jury on the methodological foundations of their dissertations.

The **USB Faculty of Arts** emphasizes student involvement in research activities. The USB Grant Agency's projects serve this purpose, with an intensive connection between the research of teachers and students of doctoral and post-graduate studies. In addition, students from all doctoral programmes are involved in other research activities at the FAR USB. The practical component of their training and the opportunity to take advantage of the international mobility offered by the Faculty are also important for their future employment. The quality of the studies is also ensured by sufficient space for the teachers to teach the topics they are researching and to profile their teaching activities according to their scientific focus and current research tasks. The topics of the qualification theses are adapted to this. The Dean's Prize for an outstanding diploma thesis, awarded annually, is also a motivating element in the qualifying theses. In the year 2023, a total of 4 students were selected for the award after review by an expert committee. Denisa Michalinová for her thesis "Light as a medium". Artificial Light in Czech Visual Art from the 1990s to the Present, Mgr. Jakub Kalivoda for his thesis The Gift in the Symbolic Communication of the Noble Society of the Czech Lands in the Early Modern Period, Bc. Natálie Jaszová for her diploma thesis Analyse sémantique des adjectifs qualificatifs dans les romans de Chrétien de Troyes and Mgr. František Schwarz for his diploma thesis Communication of Vincenzo I. Gonzaga with Rudolf II and his court in 1587-1592.

The **USB Faculty of Education** continuously innovates its accredited programs to translate the results of creative activity directly into educational activity. Due to the ongoing reaccreditations directed towards professional programmes, it is projecting more and more results of applied research into teaching, e.g. TA CR or Erasmus+ projects aimed at supporting teachers' professional development, development of informatics thinking, informatics and social support for people with specific educational needs, sustainable development, gamification and assessment in teaching, reflection on teaching, etc. The link between creative and educational activities is also commonplace in doctoral programmes, as these are focused on educational psychology and didactics of STEM subjects – their subject is therefore research on educational activities as such. The faculty has set criteria for the evaluation of creative and educational activities and regularly evaluates them; consultations are held annually in the departments where the interconnection of these components of academic work is analysed and ways to improve them are sought.

Students of Bachelor's and Master's programmes at the **USB Faculty of Science**, who perform their study obligations excellently and at the same time are actively involved in research activities, are rewarded with a special scholarship for outstanding results in studies and research. These gifted students also participate in teaching selected courses within the LLL, allowing them to further develop their skills in transferring knowledge gained through their studies and their own research work.

At the undergraduate and graduate levels, the link between the creative and educational activities of the **USB Faculty of Fisheries and Protection of Waters** is ensured by the fact that FFPW USB teachers are, virtually without exception, active scientists. Most of them also teach the very subject related to their research focus. Thus, knowledge from scientific activities is directly reflected in the teaching of the relevant subjects. Another link is the solution of the topics of the final qualification theses, which are based on the needs of the projects carried out at the faculty. Doctoral students work directly in research laboratories, where, in addition to solving the dissertation topic, they are also involved in other research activities of the respective laboratory (or collaborating laboratories). and NMgr. D. students are motivated to participate in the work of the research laboratories beyond the thesis solution also by the fact that significant student activity at the FFPW USB departments is one of the main criteria in the evaluation of applications for the allocation of the so-called exceptional scholarship for gifted students. The faculty also tries to make maximum use of grant programmes designed to link educational and creative activities, which de facto force students to engage in these activities. The linking of creative and educational activities is also evident in the fact that the FFPW USB budget is made up of 60 % of funds earmarked for research and creative activities. A course (activity) 'Semester Project' has also been introduced in the curricula of the Bachelor and Master degree programmes, where students engage in the research activities of the faculty's laboratories beyond the final thesis by solving sub-tasks for which they receive credits upon successful completion.

At the **USB Faculty of Health and Social Sciences**, the linking of creative activities with educational activities is achieved through the involvement of academic staff in projects from external donors that the faculty addresses. The results of these projects are subsequently used to innovate student learning. As an example, we can mention the application of the results from the research project Safety of medication administration by nurses in selected inpatient wards of hospitals to the syllabus of the course Nursing Procedures in the degree programme General Nursing. The application of the results of this research to teaching may contribute to better preparation of future nurses in the process of medication administration.

In internal research projects, the faculty encourages interdisciplinary collaboration, which leads to opportunities for collaboration between different disciplines and institutes in the faculty, which can stimulate new ideas and innovations in the learning process. In November 2023, it was decided that based on the evaluation of the submitted research plans, the faculty will financially support a three-year research project starting in January 2024 entitled: Multidisciplinary Collaboration in the Prehabilitation Concept with a Focus on Knee and Hip Arthroplasty. The project aims to clearly highlight the role of the multidisciplinary team (general nurse, nutritional therapist, physiotherapist) in prehabilitation of patients awaiting hip/knee arthroplasty. The results of the research project will be implemented in the General Nursing, Nutritional Therapy and Physiotherapy curricula.

The **USB Faculty of Agriculture and Technology** is involved in a number of research projects that are directly related to the degree programmes and courses offered. As the majority of the academic staff and students in the PhD programmes are involved in these projects, the results are directly incorporated into the teaching and are communicated to the students in a broader context. At the same time, students in all forms of study are also involved in the projects and use the research activities mainly to obtain data for their qualifying theses. At the same time, students and academic staff are motivated by a set system of rewards for publishing and producing applied results.

8.2 Involvement of students in creative activities

Qualification theses are the dominant way of involving students of bachelor's and (continuing) master's degree programmes in creative activities. These theses often reflect the research focus of their supervisors, including their current grant projects. It is not exceptional that the chosen topic of the qualification thesis is so new and innovative that it is further developed into a published scientific article upon completion of the thesis. Students also participate in the SVOČ competition or have the opportunity to participate in research projects carried out at the faculties (often with the possibility of financial reward). Talented master's students are also involved in USB Grant Agency projects. Many students also participate in scientific competitions or conferences at this stage of their studies.

Students of the **USB Faculty of Economics** participated in team projects of the GA USB in 2023, they could execute their creative activity within the SVOČ competition and through the assigned bachelor's and master's theses.

In relation to the research activities of the **USB Faculty of Arts** staff, the outputs of undergraduate studies (diploma and bachelor theses) are oriented. Prospective students of master's consecutive fields of study are also involved in the activities of the USB Grant Agency project teams (the projects involve the Institute of History, the Institute of Archival Studies and PVH, the Institute of Romance Studies, the Institute of Czech Studies and the Institute of Archaeology). The Institute of Archaeology offers students a special form of field education and student practice owing to its research and teaching centre for archaeology, Karlův Hrádek u Purkarcce, where students have the opportunity to carry out specialised analyses. Students are also encouraged to actively participate in student conferences and competitions. In 2023, active participation of doctoral students in the Theory and History of Recent Czech Literature took place, for example, at the Student Literary Conference in Brno on 27–28 April 2023 or at the XIVth Annual Doctoral Conference in Třešť on 11–13 September 2023. Students of Romance Languages presented their papers, for example, at the 26th Francophone Doctoral Conference of the Visegrad Group countries in Bratislava on 13–14 October 2023. Doctoral students in the field of Archaeology have also been actively participating in conferences, attending mostly international conferences, e.g. the Society of Africanist Archaeologists (SAFA) conference, the 26th Biennial Meeting Rice University-Houston on 1–6 June 2023, the 10th International Workshop for African Archaeobotany (IWAA10) on 27–30 June 2023 in Paris, and the EAA 2023: European Association of Archaeologists Conference (29th EAA Annual Meeting) on 30 August – 2 September 2023 in Belfast. Mgr. Tomáš Pancíř, who became the winner of the student category in the Golden Mammoth competition, which is an award given annually for the popularization of archaeology. Students of the PhD in Czech History also actively presented their papers, e.g. at the XII. Seminario Internacional: Mezcla de naciones y sociedad política en la monarquía de España in Madrid on 7–8 March 2023, the Kings & Queens 12 Royal Success(ion) conference in Uppsala on 28 June – 1 July 2023, and the national student scientific conference History 2023, held in Ostrava on 20–21 April 2023 where doctoral student František Schwarz took the award for the best paper.

The **USB Faculty of Education** continued to work on 4 GA USB team projects in 2023, involving master's and doctoral students as members of research teams. The students, especially in their theses, also participate in the research activities of the departments and the faculty recognises their outstanding achievements in the form of the Dean's Award for exceptionally successful qualifying theses.

FED USB provides targeted and long-term support for talented students of bachelor's and master's degree programmes by encouraging their participation in popularisation or application projects and student competitions. In 2023, for example, students and their teachers implemented projects to popularize science (Physics Teachers' Ideas Fair, Science in the Village), organised exhibitions (Moving Intentions exhibition in the premises of the South Bohemia Regional Office) and were also successful in student scientific activities (2nd and 3rd place at the International Student Psychology Days).

Most of the theses at the **USB Faculty of Science** are of a research nature, which means that supervisors are motivated to encourage work with a scientific focus. Students have the opportunity to earn extra income through participation in research projects carried out at the faculty or at collaborating institutions. Furthermore, an internal Student Grants Agency is available for students to obtain funding for their own research. If students come up with new and significant findings while working on these projects or writing their papers, they are invited to co-author scientific publications.

Most students of the **USB Faculty of Fisheries and Protection of Waters** are involved in creative activities by addressing thesis topics based on the needs of the projects they are working on. Students who have good academic results are motivated by obtaining an exceptional scholarship for gifted students by engaging in research activities in the laboratory beyond the scope of their thesis. Students can also get involved in the research activities of the laboratories and departments of the faculty by offering short-term employment (ACJ) or through semester projects.

In 2023, students of the **USB Faculty of Health and Social Sciences** of the Master's programmes Specialization in Nursing and Management in Social Work participated in two team projects of the GA USB, namely the projects Cultural Competency of Nurses in Clinical and Community Nursing and Selected Aspects of Social Work Management.

In 2023, students were involved in the form of lecturing activities in the popularisation of science within the Children's University, the suburban camp and the Centre for the Prevention of Lifestyle Diseases. In 2023, students of bachelor's and master's programmes also had the opportunity to apply for the position of auxiliary research staff at individual institutes, where they were involved in the research activities of the institute.

Each year, FHSS USB organises the SVOČ (Student Science Competition) for both bachelor's and master's students, where students engage in research activities in the area of their thesis under the guidance of supervisors. In 2023, the 11th year was held.

Students were actively involved in the organising team of the 9th Student Science Conference, which allowed them to gain experience in organizing and presenting their results and also to receive a financial award for the best paper, which was judged by an expert committee.

In April 2023, students of the Master's programme in Specialization in Nursing were involved in the project Safety of medication administration by a nurse in selected inpatient wards of hospitals and analysed the process of medication administration in South Bohemian hospitals.

Students of the **USB Faculty of Agriculture and Technology** are involved in creative activities, especially when they start to work on the topic of their qualification thesis. As part of their activity, they participate with their supervisor in solving part of the problems of grant projects that the department has received. At the same time, students contribute to the long-term research goals of the department. The students are also part of the research teams in the projects of the Grant Agency of the University of South Bohemia, where they directly participate in the work on 4 currently ongoing projects. Students may also be team members on individual projects undertaken by students in the PhD programme, as was the case in 2022 for one of the ongoing projects.

8.3 Earmarked funding for research, development and innovation

In 2023, the University of South Bohemia in České Budějovice received earmarked funding for science and research amounting to a total of CZK 333.052 million. Of this amount, CZK 332.97 million were operational funds, and CZK 82,000 were capital resources. Out of the total funds for research and development, the University directly spent CZK 262.806 million. Additionally, the University allocated CZK 57.819 million to co-investigators.

8.4 Support for doctoral students and postdoctoral researchers

The University of South Bohemia in České Budějovice takes many steps to accommodate its doctoral students and postdocs. In general, DDP students can set up individual study plans, pause their studies due to parenthood or health problems, and this period is not included in the length of their studies. A playgroup is also available to all students and staff. At many faculties, DDP students are required to spend a period of time at a foreign institution, with the financial support of faculty funds, Erasmus+ mobility programmes or through their supervisors' research projects. The supervisors also help these students to find the most suitable institution to advance them professionally. Supervisors also often help their students in the DDP to obtain a postdoctoral position abroad or practical mentoring in scientific life and practices. One of the most important forms of support for DDP students are USB grant competitions, i.e. USB Grant Agency competitions at the University-wide level, as well as faculty grant competitions. Faculties announce postdoctoral positions, and four such positions are also announced by USB as a whole. The conditions for these competitions are usually external arrivals to USB, driven by the desire to reduce inbreeding, to enrich USB research with new topics and also to attract Czech scientists from abroad back to the Czech Republic. Foreign doctoral students and postdoctoral researchers can use the services of the office for support of foreign workers. In addition, the International Relations Office of the USB Rectorate and the international relations offices of individual faculties offer support to students who wish to go abroad. The faculties also offer support to doctoral students and postdoctoral researchers applying for grants and to talented young academics in their efforts to habilitate. In addition, in 2023, USB hosted its third University-wide doctoral conference, at which 35 students from all faculties presented their work. In addition, the students themselves chaired the sessions and discussions, and also selected the best presentations by their colleagues; the top four were then awarded material prizes and a prize scholarship. The programme was not deliberately structured thematically but rather with the

aim of the conference in mind, so that there was a varied mix of student presentations from different faculties in the different sessions. Thus, students had an extraordinary opportunity to glimpse their thematic diversity. The conference also featured a presentation by a USB data steward on open data issues.

In 2023, young scientists at the **USB Faculty of Economics** were supported, for example, by motivating them to participate in research projects, offering them opportunities to participate in study stays abroad and guiding them to prepare for future habilitation proceedings.

In 2023, the **USB Faculty of Arts** continued to work on two team projects to support doctoral studies within the USB Grant Agency: the project reg. No 095/2022/H entitled Increasing theoretical and methodological competencies of students of doctoral degree programmes in historical sciences, principal investigator prof. PhDr. Václav Bůžek, CSc., 132/2022/H entitled Interpretive strategies and discourse analysis through computational tools, principal investigator prof. PaedDr. Vladimír Papoušek, CSc. In the year 2023, three students of doctoral degree programmes also worked on their individual student projects. Doctoral students are also involved in the activities of three faculty research centres 'Habsburgs in the History of the Czech Lands of the Early Modern Period', 'Centre for Research on Recent Czech Literature and Literary History' and 'Theories, Methods and Models in Contemporary Linguistic Research'.

The faculty also offers doctoral and master's students the opportunity to apply for a grant to publish a monograph through the internal FAR USB Grant Agency. The FAR USB Grant Agency also allows post-doctoral researchers to apply for support for an extraordinary short-term research stay or participation in a foreign conference to develop their scientific research activities.

FAR USB traditionally organises summer schools, the main objective of which is to actively involve students in practical activities thematically related to their studies and to introduce new trends in individual disciplines with the participation of domestic and foreign experts.

Doctoral students and post-doctoral researchers also receive social support from the faculty (flexible rules allowing interruption of studies due to parenthood or long-term illness). Doctoral students are also motivated by the possibility of receiving, in addition to a regular stipend, a one-off stipend of up to CZK 20 000 for an above-standard presentation of the results of their work (by participating in an international conference, publishing or teaching), at the suggestion of the chair of the departmental board.

The **USB Faculty of Education** supports its doctoral students and post-doctoral fellows in a number of ways: by rewarding publications and other creative outputs, by supporting professional growth (e.g. support for membership of professional societies, etc.), by mentoring, by adjusting or arranging work duties during the academic year so that students and post-docs can better balance the demands of their studies/research and personal life (e.g. by organising trips). The faculty continuously makes use of the university's programme to support post-doctoral positions as well as mobility schemes, taking into account in particular the qualification growth needs of young staff.

For doctoral students who decide to start a family during their studies, the time spent on parental leave at the USB Faculty of Science does not count towards the period of interrupted studies. If they decide not to pause their studies, the DP field board will accommodate them in adjusting their study plans. Students who are actively involved in the organisational and pedagogical activities of the departments are awarded an extraordinary one-off scholarship twice a year.

Doctoral students are further supported in their mandatory internships from the IP project. Newly doctoral students are also actively involved in short-term PhD placements of 5–30 days supported by the Erasmus+ programme. In 2023, students were also supported under the Internal Call for International Cooperation, allowing them to participate in summer schools and residencies in the EU and beyond that could not be funded by Erasmus+.

Employees in postdoctoral positions can take advantage of the possibility of placing their children in the USB Kvítek children's group or apply for a childcare allowance (the so-called nursery allowance).

International students and postdoctoral researchers can use the services of the international student and staff support office. The office focuses on helping you prepare for your trip to the Czech Republic as well as assisting you once you arrive.

DDP students at the **USB Faculty of Fisheries and Protection of Waters** were supported by income over and above the MEYS CR scholarship grants. FFPW USB doctoral students, among others, received regular bonus scholarships for their participation in team and possibly individual GA USB projects. At the same time, the rules for awarding scholarships for the two best first-author publications in journals indexed on Web of Science were revised if these related to their research topic. In this way, students can earn up to 6 thousand. 7/2023). Doctoral students and postdoctoral researchers have full access to other motivational tools at the faculty, including the one-off reward for achieved outputs (also updated Dean's Measure No 6/2023) and the Dean's Award. DDP students are also required to spend a prescribed amount of time at a foreign institution in connection with their studies. Various sources of financial support exist at the faculty for these purposes and opportunities for the implementation of international mobility are regularly offered to students as well as to other staff and are widely used. In 2023, three postdoctoral students were supported by the Rectorate's emergency LCDRO funds and four others were supported by the CENAKVA Centre budget. In each case, these were staff members originating from outside FFPW USB.

Doctoral students and postdoctoral researchers have the infrastructure of the faculty at their disposal for their research activities, the possibility of accommodation in the faculty's accommodation facilities in Vodňany, and those from abroad have assistance in arranging stays and visas in the Czech Republic. Postdoctoral fellows are motivated to go on a placement at a foreign institution for a minimum of 6 months. As such, they then have the opportunity to return to the FFPW USB and the best ones also get a permanent position. Of course, project support for their applications is also available to foreigners considering joining FFPW USB.

Support for doctoral students at the **USB Faculty of Health and Social Sciences** is as follows: the Office for Science and Research provided support to doctoral students in the preparation of individual and team projects for the competitions of the Grant Agency of the University of South Bohemia. In 2023, 2 individual projects and one team project were submitted to the competition.

Doctoral students were involved in the preparation and solution of projects of AZV, GA CR and TA CR; they received scholarships for their work.

On the basis of the evaluation of the results of the publication activity, according to the Dean's ordinance, full-time doctoral students received a financial incentive reward just like academic staff.

The faculty financially supported active participation of doctoral students in international conferences – 4th International Conference of PhD Students of the Nursing Study Program in Lublin, International Scientific Conference Research and Education in Nursing in Maribor, XV International Symposium Nursing in the interdisciplinary healthcare in Rzeszów, Scientific Conference with international participation in Trnava entitled New Trends in Nursing IX.

Experienced researchers involve postdoctoral researchers in the design and implementation of research projects funded by external donors. In internal research teams, doctoral students and postdoctoral researchers cluster around key faculty experts and work together on predefined research topics.

The faculty allows postdoctoral students on parental leave to engage in teaching and research activities on a part-time basis and allows them to adjust their working hours according to their possibilities.

The faculty tries to motivate both postdoctoral students and all academic staff to further professional growth. For their career development, individual departments organize professional courses, workshops and training in research, publishing and pedagogy.

In 2023, a total of nine students of PhD programmes at the **USB Faculty of Agriculture and Technology** were working on six individual GA USB projects, of which six as principal investigators and three as co-investigators. Other students are involved in 4 team projects of GA USB. A number of doctoral students are employed as part-time assistants at the faculty, which contributes to their professional growth and, together with the awarding of bonus scholarships for publication and creative activities, also contributes to their financial motivation. DDP students also have access to all research infrastructures and have the opportunity to collaborate with partner companies that have cooperation agreements with FAT USB, allowing them to test their existing knowledge directly in practice. As part of their studies, doctoral students also go on internships abroad to improve their language and research skills, which they can then capitalise on in their PhD or post-doctoral research project proposals. Doctoral students are also

involved in mobility projects such as Erasmus+ or CEEPUS. The faculty also offers adjustments to individual study plans if students request them for family or health reasons.

8.5 Collaboration with the application sphere on the creation and transfer of innovations and their commercialization

All faculties, with regard to their focus, cooperate with regional partners of various kinds, be they health and social care institutions, state administration, state institutions such as the National Heritage Institute, other institutions such as museums, libraries, local action groups or businesses. This cooperation is carried out in various ways: through contract research, cooperation within research projects such as the Technology Agency of the Czech Republic, or by licensing the results of our own applied research. A significant part of this cooperation is carried out through the services of the USB Technology Transfer Office (hereinafter TTO). This office offers services, among others, for mediating the commercialisation of USB research results, legal services, mediating the protection of intellectual property and monitoring the significant time limits in the protection of intellectual property. In recent years, the development of commercialisation has been supported, among other things, by the implementation of the Czech Technology Agency's project to develop proof-of-concept activities. Within the framework of newly generated R&D results, contacts with business entities and potential investors were continuously established. In 2023, the first spin-off company with a USB share was established in the field of immunotherapy research, in which Dr. Jan Ženka from the USB Faculty of Science is a partner and where he also works. In addition, in 2023, negotiations were underway for the establishment of further spin-off companies with USB participation. The application sphere also cooperates with USB in many cases in educational activities, e.g. by participating in instruction.

At the **USB Faculty of Economics**, scientific research focuses mainly on practical applications. Projects are often developed in collaboration with institutions and companies that are actively involved in producing concrete results. These collaborations include local action groups, service firms and manufacturing companies. Long-term research on the economics and financing of agricultural enterprises in the Czech Republic, the bioeconomy and the circular economy are the main topics that the Faculty of Economics deals with in cooperation with professional entities. The results of this research are subsequently provided to companies to support their economic and financial decisions.

The departments of the **USB Faculty of Arts** collaborate with institutions in the South Bohemia Region, especially in the field of current trends in the conservation of historical artefacts and heritage preservation: The course Heritage Preservation is provided by the staff of the National Heritage Institute (territorial department in České Budějovice); employees of the State Regional Archive in Třeboň and the State District Archive in České Budějovice participate in teaching in the Bachelor's and Master's degree courses in Archival Studies; close cooperation also takes place with museums, especially with the Hussite Museum in Tábor, the West Bohemian Museum in Pilsen and the South Bohemian Museum in CB. The teaching of Bohemistics is also ensured by cooperation with the South Bohemian Research Library and the main media outlets in the region (regional newspapers, Czech Radio CB, regional television). The Institute of Art and Culture Sciences also cooperates with these partners, which together with the Alš South Bohemian Gallery in Hluboká nad Vltavou prepares lecture series for students and the wider professional public. The Department of English Studies cooperates with publishers, where the results of students' translation seminars are applied. The Department of Romance Studies puts students in contact with domestic and foreign professional bodies that are also part of the curriculum (the Czech Centre in Paris, law and translation agencies and free-lance translators). Representatives of the secondary school administration are active members of the boards of the teacher-oriented degree programmes.

The faculty staff is increasingly applying for projects where it is possible to see future application potential and application of research results, e.g. TA CR, NAKI III, OP JAK, etc.

The **USB Faculty of Education** cooperates with the commercial sphere and public administration on the basis of cooperation agreements or contract research. It cooperates intensively with the state administration (especially MEYS CR, Czech School Inspectorate, National Pedagogical Institute) on conceptual or research topics (especially in the form of contract research, research contracts, TA CR projects, expert involvement of academic staff, etc.). In 2023, the faculty solved several research tasks

in cooperation with contracting authorities in the South Bohemia Region (4 demographic studies, one utility model).

The **USB Faculty of Science** is involved in several projects that develop cooperation with the commercial sector, for example in the NCK/TA CR, NRP/TA CR, Applications 6/OP PIK, Applications 8/OP PIK, TA CR, Earth/NAZV or Environment/EEA and Norway Grants programmes, with the aim of cooperating with the commercial sector in areas that are suitable for commercialisation and for which there is a real demand. Faculty staff also participated in sub-projects in the project Development of Proof-of-Concept Activities at the University of South Bohemia/TA CR in 2023. This resulted in several patents, utility models and functional samples. Cooperation in the field of biomedicine is being developed in the spin-off company BioCanim, whose activities are focused on researching potential new drugs effective against certain types of cancer. The Faculty of Science cooperates intensively with the USB Technology Transfer Office on knowledge transfer and commercialisation.

In 2023, the **USB Faculty of Fisheries and Protection of Waters** continued the long-term trend of cooperation in the creation and transfer of innovations and their commercialisation through contract research contracts, licensing of already achieved results and through applied projects in which representatives of the application sphere were included as partners (projects of the National Research Council, OP Fisheries, TA CR, etc.). The aim of these activities was mainly the development of innovations, technologies, methodologies, prototypes, etc., and their use directly at the partner organisation (or at the contracting authority) from the application sphere. Vertical transfer of information into practice was also ensured by means of own R&D outputs (publications, books, methodologies, technologies, etc.), by organising professional conferences and seminars for experts from the application sphere. Cooperation with fisheries enterprises continued to be deepened through the sharing of good practice linked to targeted research and innovation in teaching. Contract research is always arranged to address specific and topical issues in practice. The faculty focuses on contract research contracts with higher added value, i.e. long-term contracts with socio-economic benefits. The interest in the services provided by the faculty is supported by its status as an official large research infrastructure placed on the Roadmap of the Czech Republic.

The largest contract research order carried out in 2023 was the provision of analyses of sludge and wastewater samples for the international consulting group COWI A/S for a total amount of over CZK 1.25 million. A similar amount was spent on analyses of various matrices (sludge, water, fish, passive samplers, activated carbon filters) for other companies involved in drinking water treatment and wastewater treatment, as well as surface and groundwater pollution in general – e.g. Čevak a.s., Jihočeský vodárenský svaz, Pražské vodovody a kanalizace a.s., Český hydrometeorologický ústav and Povodí Labe s.p. The development of microscopes for various applications was carried out for Datapartner s.r.o. and Aston Machinery a.s. for a total amount of over CZK 1 million. Expert consultations, consultancy, expertise, sharing of knowledge and experience with Blue Planet Ecosystems were carried out (over CZK 850 000) and for a total amount exceeding CZK 800 000. The performance testing of common carp and common tench was carried out at Klatovské rybářství a.s., Rybářství Třeboň a.s., Rybářství Nové Hrady s.r.o. and Rybářství Hluboká cz s.r.o.

Cooperation with the applied sphere in the field of social sciences and humanities is carried out at the **USB Faculty of Theology** mainly through LLL courses, which are outputs of applied research projects of the TA CR. The applied sphere collaborates on social research, helping to contact clients from the workforce (e.g. helping professions) and clients or students. Subsequently, research-based LLL courses are tested in collaboration with the application sphere, bringing research-based innovations into practice through the training of practitioners.

The **USB Faculty of Health and Social Sciences** collaborated with the application sphere in the following projects:

The year 2023 was the last year of the TA CR project 'Supporting informal carers in the South Bohemian Region through audiovisual means including virtual reality' – application guarantors ARPIDA České Budějovice, LEDAX in České Budějovice, Domácí hospice sv. Markéta in Strakonice, Autis Centrum in České Budějovice, South Bohemian Region – Department of Social Affairs of the Regional Office in České Budějovice – social service providers in the South Bohemian Region are involved in creating a support programme for informal carers and will subsequently use this programme together with virtual reality for their clients. The project also included the creation of a self-help group for informal caregivers called 'Taking Care of Your Loved Ones'.

The Health Research Agency funded project 'Safety of nurse administration of medicines in selected inpatient wards of hospitals' was also completed in 2023. This project involved research in hospitals in the South Bohemia region on the safety of nurse administration of medicines. In the last year of the project, the project team also organised expert seminars focused on the prevention of errors and optimisation of the process of administration of medicines by nurses. One course focused on the use of inhaled medicines. A draft strategy document 'Optimising the process of drug administration in inpatient wards of hospitals' was developed. The solution team contributed to the preparation of updates to the standards for the nurse administration process in all collaborating hospitals. The developed documents and recommendations will be used in these and other hospitals to improve patient safety.

In May 2023, a new project funded by the Health Research Agency entitled 'Nurse-coordinated comprehensive education of patients with stable ischemic heart disease' was launched, which will be implemented in collaboration with the hospital in České Budějovice.

The **USB Faculty of Agriculture and Technology** has a long-standing cooperation with a number of partners from the application sphere. This is partly due to the fact that students undertake internships in companies to learn how to apply their knowledge correctly and, in particular, because the FAT USB handles a number of projects where one of the beneficiaries is a company. In the year 2023, there were 8 TAT projects (5 TAT Trend projects and 3 Delta 2 international projects) and 11 NAZV projects. For most of the projects, a contract for the use of the results is concluded, thus guaranteeing their application in practice. In the framework of the activities of the faculty staff, 1 patent and 4 utility models were granted in 2023 with the support of the technology scout FAT USB and are published in the database of the Industrial Property Office.

8.6 Promotion of horizontal (intersectoral) mobility of students and academic staff, development of competences for innovative entrepreneurship

The USB Technology Transfer Office provides an Intellectual Property Protection course, open to all USB students, which aims to introduce students to the basics of intellectual property and copyright, its protection, commercialisation, technology transfer, licensing, start-up and spin-off company formation, and intellectual property protection at USB. In this respect, the office has also recently published two university textbooks in collaboration with Norwegian partners: 'Overview of Knowledge Transfer Issues in Research Organisations' and 'Specifics of Knowledge Transfer in Research Organisations', both available for download in English and Czech.¹⁶

The **USB Faculty of Economics** together with the University of West Bohemia organises an annual inter-university competition for entrepreneurial students and graduates of selected universities. Within the competition, at least 5 workshops are organised at each university, these workshops are led by experts on given topics (marketing for budding entrepreneurs, how to build a business model, how to finance a project, how to sell an idea to an investor, legal aspects of entrepreneurship, etc.). The finals of Invest Day 2023 took place on 24 May 2023 and the following projects were ranked in the top three places: 1st place: the Automat BEZ project (UWB in Pilsen), 2nd place: the App – Call of help project (USB CB), 3rd place: the SP Garage project (USB CB) Inproforum is the traditional international conference of the FEC USB, which focuses on research results in the field of innovation, enterprises, regions and organizations, in 2023 it focused on the topic of digitalisation.

The pedagogical and research focus of the **USB Faculty of Arts** is not very compatible with the development of these competencies. USB Faculty of Arts supports intersectoral mobility of students mainly in the form of internships and practical training with some partners from the application sphere (from the Czech Republic and abroad), see especially point 2.2.

The **USB Faculty of Fisheries and Protection of Waters** supports intersectoral mobility of students (Bc., NMgr.) especially in the form of professional internships with partners from the application sphere. Also, the heads of the laboratories regularly announce internal calls with the possibility of involvement of students Bc., NMgr. students in current research topics addressed by the respective laboratory. These students also have the opportunity to participate in the above-mentioned mobility or other similar

¹⁶ <https://www.jctt.cz/cz/download>

schemes. In addition to these opportunities, students at this level of studies can also be supported by funding their own activities through other faculty sources. DDP students and academic staff are employees of the faculty, and therefore their inter-sectoral cooperation is already determined by the inherent nature of the faculty's focus – targeted R&D work oriented towards applications with international reach. In the case of Bc., NMgr. students, the education aimed at the development of competencies is determined by the content of instruction with emphasis on its innovation and topicality. For staff, this support is a necessity, and the faculty spends a large amount of funds on it every year from its own resources and projects.

The **USB Faculty of Fisheries and Protection of Waters** allows students and staff to participate in large, often multidisciplinary projects and other cross-cutting activities (CENAKVA, large research infrastructure, Aquaexcel, etc.). In addition, students at all levels of study are given the opportunity to participate in contract research assignments with different types of expected outputs. This activity is also linked to education, where practitioners with appropriate expertise and experience are involved in the regular instruction.

The **USB Faculty of Agriculture and Technology** students are involved in the process of intersectoral mobility thanks to a wide portfolio of cooperating companies where they complete their professional practice. Currently, the USB Faculty of Agriculture and Technology has agreements with almost 80 partner entities. The faculty is also home to DeLaval's training centre, where both students and academic staff have the opportunity to gain new practical experience. Academic staff and students also collaborate extensively with various business entities on science and research projects. In 2023, this involved 19 projects involving a total of 21 companies (e.g. Agritec Plant Research s.r.o.; EKOFARMA PROBIO s.r.o.; Zemědělská Klučenice a.s.; MORAVOSEED CZ a.s.; AC Krásná Hora nad Vltavou a.s.; Farmet a.s. and many others) and 13 universities or research institutions (e.g. Czech University of Life Sciences Prague; Masaryk University; University of Chemistry and Technology in Prague; Výzkumný ústav mlékárenský s.r.o, Institute of Animal Science, v.v.i.; Crop Research Institute, v.v.i., and others). The cooperation with industry is also deepened by the secondary economic activity of the faculty, when the contract is processed on the order of the interested party. Not only academic staff but also students are involved in all the above activities.

A selection of conferences and other professional events (co-)organised by faculties and other USB units in 2023

USB Faculty of Economics

Inproforum

The INPROFORUM conference has a 17-year tradition and is organised annually by FEC USB in České Budějovice. The conference was held on 3–4 November 2023 and was attended by 91 participants, 55 papers were presented. The motto of the conference was 'Challenges and Opportunities in the Digital World'.

USB Faculty of Arts

Archaeology of 20th century military and aviation

The archaeology of 20th century warfare is a broad topic, consisting of research into aspects of modern conflict. Monuments associated with the conflict are currently receiving increasing scholarly attention, with battlefields, military camps, air crashes, and the grounds of airfields and air bases themselves all receiving archaeological scrutiny. Recently, numerous excavations have been carried out in our territory focusing on these sites and in response to this, a professional meeting of leading experts on this subject was organised at the FAR USB on 11 November 2023 as part of a one-day conference.

Doctoral workshop in Třešť'

Doctoral workshop on literary science, where students presented their dissertation topics in their contributions.

Promotion and support of doctoral studies at FAR USB

Workshop designed for students of doctoral and consecutive master's programmes to support doctoral studies at FAR USB. The workshop included presentations by representatives of the Czech Association of Doctoral Students in the Czech Republic, the Student Chamber of the Council of Higher Education Institutions and Fulbright Czech Republic. This was followed by individual presentations by FAR USB doctoral students, in which each presented their field of study and research, along with examples of good practices in their studies.

Irish Weekend

Two-day intensive workshop for students of Bachelor's and Master's degree programmes in English Studies and other interested USB students and teachers focused on Irish literature and culture with the participation of the staff of the Centre for Irish Studies of the Faculty of Arts of Charles University and other experts, including those from abroad (Republic of Ireland). Ireland is an important and attractive cultural area, both part of and distinct from Anglophone culture. Irish Studies has a strong tradition in the Czech cultural environment and is currently at an excellent international level. The curriculum at FAR USB cannot devote sufficient time and space to introducing students to and exploring this area in depth; the purpose of the workshop is to compensate for this deficiency while offering USB students and faculty members the opportunity to meet Czech and international figures.

Politics – interests – energy. Energy crises, security and society in Central Europe in the 20th century

A selection of conferences and other professional events (co-)organised by faculties and other USB units in 2023

The conference focused on the development of fuel and energy security issues during the 20th century in the European continent, especially in its centre, and explored the connections between energy, security, interests (of business, society and states) and politics in different social systems.

USB Faculty of Education

A Day with Artificial Intelligence

Conference introducing the professional educational community (USB academics, FED USB students, other interested professionals) to an interdisciplinary view of the phenomenon of artificial intelligence. The conference consisted of a morning lecture programme ('Neural language models: is that artificial intelligence yet?' – Mgr. Jindřich Libovický, Ph.D., Institute of Formal and Applied Linguistics, MFF UK Prague; 'Artificial Intelligence and Society. Marek Šebeš, Ph.D., Department of Social Sciences, FED USB České Budějovice; 'Information Activism: Increasing AI Literacy in Practice' – Martin Richter, Aignos; 'Artificial Intelligence and Religion' – Mgr. František Štěch, Th.D., Theology & Contemporary Culture research group ETF UK Praha) and the afternoon programme of workshops or workshops combined with lectures (Generating theatre play scripts using GPT family language models – Mgr. Rudolf Rosa, Ph.D., Institute of Formal and Applied Linguistics, MFF UK Prague, Theology & Contemporary Culture research group ETF UK Prague; Generative AI as a creative companion – Martin Richter, Aignos; Use of Artificial Intelligence in Teaching Social Science Subjects – Mgr. Ing. Tomáš Veber, Th.D. and Mgr. Marek Šebeš, Ph.D., Department of Social Sciences, FED USB České Budějovice; Current Fine Arts in the Context of the Rise of Applied Artificial Intelligence – Theoretical and Practical Workshop – Mgr. Petr Falk, Ph.D., Department of Art Education FED USB České Budějovice).

New Informatics 2023

A conference for teachers of the 2nd level of PSch. A conference with plenary lectures and workshops on how to teach new computer science.

Physics Teachers' Ideas Fair 28

This is an annual, perennial and prestigious event that is popular with many teachers. It is an international conference with participation of teachers from the Czech Republic, Slovakia and other European countries. The conference is a showcase of the own creations and ideas of teachers of all school levels educating pupils or preparing future physics teachers who want to introduce pupils and students to physics teaching with experiments and other creative activities from all areas of physics and thus motivate them for their subject and enable them to better master and understand physics.

11th Conference Use of Computers in Mathematics Education

The aim of the conference is to bring together mathematics teachers from different types of schools and experts from the field of education to discuss topics such as the role of digital technologies in mathematics teaching, the impact of digital technologies on the content of teaching, the role of the teacher in computer-assisted learning, the role of digital literacy of students and teachers, issues of digital literacy development in mathematics teaching, the impact of digital technologies on the development of mathematical and financial literacy, and the current concept of mathematics teaching.

From the depths of 2

The conference presented various approaches (self-development, therapeutic) focused on the unconscious sources of the human psyche and work with deep psychological material (dream work, art expression, movement work, hypnosis, art therapy) in the field of mental health care. The aim of the conference was to link both research and practice and to provide a space for meeting and establishing collaboration between professionals of different approaches. The conference project and its preparation was based on the collaboration of the University Counselling USB, the Department of Psychology, the Department of Primary and Pre-Primary Education, the Art Therapy Studio and the Department of Art Education.

Invited lectures were given by prominent Czech experts on these approaches, and workshops offered the opportunity to try out these approaches in practice. Some of the workshops were also led by FED USB staff with training and experience in these approaches. The conference was intended for academics conducting research in these fields, students of the above mentioned disciplines, as well as for practitioners – psychologists, psychotherapists, art therapists, artists.

Biomass in sustainable landscapes – digital technologies, current trends and challenges in education

The conference entitled Biomass in Sustainable Landscapes – Digital Technologies, Current Trends and Challenges in Education was held on 13 December 2023 at the faculty of Education of the University of South Bohemia in České Budějovice in a hybrid form. The conference was a platform for meeting academics, teachers from practice and experts in the field of pedagogy, environmental science, ecology and educational technology. The conference featured presentations on didactics of natural sciences, digital technologies and their use in modern teaching, as well as contributions from the field of landscape ecology and botany, relevant to the role of biomass in sustainable landscapes and the teaching of this topic.

The ancestors and descendants of the state socialist elites. The fate of families in the Czech lands in the long 20th century

The conference dealt with the issue of family memory of the descendants of several generations of Communist Party leaders and activists from the 1920s to the time of normalization.

PRO FUTURO 5 – Promoting the mental health and wellbeing of pupils/students

The aim of the conference is to reflect together and look for ways to promote the mental health and wellbeing of pupils/students.

Conference on controversial topics in teacher education

A selection of conferences and other professional events (co-)organised by faculties and other USB units in 2023

On 21 April 2023, from 10 am, Miroslav Papáček Auditorium hosted interesting personalities who spoke on topics that are widely discussed in society, and which are also part of the undergraduate preparation of kindergarten and first grade primary school teachers (and not only them).

USB Faculty of Science

13th International Coccidiosis conference

The 13th ICC is a platform for researchers, industry experts, academicians and other specialists to update ground-breaking research on various aspects of coccidia and coccidiosis and to foster interactions and collaborations. The 13th ICC aims to empower researchers, policy makers and industry representatives from the animal health and production industries to advance coccidia research and technology development worldwide.

GTOE2023 6th European Conference of Tropical Ecology

Europe's largest tropical ecology conference with participants from all over the world. In 2023 there were 216 participants.

International Society for Human Ethology (ISHE) Summer Institute

An international conference on human behaviour attended by 75 scientists and students. The conference included four methodological workshops.

New Trends in Bioscience 2

International symposium with more than 70 participants. The aim was to present the latest advances in structural biochemistry and biomedicine to the participants. The emphasis was on innovative techniques and their practical applications. The symposium also included a workshop organized by NanoTemper Technologies (Poland). At this workshop, participants had the opportunity to measure their own protein samples using the Monolith system, an innovative tool for quantitative molecular interaction analysis and binding affinity determination.

USB Faculty of Fisheries and Protection of Waters

Introduction into EU funding

Seminar on European projects.

Workshop 'Options for maximizing and enhancing the genetic potential of fish with emphasis on common carp farming'

The seminar was an output of the NAZV project No QK1910430 'Innovation of technological elements in common carp breeding in order to maximize the high potential of selection programs in pond management conditions'.

Workshop 'In vitro conservation of common carp genetic resources by germ cell transplantation'

The workshop was an output of the project NAZV QK1910428 – Conservation of genetic resources of common carp in vitro and creation of isogenic lines by germ cell transplantation.

The FAO workshop

The international conference focused on modern sustainable technologies in fisheries. Applications of new technologies in the field of automatic image processing were presented by foreign experts collaborating on the AQUAEXCELL3.0 project. The workshop programme also included practical demonstrations (cryobank, germ cell laboratory, aquaponics), a number of excursions to fish farming sites and a visit to the Ohrada Museum of Forestry, Hunting and Fishing.

Workshop on invasive crayfish species

Workshop for the German Embassy in cooperation with the Ministry of the Environment of the Czech Republic.

European Aquaculture Society workshop – student group

An international workshop focusing on the future strategy of EAS-SG with one specific aim – to connect students across Europe.

Evaluating the success of wetlands and watercourses restoration

Conference on wetland revitalization.

USB Faculty of Theology

Czech and Slovak Islamology 2023: current themes and future challenges

The aim of the conference was to reflect on topics from the broad field of Islam, which are crucial especially for Czech and Slovak Oriental and Religious Studies. There were presentations that presented the current state of research or the results of research. The conference was an opportunity for personal meetings of experts from different academic and scientific institutions dealing with Islam.

Spirituality in social work with the elderly

The event included presentations of the results of current research among seniors and social workers, which involved the University of South Bohemia in České Budějovice, the University of West Bohemia in Pilsen and Charles University, and workshops focused on the practical application of the results in practice.

220 years of theological and philosophical studies in České Budějovice

The conference was focused on selected figures in the history of Czech higher studies of theology and philosophy-educators, students and graduates; knowledge of religious history of the 19th and 20th centuries.

The role of the social worker in the care process of clients with PPCC

The conference focuses mainly on the ideal approach of interdisciplinary cooperation and the role of the social worker. Experts from the fields of psychology, medicine and social services who have been dealing with eating disorders for a long time were presented during the conference.

A selection of conferences and other professional events (co-)organised by faculties and other USB units in 2023

Study day on pastoral care in social work

The aim of the study day is to get acquainted with the forms of pastoral care in the contemporary social work environment in the Czech Republic, to reflect on the experience of its implementation and to contribute to the meeting of practice and academia. In contemporary social work, in the context of an integral approach to the individual, groups and community, there is a growing sensitivity to the spiritual dimension, expressed in the introduction of various forms of spiritual care in the employment of chaplains, pastoral workers, or cooperation with churches within the community. In terms of the mission of the Church and its theological reflection, this is a form of so-called categorial pastoral care.

Plato's dialogue Gorgias

The conference was the culmination of the Plato Seminar, which took place in the summer semester of the academic year 2022/2023, and in which participants engaged in a close reading and interpretation of Plato's dialogue Gorgias. It was therefore primarily a student conference, however, Dr. Jitka Paitlová from UWB's Faculty of Arts was among the presenters.

Philosophical Thought and Biblical Interpretation in Philo of Alexandria: workshop

This was a workshop held on 9 October 2023 on the relationship between philosophy and the Bible in the context of the thought of Philo of Alexandria. During the workshop, papers were presented on the background of Philo's thought (the influence of Plato), and selected texts from the works of Philo of Alexandria were also discussed (Deus 33-34, Gig. 49, Mut. 6-17, Plant. 18-25, Deter. 79-90, Abr. 119-132).

USB Faculty of Health and Social Sciences

Qualitative approaches and methods in the human sciences

Conference on research methodology.

Living with autism

Conference focused on autism spectrum disorders – family stories, therapy, new developments in diagnosis.

Comprehensive rehabilitation – challenges, development and pathways

The conference focused on the cooperation of multidisciplinary teams within the framework of comprehensive rehabilitation, cooperation between departments, cooperation with the family. The impetus for organizing the conference was the 30th anniversary of the ARPIDA Centre.

9th Student Scientific Conference

The theme was health and social issues, which gave room for a wide range of works. A total of 18 papers were presented by students from universities in the Czech Republic and Slovakia.

Options for multidisciplinary support for informal (family) carers

The conference focused on the support of informal carers and the possibilities of using audiovisual means in this area. The lectures were focused on psychosocial support for caregivers, prevention of burnout syndrome, healthy lifestyle issues for informal caregivers, social counselling with a focus on practical recommendations for informal caregivers and topics related to direct care for a loved one.

USB Faculty of Agriculture and Technology

Minor oilseeds – importance, cultivation and use

The conference focused on the cultivation of minor oilseeds, their processing into oil and protein products and the creation of new food products using minor oilseed extracts.

Nutrition and rearing of calves under precision farming conditions

The conference provided an opportunity to exchange knowledge and contribute to the advancement of calf rearing under precision farming conditions. Presentations were given by veterinary practitioners, nutritionists and experts in innovative technologies.

USB Technology Transfer Office

National Transfer Conference

Conference focused on transfer trends and spin-offs.

Transfer Technology Day

Innovations were presented during the conference.

University-wide conference of USB doctoral students

Beyond the Horizon and for Mutual Understanding: the 3rd Conference of Doctoral Students of the University of South Bohemia

The aim of the conference is to emphasize the following pillars to the students from the beginning of their scientific career: (1) The need to strengthen the social integration of doctoral students beyond disciplines and faculties, (2) The unity of science and mutual respect of scientists of all disciplines as a basis for its successful development, (3) The necessity of an interdisciplinary approach to solving a number of current societal challenges. The conference, which was held in English, was actively attended by 35 doctoral students from most faculties, 34 of whom presented their work in the form of a lecture and one through a poster. The conference also included an invited paper by Dr. Jiri Slama from the USB Rectorate on Open Science and Open Data at USB.

9 Quality assurance and evaluation of implemented activities

9.1 Significant events and facts relating to quality assurance and evaluation of the activities carried out that occurred in 2023

From the perspective of ensuring and evaluating the implemented activities, the major events of 2023 at the University-wide level include, for example, the preparation and subsequent submission of three relatively extensive audit reports requested by the National Accreditation Bureau for Higher Education (NAB) on selected areas of education for which USB has received institutional accreditation. Specifically, these areas of education were Philosophy, Religious Studies and Theology, as well as Historical Studies and Social Work. The NAB Board considered these reports later in 2023 and noted all three reports submitted without comment. Thus, USB has successfully fulfilled all the requirements for the submission of review reports formulated by the NAB Council in the 2018 resolution on the granting of institutional accreditation to USB. Another significant event is, for example, the launch of the new system of internal evaluation of degree programmes, faculties and constituent parts of USB, which was applied for the first time in 2023. Under this new system, 1 faculty (USB Faculty of Science), 5 other units (2 University-wide and 3 rectorial) and 36 accredited degree programmes have been evaluated so far. In 2024, the evaluation of 2 faculties (USB Faculty of Arts and USB Faculty of Theology), 9 other units (2 University-wide and 7 rectorate) and 43 degree programmes is planned or has already started. The internal assessment process has undergone a number of changes year-to-year, and these changes are largely in response to comments raised by various internal assessment stakeholders during 2023.

The internal evaluation process of the USB Faculty of Science, which was formally concluded at the 49th USB IEB meeting on October 17, 2023, included a comprehensive analysis of key aspects of the faculty's educational, creative, and social activities, with an emphasis on the quality of research, instruction, and the overall academic environment. The results of this internal evaluation confirmed the high standards and significant contributions of the faculty both at the university level and in the broader context of scholarly research and teaching.

The year 2023 was also devoted to some further changes in the setup of the USB internal quality assurance and evaluation system, especially with regard to the implementation of recommendations resulting from external evaluations carried out at the USB in the past years (mainly the external evaluation of the USB educational, creative and related activities carried out by NAB, the external evaluation of science and research carried out by the International Evaluation Panel and the evaluation carried out within the framework of the first meeting of the USB International Board). Attention was also paid to the activities and functioning of the USB Internal Evaluation Board (hereinafter referred to as 'USB IEB'), including the implementation of some new agendas that the USB IEB started to deal with for the first time in 2023 (e.g. internal evaluation of degree programmes during their accreditation or after five years from accreditation, consideration of proposals for extension of accreditation of existing degree programmes or postponement of the validity of the authorisation to implement degree programmes approved under institutional accreditation following the results of their internal evaluation).

Significant efforts were also devoted in 2023, as in previous years, to the development of the university control system, the infrastructure facilities for the implementation of educational, creative and related activities, as well as the services offered to students, employees and other relevant target groups by USB in the area of library and information services, accommodation and catering services, services falling within the field of information and communication technologies and a number of other services provided by the relevant university-wide departments and special-purpose facilities. Further details of these activities are given in Chapters 9.1.1 to 9.1.9 of this Annual Report.

More detailed information on the significant events and facts of 2023 in the field of quality assurance and evaluation of implemented activities at the university level is provided in the Addendum of the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2023, and more detailed information on quality assurance and evaluation of activities implemented at some USB faculties is provided in the following text.

The quality and evaluation of individual degree programmes was ensured at the **USB Faculty of Economics** in 2023 through the assessment of applications for the extension of accreditation of three bachelor degree programmes under institutional accreditation and one follow-up master degree programme under programme accreditation. Specifically, this concerned the Bc. degree programme Analysis in Economic and Financial Practice (AEFP), Bc. Degree programme in Regional Development Management (RDM), Bc. Economics and Management (EM) and NMgr degree programme Finance and accounting (FA). The applications for the extension of accreditation of these degree programmes were assessed in two rounds, i.e. firstly the substantive plan of each degree programme was approved (by the FEC USB Programme Board, the FEC USB Scientific Board, the USB Internal Evaluation Board). Subsequently, the full accreditation dossier was assessed and approved (by the FEC USB Programme Board, the FEC USB Academic Senate, the FEC USB Scientific Board, the IEB USB). The IEB USB decided (meetings of 17 October 2023 and 21 November 2023) to extend the authorisation to implement the named bachelor's degree programmes under the current institutional accreditation for a period of 10 years, starting from the expiry date of the current accreditation. Application for extension of accreditation of the NMgr. Degree programme Finance and Accounting was referred to NAB. Self-evaluation reports have been prepared by the guarantors of the degree programmes for the applications for extension of accreditation of all the above programmes, which assess the quality of the degree programme through evaluation of the staffing and material support, related creative activities, international dimension, feedback from students, external students, alumni, or employers, as well as the perspective and suggestions for further development of the degree programmes. All self-assessment reports were approved by the USB Internal Evaluation Board at its meeting on 17 October 2023.

In 2023, the USB Faculty of Economics also produced the audit reports requested by NAB. This was an audit report on the Bc. Business Informatics degree programme, which was noted by NAB on 18 January 2024, with some recommendations. Further, the NAB was referred the inspection report on NMgr. degree programme in Economics and Management, which was noted by NAB on 25 May 2023, with some recommendations regarding publications and external research grants and projects. An audit report was also requested and prepared for the Ph.D degree programme in Economics and Management. This control report was sent as of 31 December 2023. At the same time, the Addenda to the Self-Evaluation Reports of the expiring degree programmes of the USB Faculty of Economics for the year 2022 were also prepared in 2023. These are degree programmes or fields of study whose accreditation expires as of 31 December 2024.

In the area of R&D, a new system of support for research and development was introduced in 2023 at individual departments of the USB Faculty of Economics, as well as an incentive system for individual employees. The systems newly use the IS ASPE information system as the underlying data source. The motivation of the faculty staff now takes into account the classification of WOS research publications according to the individual IF quadrants. Furthermore, preferred fords have been newly set and are also applied in the evaluation of outputs. The system is set in the FEC Dean's Ordinance No 247/2023 on financial support for research, development and innovation at the USB Faculty of Economics and in the FEC Dean's Ordinance No 248/2023 on the principles for granting performance bonuses to departmental staff and on the criteria for evaluation of instruction and research, development and innovation activities at the USB Faculty of Economics.

The quality assessment process at the **USB Faculty of Arts** includes a wide range of activities, including in particular the evaluation of academic and non-academic staff by supervisors, student evaluation of instruction and internal feedback mechanisms implemented through regular semester meetings of the degree programme boards.

The basis for staff evaluation is – as at other USB faculties – the comprehensive database Academic Staff Performance Evaluation (IS ASPE). USB Faculty of Arts has been evaluating the performance of academic staff through this database since 2015. Since 2019, the process and criteria for this evaluation have been precisely specified in the Ordinance on the Evaluation of Academic and Non-Academic Staff and the Procedure for Allocating Performance Bonuses (Dean's Ordinance No 4/2019). The basic criteria for the evaluation of academic staff are the amount of direct teaching duties and organizational involvement in the work of the faculty in the last year, as well as the results of scientific research activities in the last 5 years (number and financial value of R&D grants received and publication activity evaluated according to the current methodology of the Government R&D Council).

An important part of the evaluation of the teaching component is the regular (semester) anonymous student evaluation of teaching, which uses the IS/STAG information system; its results are discussed by the Dean with representatives of students and individual departments of the USB Faculty of Arts. The directors of the institutes are responsible for correcting the identified deficiencies. Quality assessment is also carried out in the framework of regular semester meetings of the degree programme boards, where the guarantors of degree programmes receive feedback from students, teachers and practitioners. The guarantors pass on the identified shortcomings and suggestions to the relevant institute directors.

From the technical point of view, the USB Faculty of Arts has been systematically preparing accreditation files for new degree programmes electronically directly in the IS/STAG system since the academic year 2019/2020, which ensures greater consistency and quality of data for all degree programmes from the process of preparing the accreditation file to the moment of the actual implementation of the studies.

In October 2023, the so-called on-site evaluation of the International Panel MICHE 2023 (Monitoring Internationalization of Czech Higher Education) took place at the **USB Faculty of Education**. The expert evaluators, consisting of Katrin Kiisler, Daniel Casten and Uwe Brandenburg, met with representatives of the management and academic community of the USB Faculty of Education to analyze the state of internationalisation at the USB Faculty of Education. In the final report, the findings of the expert team were described in detail, strengths and weaknesses were highlighted and measures were proposed to develop internationalisation at the USB Faculty of Education. The findings of the evaluation were subsequently discussed in relevant faculty committees and included in strategic documents. Thanks to this evaluation by an external independent committee, the USB Faculty of Education received valuable feedback on current internationalisation activities and processes. At the same time, a development plan in this area was also drawn up for a period of three years, indicating the different priorities and their urgency.

The **USB Faculty of Science** has developed a system of quality assessment of educational and creative activities. In the field of education, this includes mainly student evaluation of instruction, which is mandatory for all students, including international students, as well as quality evaluation by supervisors, comprehensive evaluation of degree programmes by their supervisors and degree programme boards. In the creative field, it is mainly the evaluation of research activities based on internal rules as well as on modules M1 (Quality of selected results), M2 (Research performance) and M3 (Social relevance) according to Methodology 17+. The evaluation also includes grant activities and grant success rates. All types of internal evaluation applied at the USB Faculty of Science are reflected in staff remuneration as well as in actions and measures to improve the quality of instruction and research.

The **USB Faculty of Fisheries and Protection of Waters** developed in 2023 Addenda to the self-assessment reports of all faculty programs, respectively disciplines for the year 2022, i.e. to the Bc. field of Fishery and Bc. Field Protection of Waters, NMgr. field of Fishery and Protection of Waters and Ph.D. field of Rybářství / Fishery. The USB IEB made no comments on these additions during the evaluation. In 2023, NAB granted accreditation to NMgr. degree programme Rybářství a ochrana vod and the English version Fishery and Protection of Waters. The duration of the accreditation is 10 years. In connection with the granted accreditation, the NAB Council requires the submission of an audit report on the scientific and research activities of the department (in the scope of Annex C-II of the accreditation application) as of 31 May 2028. The USB Faculty of Fisheries and Protection of Waters has an International Board of the Faculty and Centre (IBFC) and a Commercialisation and Societal Relevance Board of the FFPW USB and CENAKVA, which have been functioning as independent advisory and evaluation bodies for several years. These boards did not meet in 2023. In 2023, the USB Faculty of Fisheries and Protection of Waters implemented other evaluation processes oriented to the quality of the activities carried out, such as internal staff evaluation, student evaluation of instruction quality, and evaluation under the ASPE and NSPE systems.

The **USB Faculty of Agriculture and Technology** typically uses the EFQM Excellence Model as a quality assessment tool for the overall evaluation of all processes, both in assumptions and results. The faculty has already won several awards in this area in the past. In 2023, the faculty was involved in all University-wide quality assessment activities, especially in the process of accreditation of new degree programmes, at bachelor, postgraduate and doctoral levels. The teaching and creative activities of academic staff were evaluated on the basis of information from the university's electronic system of Academic Staff Evaluation (IS ASPE). The results of IS ASPE were an important tool used not only by the faculty management for the evaluation of individual departments, but also by heads of departments to evaluate

and compare the performance of individual staff members in their departments. Student evaluations of teaching were also an important source of information in the field of education. This instrument was used to evaluate the quality of instruction activities of specific educators. In 2023, the guarantors of all ongoing degree programmes or courses of study prepared Addenda to the 2022 Self-Evaluation Reports of these courses of study, which were subsequently submitted to the USB Internal Evaluation Board for approval. The comments raised as part of this evaluation were discussed at the degree program board meetings and considered in the preparation of the 2023 addenda.

9.1.1 Control system

The USB internal control system is implemented in accordance with Rector's Ordinance R 535 of 11 December 2023 on the implementation of the internal control system and Bursar's Ordinance K 33 of 4 January 2010 governing the circulation of documents. The Rector's ordinance on the implementation of the internal control system defines the control system at USB, in which the duties of the responsible staff are precisely defined to ensure the correct, economical, efficient and effective use of public funds. The deans of the USB faculties and the directors of the individual constituent parts of USB are responsible to the Rector for the economical and efficient use of the University's funds and property.

Management control shall be exercised by senior staff within their management authority or by staff delegated by them in accordance with their powers and responsibilities. The performance of preliminary management control according to Act No 320/2001, on Financial Control in Public Administration and on Amendments to Certain Acts (Act on Financial Control) is ensured at USB units by responsible employees, authorised by the deans of faculties or unit directors. At each unit, the head of the unit or the project manager is always in charge of the operation. The function of budget manager is usually performed by unit secretaries or economists, or by authorised employees of the relevant Rectorate units (Economic Division or Project Office). Preliminary control for the post of Chief Accountant is exercised by the accounting officers responsible for the booking of specific accounting cases.

The Internal Audit Unit is part of the internal control and performs its function in accordance with the Financial Control Act and the USB Internal Audit Statute (Rector's Ordinance R 536 of 11 December 2023). The Internal Audit Unit is staffed by one internal auditor. Its main focus is on the continuous monitoring and verification of the internal system, while at the same time identifying the actual situation and comparing it with the required situation. The specific audit activities of the IAS are mainly based on risk analysis, previous findings and other aspects as appropriate. These attributes form the basis for the preparation of the annual and medium-term internal audit plan, which is consulted and subsequently approved by the USB Rector.

The following audits were conducted in 2023:

- Travel reimbursements at the Dormitories and Refectories;
- Management of allocated funds from the state budget on the basis of the instruction of the Ministry of Health;
- Staffing practices at the USB Rectorate;
- Staffing practices at the USB Faculty of Economics;
- Staffing practices at the USB Faculty of Fisheries and Water Protection.

The subject of the audit was to check the timing of the approval of documents, compliance with the deadlines for the settlement of travel orders, the payment of advances for travel, the correctness of the calculated amount of subsistence allowances, the completeness and completeness of the completion of travel orders and their settlement, the fulfilment of pre- and post-commitment checks and compliance with regulations. In addition, the audit also included a review of the management of the funds allocated from the State budget, on a project-by-project basis, i.e. a check on compliance with budgetary discipline. Last but not least, the audit also covered the review of employment contracts (agreements on amendments to employment contracts), agreements on work activity, agreements on work performance and determination of job descriptions, review of compliance of job positions, review of the process of classifying employees into tariff classes according to the Wage Regulations and the Catalogue of Non-Academic Jobs of USB, review of the correct setting of the remuneration system, determination of allowances and bonuses, review of entitlement and use of leave.

Comprehensive, independent and objective examination of financial and property operations and independent control activities within the meaning of Act No 320/2001, on Financial Control, are performed by the Financial Control Office at the USB. As of 1 September 2023, this unit is staffed by one

financial controller. In 2023, this unit carried out a financial management audit entitled 'Project plan SPSM – International Doctoral Seminars FTH USB for the audit period 2022'. The subject of this financial audit was to check the fulfilment of the set objectives of the project, the use and management of the funds provided under the project, compliance with the conditions of the Rules for the Implementation of the Project Plan for the period 2022 and compliance with the USB internal regulations.

In 2023, the Financial Control Unit continued to provide methodological assistance to the Economic Department of the USB Rectorate in the implementation of electronic travel orders and cooperated on updates/revisions of the relevant ordinances of the Bursar and ordinances of the Rector.

In 2023, the USB conducted a financial audit focused on the accounting records and control system for the disbursement of funds under the Centralised Development Programs through an external agency. The findings of this audit were communicated to the responsible persons.

Based on the external audit and inspection reports submitted, it was noted that 18 external audits and 5 external audits had been carried out across the University in 2023. The subject of the external audits was the management of the organisation's public funds. The external audits focused on both grant spending and document control.

There were no suspicions of possible corrupt behaviour or proven cases of corrupt behaviour. The deficiencies identified by the audits and public audits carried out were in most cases not of such a nature as to have a significant impact on the performance of financial management and the activities of USB.

9.1.2 Infrastructure and other major projects

During 2023, five major (strategic) USB projects supported by EU funds were implemented, either from the European Structural and Investment Fund (ESIF) or through the Recovery and Resilience Facility. Three of these projects were infrastructure, one was non-infrastructure and one was a combination of infrastructure and non-infrastructure.

The first purely infrastructural project with a University-wide impact was the project **PV Systems -the University of South Bohemia in České Budějovice (CZ.05.5.11/0.0/0.0/20_152/0015240)**, which is supported by the Operational Programme Environment from EU funds. The project addresses the increase of the share of electricity production from RER intended for consumption in the buildings in question by installing photovoltaic systems on five selected buildings owned by USB. The PV panels have been installed on the roofs of the selected USB buildings and are planned to be commissioned and operational in 2024.



Installed PV, USB Academic Library building. Photo: USB Project Office.

Another investment project implemented was the project '**Development of the USB – Academic Library (CZ.06.04.04/00/22_002/0001973)**', which is supported by the Integrated Regional Operational Programme from EU funds. The project deals with the replacement of selected window openings in the USB Academic Library building and the acquisition of technical equipment for the library. Both of these activities took place in 2023. The purchase of additional technical equipment will then be completed in 2024 from the savings achieved by the project.



Ongoing window replacement work, USB Academic Library building. Photo: USB Project Office.

In 2023, the project **Development of USB – Infrastructural facilities for doctoral degree programmes (CZ.02.01.01/00/22_012/0008110)** was launched, which is supported by the Operational Programme Jan Ámos Komenský from EU funds. The project deals with the acquisition of infrastructural equipment primarily for doctoral degree programmes, with a possible impact on other USB degree programmes. In 2023, e.g. domestic and foreign scientific literature was acquired, instrumentation and other equipment for research and education, licenses, software and hardware were also purchased. In addition, preparations for construction work for the USB Faculty of Agriculture and Technology and the USB Faculty of Health and Social Sciences were also initiated.

In addition, the non-investment project **USB Development – International Mobility – MSCA II (CZ.02.01.01/00/22_010/0008126)**, which is supported by the Jan Ámos Komenský Operational Programme from EU funds, was launched in 2023. The project deals with the implementation of a total of three mobilities. None of these planned mobilities has been launched in 2023 and is expected to start in the next period.

In 2023, the **NRP Transformation – USB project (NRP_JČU_MSMT-16608/2022)**, which is supported through the National Renewal Plan with EU funding, also continued to be implemented. The project aims to meet the objectives set out in reform 3.2.1 of the National Renewal Plan, i.e. 'Transform universities to adapt to new forms of learning and in response to the changing needs of the labour market in the post-covid renewal' (Component 3.2 'Adaptation of the capacity and focus of school programmes'), and thus contribute, inter alia, to the fulfilment of the priority objectives of the Ministry's Strategic Plan for the Higher Education Sector for the period from 2021 ('SZ2021+'), the Strategy for the Internationalisation of Higher Education for the period from 2021 and the related strategic documents of individual public higher education institutions.

Other projects from ESIF funds were implemented by some USB faculties on their own.

In 2023, the **USB Faculty of Economics** took part in the **USB Development – Infrastructural Background of Doctoral Degree Programmes** project, specifically the key activity KA2.

In 2023, the **USB Faculty of Education** addressed the following major projects:

- Innovation of Teacher Training for Secondary Schools at the University of South Bohemia, OP RDE;¹⁷
- NRP Transformation – USB, NRP;¹⁸
- International Mobility II;¹⁹
- Strengthening the competencies of teachers and other pedagogical staff in the field of inclusion of pupils from socio-culturally disadvantaged backgrounds, Norway Grants;²⁰
- Virtual Reality Education and Training Solutions for Medicine Sector, Interreg Central Europe;²¹
- Barriers to the use of information and communication technologies and opportunities for the development of ICT literacy among people with limited ability to access information, TA CR;²²
- Changes in Selected Social Services Targeting Persons with Disabilities During a Viral Disease Emergency, TA CR;²³
- Biomass in sustainable landscapes: a digital platform for teaching photosynthesis in water and on land to understand the role of plants in the landscape, TA CR.²⁴

The **USB Faculty of Science** is one of 14 partners forming **ELIXIR-CZ: Czech National Infrastructure for Biological Data**.²⁵

The **USB Faculty of Fisheries and Protection of Waters** handles a large number of investment and non-investment projects within various areas and providers. The current list of projects is freely available on the faculty's website under 'Faculty Projects'.²⁶ Among the major projects, we can mention the project **Large Research Infrastructure: CENAKVA – South Bohemia Research Centre for Aquaculture and Biodiversity of Hydrocenoses (LM2023038)**, which started last year, and which significantly defines the development and openness of the centre and the faculty. Other projects include the **Horizon 2020 project AQUAEXCEL3.0 AQUAculture infrastructures for EXCELLENCE in European fish research 3.0 (871108; 2020–2025)**, the GA CR **EXPRO project Holistic characterization of exposure and potential effects of complex mixtures of chemicals in the aquatic environment (20-04676X; 2020–2024)** and the MEYS CR project **Sustainable production of healthy fish in different aquaculture systems (CZ.02.1.01./0.0/0.0/16_019/0000869 PROFISH)**, which was completed last year. Another strategically important project is **LIFE – LIVING RIVERS Implementation of the Slovak Water Plan in selected river basins (101069837, 2023–2032)**. The faculty is also involved in the implementation of the USB Transformation project, which falls under the National Restoration Plan. This project also covers the creation of new professionally oriented degree programmes with appropriate investment support.

At the beginning of 2023, the **USB Faculty of Health and Social Sciences** implemented the second stage of the investment project **Reducing the energy consumption of the Vltava Dean's Office building**, supported by the USB Strategic Management Support Programme. The scope of the two-year project was to replace lighting in the building to reduce electricity consumption and reduce lighting maintenance costs. During 2023, the faculty also participated in a University-wide capital project **to supply and install a comprehensive photovoltaic power system on USB buildings**. By the end of the year, the photovoltaic power plant was installed on the Vltava building. Final connection to the grid will take place in the first half of 2024. In late August 2023, a major damage event occurred at the Vltava and U Výstaviště buildings. As a result of extremely adverse weather conditions, rainwater downpipes were damaged and the basements of both buildings were flooded. The entire period until the end of the calendar year 2023 was marked by intensive liquidation of the initial damage of the natural disaster and work related to the drying out of the flooded buildings. In both buildings, all offices and facilities of academic and non-academic staff had to be relocated from the basements on a long-term basis. The extent of the damage and flooding was so extensive that an expert external company was brought in to drain the premises on the recommendation of the insurance company. Damage repair continues to be carried out. Further

¹⁷ <https://www.pf.jcu.cz/cz/fakulta/projekty/projekty-spolufinancovane-evropskou-unii>

¹⁸ <https://www.pf.jcu.cz/cz/fakulta/projekty/prehled-strategickych-projektu-ju-na-kterych-pf-ju-participuje>

¹⁹ <https://www.pf.jcu.cz/cz/fakulta/projekty/prehled-strategickych-projektu-ju-na-kterych-pf-ju-participuje>

²⁰ <https://projekty.pf.jcu.cz/pku/>

²¹ <https://www.interreg-central.eu/projects/vredumed/>

²² <https://projekty.pf.jcu.cz/pvict/>

²³ <https://konferia.eu/>

²⁴ <https://fotosyntezaVKrajine.cz/>

²⁵ <https://www.elixir-czech.cz/>

²⁶ <https://www.frov.jcu.cz/cz/veda-a-vyzkum/projekty>

infrastructure projects could not be prepared and implemented in the wake of this extensive damage. Their preparation has therefore been postponed to the next period.

The **USB Faculty of Agriculture and Technology** is implementing a project supported by the National Recovery Plan. Thanks to this project, a new doctoral degree programme Agriculture and Technology 4.0 is being established at the faculty, while the project funds will also be used to strengthen the infrastructure facilities for the implementation of this degree programme. In addition, the faculty is creating a Multimedia Centre, which will be used by the academic staff of the faculty, for example, in the preparation of study materials, which will be appreciated especially by students in the part-time form of study.

9.1.3 Library and information services

The year 2023 was marked by the continued development of the services, collections and facilities **of the USB Academic Library**²⁷ (hereafter referred to as 'AL USB'). In addition to the regular agenda related to the provision of library and information services, AL USB also dealt with a number of other professional assignments.

Also in 2023, AL USB used the option of subscriptions to electronic information resources (hereinafter referred to as 'EIR') to support studies, instruction and scientific research at USB, now with the support of the National Centre for Information Support for Research, Development and Innovation (hereinafter referred to as 'NCIP R&D&I'), which built on the CzechELib project. The National Technical Library continues to be the principal investigator of the project. The benefits of the NCIP R&D&I project include, among others, the transition of some publishers to the Read and Publish subscription model. Thanks to the new subscription model, USB authors could take advantage of discounts or tokens for Open Access publishing provided by Taylor & Francis, Springer Nature, Wiley and Oxford University Press.

AL USB users were also able to use non-consortial subject resources and other tools to access the EIR. They had access to Czech and foreign books on the ProQuest Ebook Central platform and to the Emerald eBook collection. Access to EZB's electronic journal library, EBSCO's discovery system and CitationPro citation manager was also continued. Based on a contract with the National Library of the Czech Republic, AL USB accesses the National Digital Library – Works Not Available on the Market (NDK – DNNT) service.

Throughout 2023, AL USB organised educational events for students and research and teaching staff to promote the effective use of databases and other tools.

The library also hosted or co-hosted several exhibitions and other cultural events in 2023. At the end of March 2023, the Library hosted a celebration of the 30th anniversary of the Austrian Library. On the occasion of this anniversary celebration, the exhibition 'Bertha von Suttner – A Life for Peace', which was on loan from the Austrian Cultural Forum in Prague, was on display at the AL USB. In October 2023, the library joined the global Open Access Week event and organised a three-day programme offering participants an overview of the development of Open Science and Open Access within the Czech research environment. Then, at the end of 2023, the next edition of the Heart for a Book fundraiser was held. The sale of books raised CZK 40 927. The entire amount was donated to the ARPIDA Centre, with which AL USB has long cooperated.

In 2023, the USB University Textbook Shop, located in the USB AL, offered scripts and promotional items for sale from individual USB faculty as well as publications from the USB Publishing House. All items were available for purchase directly from the University Textbook Shop or could be ordered through the USB e-store. The University Textbook Shop served more than 1 700 buyers throughout the year.

As part of the project 'IROP – USB Development – Academic Library', the AL USB building underwent the replacement of selected window openings and new technical equipment was purchased.

In 2024, AL USB plans to develop and improve existing services and introduce new services based on demand from USB students and academics. Other important activities in the AL USB annual plan include active involvement in the CARDS – Platform for a New Generation (PNG) project and continued renewal of the library's technical equipment.

²⁷ <https://lib.jcu.cz/cz/>

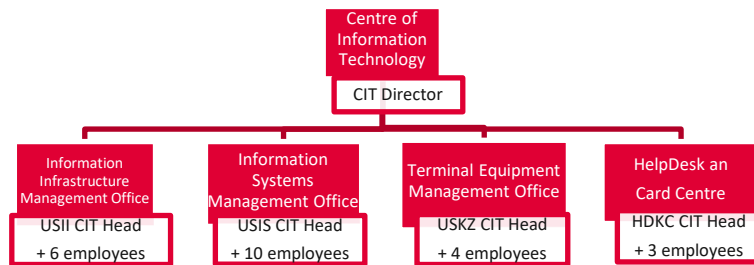
9.1.4 Accommodation and catering services

The project documentation for the reconstruction of the K2 track was completed in 2023. In 2023, an outdoor bicycle storage was introduced at the K5 dormitory. In addition, a new reception area was built at the K5 dormitory, and when being put into operation, a passageway between the dormitory and the USB Faculty of Health and Social Sciences was established. USB dormitories were also refitted with new clothes dryers and retrofitted with new high capacity washing machines in 2023. The USB Refectory renovation activities related to energy conservation also began in 2023.

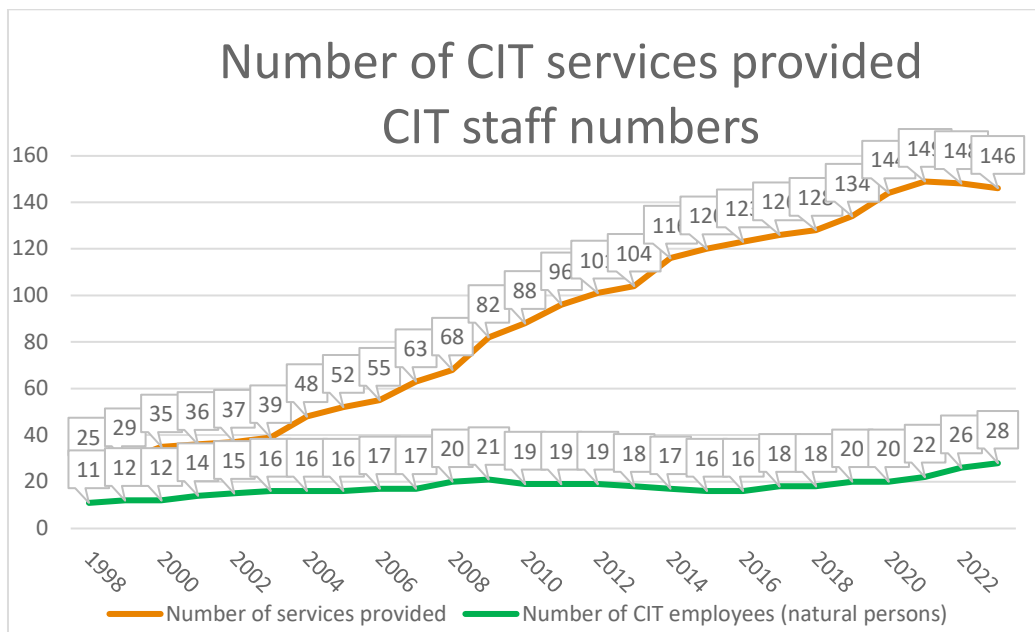
Already in 2023, preparations began for the 11th Children and Youth Olympics, which will take place in 2024. During the event, approximately 1 500 athletes will be accommodated in the USB dormitories. Additionally, the USB Refectory will provide them with all-day meals.

9.1.5 Information and communication technologies

The **USB Centre of Information Technology** (hereafter referred to as 'CIT USB') is a University-wide facility that provides management and development of the centralised information systems and information infrastructure at USB. At the end of 2023, a total of 28 people were working at CIT USB. The structure of the CIT USB and the staffing of each department at the end of 2023 were as follows:



The services provided by CIT USB reach all key areas on USB – the number of services provided corresponds to this:



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

- British USB Centre;
- USB Centre of Information Technology;
- USB Faculty of Arts;
- USB Goethe Centre;
- Preschool facility CG Kvítek;
- USB Rectorate.

In 2023, the following 7 projects were executed at CIT USB:

- MILOTA, J. et al. Coordinated development of economic applications of universities. PHEI Centralised Development Program for 2023, No 307-CDP23 C03/REK;
- BULÁNOVÁ, L. et al. Building situational awareness in PHEI cyberspace and effective response to crisis situations. PHEI Centralised Development Program for 2023, No 307-CDP23 C9/REK;
- KRLÍN, E. et al. Development of central information systems at USB. Project SPSM 2022–23 USB No SPSM22 25/REK;
- MILOTA, J. et al. Development of IT infrastructure of USB. Project SPSM 2022–23 USB No SPSM22 26/REK;
- MILOTA, J. et al. Transition of USB to VoIP telephony. SPF Project 2021–2023, No FSP21 25/REK;
- Collective of executors. Project NRP MEYS CR 2022–23:
 - A1 CIT: Adaptation of USB to new forms of learning in the light of changing labour market needs;
 - C2: Safety of distance learning;
 - C3: Digitisation of activities directly related to the provision of educational activities and administrative tasks associated with the study remit;
- Collective of executors. Implementation of the SDG Regulation – Introduction of the HEI service. Project NRP MI 2023–2026.

The total amount of funds raised in 2023 from these projects amounted to CZK 18.357 million.

In particular, the following significant changes have been made in 2023 **in the area of network and information infrastructure** from project funds:

- the central USB router was upgraded;
- an operational ProxMox cluster for Windows servers with three virtualization nodes was created;
- a new DB server for IS/STAG was put into operation;
- a new operational Ceph SSD cluster with 12 nodes was created;
- owing to the acquisition of four new 100Gbps switches, the connection of Ceph nodes was significantly strengthened and improved;
- the complete transition of USB phone services to VoIP has been completed;
- the USB telephone network connection to the public telephone service provider was also switched to VoIP;
- the new chemistry building was connected to the USB fibre optic 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 was completed.

In the area of information systems, the focus is on components that relate to studying and supporting e-learning. In 2023, the following significant changes have occurred in this area:

- Further development of IS/STAG in the area of Erasmus Without Paper (EWP) under NRP C3;
- Electronic registration of the state final examination was launched;
- a module for the members of the state exam committee was launched, through which it is possible to vote anonymously on the SFE, the module is also accessible for external students;
- many partial modifications of IS/STAG have been implemented, which lead to improved functionalities and comfort for users;
- LMS Moodle has been upgraded to LTS version 4.1., along with that the IS/STAG<->LMS Moodle connection has been upgraded.

The following major changes will take place **in the automation and digitisation of activities and operational remits** 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 faculty web presentations, and a new LLL website was launched;
- The HR portal was introduced into routine operation at the FAT, FAR, FFPW, FSC, FED and FHSS USB; it also includes the registration of working hours, approval of holidays and requests for changes to personal data;
- iFIS was modified and improved and new functionalities were added (group printing, connection of iFIS applications to Single Sign On, modifications for effective management of access rights);
- The pilot operation of electronic travel orders on REC USB and CIT USB was 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 as a replacement for the already inadequate RT system;
- The Asset Management system was launched and piloted on REC USB and FAR USB;
- The University Wiki was launched as a replacement for the no longer satisfactory HelpDesk website;
- LMS Moodle was connected with EGJE (HR portal) for the implementation of online training of employees and transfer of results;
- A simpler part of the IDM for identities without a national identification number was implemented.

In the field of cyber security:

- Penetration testing of selected groups of employees against potential attacks on users was performed using social engineering techniques (simulated phishing attack, vishing, active physical security test and passive physical security test);
- The first part of the USB cybersecurity analysis was performed by an external vendor.

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

Thanks to the projects, the salaries of a number of CIT USB staff have been maintained in 2023, but in 2024 it will be necessary to find financial resources to maintain the salaries of CIT USB staff, if possible, otherwise there is a risk that many CIT USB staff members will leave the University.

9.1.6 USB Goethe Centre

The **USB Goethe Centre**²⁸ has been operating in České Budějovice since 2005 with the support of the Goethe-Institut and the USB. The status of the USB Goethe Centre as an independent University-wide institution was approved by the USB Academic Senate on 11 June 2013. Since its inception, the Goethe Centre USB has maintained the same goal – the promotion of the German language and the presentation of culture in German-speaking areas in South Bohemia, which is fulfilled by the organisation and implementation of various cultural and educational events. With its offer, the USB Goethe Centre addresses all age and professional categories and promotes their interest in both the German language and the culture of the countries concerned. In 2023, the activities of the Centre were supported by the USB Strategic Priorities Fund, the SPSM programme, the Goethe-Institut in Prague and the South Bohemia Regional Education Support Programme.

One of the most important building blocks of the Goethe Centre USB is the language work. This consists of two basic areas – the organisation of the international Goethe-Zertifikat language exams and the German language courses leading up to them, both standard and exam preparation courses. The USB Goethe Centre is a licensed examination centre of the Goethe-Institut based in Munich. Since 2010, the internationally recognised Goethe-Zertifikat exams for language levels A2, B1, B2 and C1 of the Common European Framework of Reference for Languages have been held here. A total of 138 exams were taken at the USB Goethe Centre in 2023, of which 130 were passed. A further 70 mock exams were taken. These pre-tests are intended for the general public as well as for the needs of secondary schools or

²⁸ <https://www.goethecentrum.cz/>

students in their final year. The staff of the USB Goethe Centre are regularly trained to evaluate both the written and oral parts of these exams, so all corrections, evaluations and administration related to the organization of the exams and the printing of the report cards are done directly in České Budějovice. A total of 4 certified assessors work externally with the USB Goethe Centre. In addition, participants of standard USB Goethe Centre courses or Goethe-Zertifikat exam preparation courses are offered discounted internal exam prices.

The Goethe Centre USB offers standard German courses for the public as well as specialised courses, i.e. conversational, subject-specific or preparatory courses, which by their nature and concept lead directly to the successful completion of the Goethe-Zertifikat exams.

The concept of teaching in the language courses follows the standards of the Goethe-Institut, with a strong emphasis on situational learning and spoken German. In order to ensure the most uniform level of knowledge of the participants in the individual courses, their enrolment is conditional on passing an initial placement test and an interview in German, which verifies their language skills immediately before entering the actual course and thus enables them to be placed in the corresponding course. The teaching itself is based on modern methods with an emphasis on communication in everyday life situations and on intensive communication, and all courses at the USB Goethe Centre lead progressively to the internationally recognized Goethe-Zertifikat exam.

In 2023, a total of 36 German courses across language levels from A1 to C1 with 187 enrolled students were run.

In September 2023, the 3rd year of the post-secondary German language course was opened. This programme is accredited by MEYS CR. The lessons are intensive every day, with a total of 20 hours per week. The students of this programme have the student status. In addition to the classic lessons, students are offered conversations with a native speaker, participation in events and projects of the USB Goethe Centre, including excursions and study trips to foreign cultural and educational institutions. There is a fee for year-round study. On the basis of sufficient attendance and success in the final knowledge test, it is possible to pass the international Goethe-Zertifikat B1 exam and thus obtain the document needed for further studies or employment, which is recognised worldwide.

In 2023, a total of 10 lecturers taught in the German courses of the USB Goethe Centre. In addition to Czech German teachers, the team also includes native speakers who have studied German as a foreign language or are in continuous training in this field.

Employees of the Goethe Centre USB are regularly trained in the methodological and didactic area of teaching German as a foreign language, and they also participate in the annual testing of assessor competences in the Goethe-Zertifikat certification of licensed assessors. This guarantees the objectivity of the assessment of internationally recognised German language examinations at a global level. This training takes place either at the Goethe-Institut in Prague or directly in Munich, or via online training on Moodle platforms. At the same time, the USB Goethe Centre regularly monitors the news of the individual publishers. The Centre cooperates with leading publishers of language textbooks and didactic materials such as Klett, Langenscheidt and Hueber Verlag. All news and findings are passed on by the centre to German teachers at primary, secondary and language schools in the form of seminars, workshops and presentations.

In the summer semester 2023, two training programmes accredited by MEYS CR were offered to teachers within an LLL programme, namely Vademecum I. Basiswissen Deutsch als Fremdsprache, and Vademecum II. Sprachkurs Deutsch für Fortgeschrittene, which included two learning excursions. One took place in Lower Bavaria and the other in Upper Austria. In autumn 2023, an educational seminar was held in cooperation with the Contexta s.r.o. educational centre in Litoměřice. It also included a presentation of teaching materials for teaching German. These training activities were successfully completed by 22 participating teachers. In total, 234 teachers or students at USB participated in all the teacher training events.

Also in 2023, the South Bohemian Bookworm/Bücherwurm Südböhmen project was implemented, which aims to introduce German-language literature. Subsequent evaluation is based on the ability to convey the text read, the presentation and interpretation of the text, and correct German pronunciation. This is often underestimated, unlike grammar. This project is being conducted simultaneously in coordination with other educational entities across the country. The evaluation of the individual competitors took place in two blocks in the USB Goethe Centre, while the audience could also vote on Facebook. The

winner were determined by an expert jury. The jury of the South Bohemian Bookworm has included knowledgeable German language experts from the USB Faculty of Education and the Faculty of Arts, as well as experts in public speaking and voice work, such as representatives of regional television and radio reporters from Radio České Budějovice as usual. The title 'ICH, ZEUS, UND DIE BANDE VOM OLYMP' by Frank Schwiieger was chosen for the 8th South Bohemian Bookworm. The book was published in 2017 and is one of a series of children's books introducing the mythological ancient Greek mythology in a really fun way. The book is written in contemporary German, and it is also very funny and simple. In total, 21 South Bohemian schools and 45 finalists in six categories made it to the final of the South Bohemian Bookmobile.

In 2023, several performances were also offered to primary and secondary schools in South Bohemia in cooperation with the Munich-based theatre company Galli-Theater, mainly in the form of the so-called Mitmachtheater. This time, 13 schools from all over South Bohemia took part in four fairytale performances in České Budějovice. For the general public the performance Die 68er Spätlese! in German with lots of melodies and well-known songs popular in the 1960s. A total of 775 visitors took advantage of the school and evening performances. After a great success in the previous year, the film Mein Vater, der Fürst, made by Lila Schwarzenberg in 2022, was screened again in 2023. She interviews her father, Karl Schwarzenberg, in German, of course. This screening was met with a great response from both the teachers and the interested public.

For all interested members of the public, the USB Goethe Centre has a library of 4 604 titles as of the end of 2023. The USB Goethe Centre's library collection is regularly expanded and updated with the latest German literature, especially titles that have made it to the annual shortlist for the German Book Prize. The library's offer includes German language textbooks for all target groups, specialist publications, didactic materials for various types of exams, German-language fiction, simplified reading for language levels A1 – B1 and a range of CDs and DVDs. Of the total number of titles on offer, print media total 3 884 titles, while audiovisual and digital media total 720. The library's offer is published on the web portal, where it is also possible to renew loans or reserve the desired title online from the comfort of your own home. In addition to library services, information services and expert advice on teaching methodology and preparation for language exams are provided to all interested parties. The USB Goethe Centre Library has a total of 176 active readers at the end of 2023, with 772 individual visits in 2023. This figure corresponds to a total of 1 114 borrowings per year.

9.1.7 USB Preschool facility – Children's group Kvítek

The **USB Preschool facility – Children's group Kvítek**²⁹ ('CG USB') was opened on 1 September 2016 for children of USB employees, aged from 1 year to 7 years, and is still available to them. CG USB consists of 2 groups, namely:

- 'Daisies' group for children aged 1 to 3 years (max. 10 children);
- older children's group 'Daisies 2' for children aged three to six years (max. 20 children).

All-day care in both groups is provided by caregivers with appropriate education according to Act 247/2014, on the provision of child care services in a children's group. The operation of the CG is ensured from 7:00 am to 5:00 pm.

The arrival of children to the CG takes place throughout the day, thus enabling the most effective integration of family and professional life. For this reason, two forms of attendance are also offered during the school year, namely full-day attendance over 10 days per month and full-day attendance up to 10 days per month. During the summer holidays, free capacity is also offered to other staff members who have children placed in state-run institutions which have interrupted operations during the summer holidays.

Within the educational plans, children are offered enough stimuli to develop their personality, cognitive abilities and sensory perception. The above is achieved through a varied daily programme that is tailored to the specific needs of the children and respects their personality development. The care of small animals (rabbit, fish and turtles) is also an integral part of the activities at CG Kvítek.

²⁹ <https://www.jcu.cz/cz/univerzita/ostatni-pracoviste/predskolni-zarizeni-ju-detska-skupina-kvitek>

In addition to the daily supervised activities, CG Kvítek regularly hosts a variety of children's interest activities, whether it is the Children's House of Children and Youth in České Budějovice's 'About Animals with Animals' club, which takes place directly in CG Kvítek together with a DDM lecturer, English language lessons, a speech therapy course or the opportunity to take an ice-skating course.

On the basis of the renewed cooperation between the USB Faculty of Education and CG Kvítek, during the year 2023, students from the USB Faculty of Education came to CG Kvítek and prepared educational and play activities, workshops, etc. for children under the professional guidance of the teachers.

In 2023, the Regional Hygiene Station in České Budějovice carried out an unannounced hygiene inspection in CG Kvítek. This inspection found no defects. Similarly, a subsequent audit did not reveal any deficiencies.

The annual operation of CG Kvítek is partly financed by the MLSA CR subsidies and also by parents' payment of school fees. The fee is CZK 4 000 for a full month of attendance and CZK 2 000 for a 10-day attendance. CG Kvítek is at full capacity not only for the school year 2023/2024 but also for the next school year 2024/2025.

Overview of selected events implemented by CG Kvítek in 2023

Annual birthday celebration of CG Kvítek

Organisation of a farewell party with preschoolers together with a theatre performance

'Sleepover' at Kvítek

Visit to the theatre – performance The Non-Educational Concert

Programme for children at the USB Academic Library

Easter and Christmas parties together with creating with parents

Visit to the Planetarium in České Budějovice

Trip to the zoo

Educational program organized by USB faculties

Trip connected with fishing in the Vlhavský pond including refreshments

9.1.8 USB Publishing House

In 2023, **USB Publishing House** continued its activities as set out in the USB Publishing House Articles of Association and other regulations. USB Publishing House continued to face a decline in purchasing power in the book market in the year under review, with profits on books sold remaining at approximately 60% of 2021 levels (an identical decline was already recorded in 2022). USB Publishing House staffing remained the same as in previous years.

Book production continued to include both books of the specific grant type (sometimes with sales eliminated), usually supported by a financial subsidy for publication, and books intended for the wider professional public, published in more expensive book formats. The core is consistently the production of domestic authors, but the segment of translated titles has expanded again.

The printing of books continues to be carried out at the Inpress printing house, following a public tender. Typesetting and graphic design of publications are dealt with by framework contracts based on the result of a small-scale public tender.

The production of printed books and e-books continues to be distributed through sales in the Kosmas network and possibly also on the USB e-shop. Older or fully scholarly titles are still available in PDF e-version for free download on the publisher's website (Open Access, Creative commons 4.0 license in BY-SA version).

USB Publishing House also continues to serve as the University's Digital Object Identifier (DOI) system administrator and provides service assistance to USB-published journals with DOI assignment.


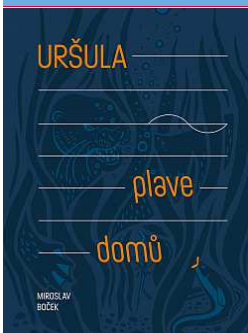
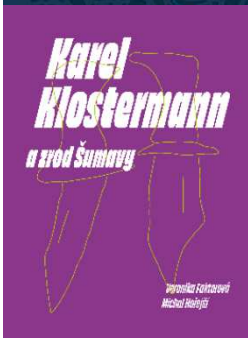
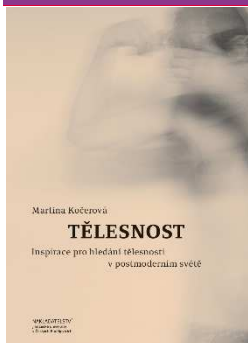

USB students continue to have the opportunity to meet their practical training requirement at the USB Publishing House.

The activities of USB Publishing House continued to be managed by an editorial board consisting of prof. Kozák, prof. Machula, prof. Papoušek, prof. Polívka and the Publishing House director. In addition to newly

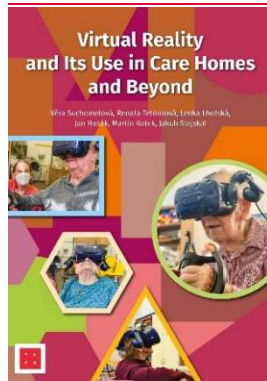
published titles, USB Publishing House also carried out reprints and prepared new revised editions of successfully sold titles.

Economically, USB Publishing House is stable and can continue to operate under the current conditions.

Printed and e-books published (including reprints) in 2023

	<p>Markéta Šmídová: Problemas teóricos y metodológicos en el análisis sociolingüístico de los marcadores conversacionales: boludo en el español argentino</p> <p>The monograph provides an interdisciplinary approach to the study of markers of speech interaction. These are not seen as mere filler, but as elements that facilitate the fluency of personal communication. The starting point is at the intersection of conversation analysis, discourse analysis, sociolinguistics and pragmatics. The author identifies theological and methodological pitfalls and compiles her own corpus.</p>
	<p>Miroslav Boček: Ursula Swims Home (also in English version)</p> <p>Eel Ursula lived peacefully in the river. Until one day she woke up and smelled a scent that made her want to go on a journey. But the eel's journey is full of pitfalls and the destination is in sight. The story Ursula Swims Home depicts the mysterious journey of the eels to the distant Sargasso Sea. Ursula must navigate weirs, avoid turbine blades and learn the rules of eel love. Can she tackle these obstacles and challenges to accomplish her task? This environmentally-themed story with an adventure plot and a touch of mysticism is a testimony not only to the mysterious eels and the fishways in general, but also a lot about us humans.</p>
	<p>Veronika Faktorová, Michal Hořejší: Karel Klostermann and the Birth of Šumava (printed book)</p> <p>This pictorial publication based on rich and previously unpublished archival material is published on the occasion of the centenary of the death of the writer Karel Klostermann (1848-1923), who was firmly connected with Šumava – a mountain range of specific value to Bohemia. The book, intended for both the professional and wider public, departs from the usual presentation of the author's life and work and sets out to interpret the 'poet of Šumava' as a complex cultural and literary phenomenon. It therefore discusses, among other things, the rise of mass tourism, the nationalisation of the country's peripheries and the development of a profit-oriented book market. The intention of the book is to break Karel Klostermann and the image of 'our' Šumava out of the stereotypes. It is therefore not a celebration but a therapy.</p>
	<p>Martina Kočerová: Corporeality: Inspiration for the Search for Corporeality in the Postmodern World</p> <p>The book presents the results of a research probe into the relationship of Christian churches – the Evangelical Church of Czech Brethren, the Roman Catholic Church and the Czechoslovak Hussite Church – to the body and carnality. The basic question that the author of the book asks is what was the relationship of the Christian churches to the body and corporeality in a time as rich in socio-cultural and political events as the twentieth century. Therefore, it focuses on the period between 1917 and 1970, and specifically on how the view of the body and corporeality was presented in the Czech lands by these churches through their published church documents and contemporary commentaries.</p>
	<p>Tomáš Machula, Lukáš Novák: Thomas Aquinas: Treatise on Being and Essence (printed book)</p> <p>Visually and content-wise, the book presents a new Czech translation of Thomas Aquinas' treatise, supplemented by the Latin original and the oldest Czech translation by Votka and Vojáček from 1887. The text of the treatise is accompanied by a detailed, didactically conceived continuous commentary, and all is interspersed with thirty quaestiones in the style of Thomas's Theological Summa, in which the authors attempt an independent systematic solution to the difficult points that arise when reading Thomas's text. The authors have prepared this publication as a tribute to the philosophical and pedagogical work of their teacher, prof. Stanislav Soušedík, a pioneer of scholastic studies in the Czech lands.</p>

E-books in 2023



Jan Husák, Martin Kotek, Lenka Lhotská, Jakub Stejskal, Věra Suchomelová, Renata Tetourová: Virtual Reality and Its Use in Care Homes and Beyond

Virtuelle Realität und ihr Einsatz (nicht nur) in Altenheimen

The aim of the methodology is to provide readers with the knowledge, skill and attitudinal base for the comprehensive use of virtual reality as a meaningful acquisition activity. The methodology is primarily intended for activation workers in geriatric facilities; however, the practices outlined can also be applied in home care. The authors' collective discusses both the technical design of virtual reality use and the quality aspects of the virtual experience, as well as the practices that will enable the full potential of this method to be exploited. It focuses on the content and form of the experience, guides the worker through the method of communication with the senior from the invitation to the virtual experience to its conclusion, and provides practical examples of the use of virtual experience in memory training or reminiscence. Virtual reality should never represent a kind of happy world where the senior is 'put away' without further attention from the activation worker or caregiver. With some exaggeration, it is only through sharing that the virtual experience becomes real.

10 National and international excellence

10.1 International and major national research, development and creative activities, integration of research infrastructure into international networks and involvement in professional or artistic networks

One of the pillars of USB is research and its international quality. Scientific research at USB is conducted to a large extent in collaboration with foreign scientific colleagues and institutions. Many of the research projects carried out at USB are also international (e.g. Interreg projects or Erasmus+ consortium teams). USB is, among others, involved in several research consortia within the H2020 or Horizon Europe programmes. USB also hosts a number of major international scientific conferences each year. The FFPW USB has a large scientific infrastructure CENAKVA, which is not only an open centre for important national and international research in the field of fisheries and water protection but is also part of the MEYS CR Roadmap of Large Research Infrastructures, a limited list of top Czech scientific institutions. The Centre for Polar Ecology of the USB Faculty of Science is part of the research infrastructure of the Josef Svoboda Czech Arctic Research Station in the Arctic on the Svalbard Archipelago. Many USB academics are members of the leadership of international professional societies or editorial boards of international professional journals. Some faculty as a whole are also members of international professional organisations and professional networks.

The **USB Faculty of Economics** deepened its cooperation within the framework of an international partnership network involving researchers and professional departments from major universities around the world. In 2023, the cooperation took place mainly in the field of preparation and implementation of projects, participation in international conferences, participation in the production of publications and networking with representatives from the sphere of application.

The scientific direction of the institutes of the **USB Faculty of Arts** has long been carried out in a foreign research context, as evidenced by joint research projects, publishing activities and conferences with international participation. In addition to major national institutions, the Faculty cooperates closely with a number of foreign partners (in literary research with Opole University or the Institute of Slovak Literature SAS in Bratislava; in research on Romance languages and literature, e.g. In the field of history, joint publications are produced with the Karl-Eberhard-Universität Tübingen or L'École des hautes études en sciences sociales in Marseille; the Institute of Archival Research and PVH is a member of the International Centre for Archival Research (ICARus).

In 2023, active cooperation took place especially in joint international projects, e.g. the project Restoring Ancient Partnerships: Contacts between Bohemia and Tyrol in the Older Bronze Age, which is carried out in cooperation with the Institute of Archaeology of the CAS and the University of Innsbruck; or the project Spanish as a Foreign Language in Central Europe: A Demolinguistic Approach, in which FAR USB is working with foreign partners from Poland, Slovakia, Germany and Hungary.

In terms of professional networks, the Institute is represented in the Council of Universities and the Association of Deans of Faculties of Arts of the Czech Republic.

In 2023, the FAR USB International Board continued its activities, whose members, as erudite experts, act as an advisory body to the faculty, especially in assessing the quality of creative and educational activities.

The involvement in international creative activities at the **USB Faculty of Education** in 2023 was implemented in the form of consortium research teams within the Erasmus+ programme (projects focused on the possibilities of preventing technostress in higher education and on education for sustainable development continued, the faculty also received projects focused on the development of communication skills needed to increase the public engagement of scientists, and on a gamification model for working with cultural heritage.) USB Faculty of Education staff are involved in a number of important professional bodies, e.g., the Scientific Committee of the 33rd World Congress of Psychology in Prague in 2024, the Executive Committees or Professional Councils of international scientific societies European Federation of Psychology Teachers' Associations, European Federation of Psychologists

Association, European Science Education Research Association, International Society for Education through Art, European Society of Psychology Learning and Teaching.

The **USB Faculty of Science** has been involved in three international research consortia funded by Horizon 2020 (INTERACT 3, EU-PolarNet 2 and EvoGamesPlus projects), one H2020 MSCA Postdoctoral Fellowship (IMMUNETREH), five H2020 MSCA Postdoctoral Fellowships (IMMUNETREH), five H2020 MSCA Postdoctoral Fellowships (IMMUNETREH) and five H2020 MSCA Postdoctoral Fellowships (IMMUNETREH). H2022 EC Framework Programme (of which 3 Marie-Curie Action projects), one international consortium within the TRAINER project in the ERASMUS+ call, two cross-border collaborations with Austria (NABIAM, PredMAIn projects), five cross-border collaborations with Bavaria (projects). The FSC USB has also developed international cooperation through five GA CR International projects and three MEYS CR Mobility and INTER-ACTION projects. The FSC USB is involved in the activities of the research infrastructure ELIXIR-CZ: Czech National Infrastructure for Biological Data (project LM2018131) and is also part of an international consortium of 15 institutions within the EvoGamesPlus project in the MSCA ITN call. In 2023, FSC USB participated in the preparation and successfully joined the international European Health and Digital Executive Agency (HADEA) EU project in the HORIZON-HLTH-2023-DISEASE-03 call (PANVIPREP 101137229) aimed at the development of broad-spectrum antivirals for pandemic preparedness.

The international and nationally significant research, development and creative activities of the **USB Faculty of Fisheries and Protection of Waters** and the CENAKVA Research Centre, which is one of the few faculties in the Czech Republic to have such a structure, are due to the extent of internationally recognised cooperation and publication activities in the field of fisheries and water protection. Since 2019, the CENAKVA VVI Centre is also a large research infrastructure with open access to its infrastructural, knowledge and expert facilities, thus substantially contributing to the development of science and research in these fields. FFPW USB is also part of the consortium of AQUAEXCEL2020 and the follow-up AQUAEXCEL3.0 projects, which support the sustainable growth of the aquaculture sector in Europe. The consortium is made up of 22 leading European universities or research institutes offering services and supporting world-class aquaculture research. In addition, CENAKVA/FFPW USB is part of the AquaServ consortium, which aims to connect, strengthen, integrate the capacities of research infrastructures and make a significant contribution to improving the quality of research infrastructures by providing transnational access (on-site/remotely). A follow-up activity was the preparation of the Pheno-Live project to be submitted to the HORIZON EUROPE INFRADEV programme with the aim of building a new ESFRI consortium with CENAKVA participation.

CENAKVA continues to negotiate with the representatives of the ESFRI ELIXIR consortium for the development of a system for sharing experimental data and metadata and has started activities leading to the connection to the EOSC e-infrastructures system within the environmental research infrastructures. The faculty is also directly connected to the European research area as a large research infrastructure of the Czech Republic through the Danubius – RI research infrastructure, which brings together leading entities in the field of environmental sciences. The faculty is also part of the EAS (European Aquaculture Society) and W.S.C.S. (International Sturgeon Conservation Society). In 2023, the FFPW USB/CENAKVA was fully integrated as the manager of the 'Elbe' research site within the global eLTER consortium. FFPW USB/CENAKVA has joined a major consortium within the European PARC project – Partnership for the Assessment of Risks from Chemicals. The Faculty was successful with a project application in the HORIZON EUROPE – JPI Water programme and the project to support the implementation phase of the DANUBIUS IP consortium. A new component of the DANUBIUS RI research consortium called 'Hydrological Nexus of Central Europe' was implemented in 2023. The Czech Republic, with its strategic location in the heart of Europe, is known as the source area of several key European river systems, making it an essential actor for sustainable water management on a global scale. In 2023, the European consortium DANUBIUS RI incorporated a new component called 'Central Europe Hydrological Hub' located in the Czech Republic. The new component is built on the infrastructure provided by the CENAKVA and CZECHGLOBE research centres focused on the comprehensive investigation of processes in freshwater ecosystems, with an emphasis on biodiversity conservation and protection of the aquatic environment. The unique services provided by the Czech component will contribute to research on the sustainability of water resources use in a pan-European context.

In 2023, the cooperation with FAO UN (Food and Agriculture Organisation of the United Nations) continued with the aim of mutual interaction in setting policies in the field of food, agriculture within the FAO Member States. FFPW USB/CENAKVA organized an international workshop entitled 'Inland Fisheries

Management And Aquatic Biodiversity Conservation' under the auspices of FAO UN (Food and Agriculture Organisation of the United Nations) from 08–14 October 2023.

The varied programme for 15 participants from 10 countries included thematic lectures by the staff of the CENAKVA Research Centre, the USB Faculty of Fisheries and Protection of Waters, the Institute of Hydrobiology of the Biology Centre of the Czech Academy of Sciences and the Czech University of Life Sciences Prague. The programme of the workshop also included practical demonstrations (cryobank, germ cell laboratory, aquaponics), a number of excursions to fish farming sites and a visit to the Římov reservoir.

As a founding member of the international consortium The Global Sustainable Aquaculture Advancement Partnership (GSAAP), FFPW USB participated in the first general assembly in Shanghai.

Prof. Tóthová and Dr. Dolák from the Institute of Nursing, Midwifery and Urgent Care at the **USB Faculty of Health and Social Sciences** are involved in the Cancer-Understanding Prevention in Intellectual Disabilities (CUPID) project, which has received EU funding. A multidisciplinary team of experts from 30 countries is working to meet the goals of CUPID. Prof. Tóthová is a member of the Management Committee for the Czech Republic.

The Faculty of Health and Social Sciences is involved in an international network of nursing educators called Udine-C Network: Understanding Development Issues in Nurse Educator Careers promoting collaboration in research and education.

The Faculty of Health and Social Work is involved in an international network of professionals in transcultural nursing (European Transcultural Nursing Association). The Faculty of Health and Social Work is involved in SocNet98 – European Network of Universities/Schools of Social Work.

On November 6, 2023, the Vice-Dean for Science and Research and Director of the Institute of Nursing, Midwifery and Urgent Care at the FHSS USB, Professor Valérie Tóth, received the highest state decoration, the Knight's Cross of the Hungarian Order of Merit (Civic Group), awarded by the Hungarian President for her decades of work in the development of Hungarian-Czech relations in the field of health care and health care education. The field of nursing has always been her life's passion and fostering cooperation at the national and international level has been one of her goals. Over the past decades, she and her colleagues have invested a lot of effort in promoting cooperation between the Hungarian and Czech health care systems and in promoting quality nursing education.

Research, development and creative activities at the **USB Faculty of Agriculture and Technology** are mainly focused on research projects and the production of publications or applications. The FAT USB addressed a total of 22 major projects from national funders in 2023, 5 of which had international overlap. Thanks to the solution of the TA CR Epsilon project within the international AquaticPollutants Call 2020, FAT USB was involved in an international consortium. As well as in the framework of 4 Erasmus + projects and 1 project funded by the Polish agency NAWA. The MEYS CR Mobility project, in which FAT USB collaborated with the Vienna University of Bodenkultur (BOKU), was also completed in 2023. The established cooperation has contributed to joint creative activities that have produced a number of publications reflecting contemporary issues in the field of agriculture and technology. A representative of FAT USB is also a long-term member of the editorial board of the international Journal of Central European Agriculture.

10.2 National and international awards

As in previous years, several students, alumni, staff, and others associated with USB received significant individual and group awards, and several publications, university projects, and entities that work closely with and/or involve USB were also recognised. The increasing interest in cooperation with USB on the basis of national and international projects, studies and investigations and the efforts to use the expertise of the university staff through their participation in various expert panels and juries, national and international councils and other expert panels can also be considered as significant awards. Equally important is the ranking of USB and its individual faculties in various national and international rankings, surveys and studies, the results of which the University regularly monitors as part of its benchmarking activities. As a proof of the national and international appreciation of USB, one can also perceive the constant interest of Czech and foreign partners in developing and deepening existing or establishing new, in many cases contractually based, cooperations, not only in the educational and scientific research

field, but also in a number of other areas, including areas that can be collectively classified as the so-called third role of the University.

Examples of awards granted in 2023

On 20 November 2023, the MEYS CR Awards in Higher Education, Science and Research were presented in the Liechtenstein Palace. Since 2009, the **Milada Paulová Award for Lifetime Contribution to Science** has also been awarded as part of these prizes. In 2023, for the first time ever, it will be awarded to the USB, specifically to **doc. Ing. Eva Cudlínová, CSc., from the USB Faculty of Economics**. The Milada Paulová Award has been awarded since 2009 to a female scientist for a lifetime contribution to science and an outstanding contribution to the development of a given field. The Milada Paulová Prize is awarded each year in a different research area. This year's award focused on the field of bioeconomics.

In July 2023, the largest European showcase of student companies GEN-E, organised by Junior Achievement Europe, took place in Turkey. The Czech **project Cartoon Yooself**, a startup backed by **Tereza Jandová**, a student of the **USB Faculty of Economics**, won the audience award and investors' attention. Her startup won against 104 university teams from 26 countries. The company impressed at the European Festival of Young Businessmen with its creative idea and precise processing. Tereza Jandová produces bespoke posters with hand-drawn portraits in the style of popular animated characters. In person, over 800 young innovators aged 15 and over, their teachers, business representatives and political elites from 39 European countries took part in the 34th edition of the competition in Istanbul, Turkey. Thousands more students, including Tereza Jandová, had the opportunity to present their projects on the Expo virtual marketplace after meeting the requirements.

The online software DestinACE, which was developed by scientists from the Faculty of Economics of the University of West Bohemia in Pilsen (UWB), won the **main prize at the conference of the International Association of Scientific Experts in Tourism AIAEST** in Madrid. The program simulates scenarios for the development of the chosen destination, helping to make decisions about the charges of stays, the marketing budget, the selection of target visitor segments and the quantification of tourism revenues, as well as defining the impact on the environment and the population. Managers from Germany, Switzerland, the UK and New Zealand have expressed interest in the app. The development of this novelty has also been carried out over a period of four years by collaborators from the **USB Faculty of Economics** and the University of Primorska in Slovenia, as well as by a number of practitioners from the Pilsen Region, the South Bohemian Tourism Centre and the Živý kraj agency. The development of the software was supported by the Technology Agency of the Czech Republic from the Ěta programme.

The author team, which consists of literary and art historians and theoreticians from the arts faculties of the University of South Bohemia and Charles University, headed by **prof. Paedr. Vladimír Papoušek, CSc.**, won the **Magnesia Litera 2023** Czech Literary Award in the category of Litera for Science Literature with the book **Chór a dissonance**. The mission of this award, which has been awarded annually since 2002 by the Litera Association, is to support and popularise quality books. The collective monograph **Chór a dissonance** was published at the end of 2022 by Akropolis (Filip Tomáš) in cooperation with the Centre for Research on Newer Czech Literature and Literary Theory of the **USB Faculty of Arts**. The graphic design was done by Stará škola studio. The award ceremony took place on 17 April 2023 at the New Stage of the National Theatre in Prague.

The Institute of English Studies of the USB Faculty of Arts has been awarded a major grant of EUR 250 000 for the implementation of the **TEFE A+ project 'Teachers of English for a Future Europe – Putting the Internationalisation of Teaching Practice into Action'**. With the TEFE A+ project, the USB Faculty of Arts is building on the last three years of international cooperation of the TEFE consortium of European universities. The 2023 competition attracted the highest number of applicants since 2014. The TEFE A+ project was one of eight projects selected from a pool of 47 applicants. The main idea of the TEFE A+ project is the internationalisation of teacher education, with a particular focus on the practical component of teacher education programmes. The project seeks to introduce International Teaching Practice (ITP), create international teaching placements and provide support to teacher mentors. The project also aims to disseminate the implementation of the TEFE Competence Framework. Strategically, TEFE A+ aims at the highest level of internationalisation in teacher education. Through international partnerships, this project promotes interconnected higher education systems and has the potential to stimulate innovative teaching practices. The data that will be collected during the implementation can provide valuable data for systemic solutions in education and overall contribute to the field of future teacher education at European level.

USB Faculty of Education has long been involved in the development of strategic documents of the Czech Republic in the field of education. In 2023, MEYS CR recognized the involvement of **USB Faculty of Education** staff in the development of the **Teacher Graduate Competency Profile with a letter of appreciation**.

Student of the **USB Faculty of Education Martin Drábek** won a **bronze medal at the European Youth Championships in kumite in the U21 category up to 60 kg**. The championships were held in Larnaca, Cyprus, in early 2023.

Anil Axel Tellbüscher from the USB Faculty of Fisheries and Protection of Waters won the national round of the **competition Falling Walls Lab Czech Republic**. The aim of the international Falling Walls competition is to bring together the next generation of scientists and innovators to come up with a scientific project, business plan or social initiative that breaks down all walls and barriers. Anil Axel Tellbüscher impressed the jury with his idea of recycling organic waste from the water environment. Thanks to his victory in the national round of the competition, which took place on 12 September 2023 at the National Technical Library in Prague, he was also given the opportunity to represent the Czech Republic in the global final in Berlin.

On Thursday, 24 August 2023, the awards for outstanding results of research and experimental development for 2023 were presented at the Země žitelka exhibition – the Award of the Minister of Agriculture for Young Scientists, which aims to support and reward the research activities of scientists under 35 years of age, and the Award of the Minister of Agriculture for the best realized result of research and experimental development. This year, a total of 59 proposals were submitted for the Minister's Prizes – 28 for the Prize for Young Scientists and 31 for the Prize for the Best Implemented Result. The evaluation committee selected and the Minister of Agriculture approved the top three prizes in each competition. In addition, one **Recognition of the Minister of Agriculture and the President of the Czech Academy of Agricultural Sciences (CASS)** was awarded in each competition for **quality achievements**. This Recognition was awarded

to **Ing. Martin Prchal, Ph.D.**, from the **USB Faculty of Fisheries and Protection of Waters** for the Jimp-type result – the peer-reviewed scientific paper 'Simplified method for genetic slaughter yields improvement in common carp'.

Parasitologist and molecular biologist **prof. RNDr. Julius Lukeš, CSc.**, who works at the Institute of Parasitology of the Biology Centre CAS and also at the **USB Faculty of Science**, has been elected a **new member of the European Molecular Biology Organisation (EMBO)**, which brings together leading European scientists in the field of molecular biology, in mid-2023.

On 17 January 2023, the results of the '**EMBO Installation Grants**' were announced, which provide multi-year funding to principal investigators to establish and develop their research teams and laboratories in participating countries. One of the winners and grant recipients is **Mgr. Michaela Fencková, Ph.D.**, from the **Department of Molecular Biology and Genetics, USB Faculty of Science**. She succeeded in a large competition by researching a fundamental form of learning called habituation. This is widespread from unicellular organisms to humans. It serves to filter out irrelevant information from the environment and allows one to focus on important stimuli such as food or danger. However, genetic factors can cause habituation to go awry, contributing to disorders such as intellectual disability and autism. Dr Michaela Fenck is trying to shed light on these influences by studying habituation in the fruit fly *Drosophila*. EMBO is an organisation of more than 1 900 leading researchers that promotes excellence in life sciences research in Europe and beyond. It aims to support talented scientists at all stages of their careers, stimulate the exchange of scientific information and help build a research environment in which scientists can achieve their best results.

Mgr. Michaela Fencková, Ph.D., from the **Department of Molecular Biology and Genetics, USB Faculty of Science**, received the **L'Oréal Award for Women in Science** in the 17th year of this talent programme, which has long supported young women scientists and aims to increase the number of women in science and research. Dr. Fenck also became a **member of the prestigious multidisciplinary international network of FKNE scientists** in 2023. The FENS-Kavli Network of Excellence (FKNE) is a dynamic and highly prestigious group of 30 outstanding early or mid-career European neuroscientists who are selected for their scientific excellence, originality and leadership. FKNE was founded in 2014 as a collaboration between the Federation of European Neuroscience Societies (FENS) and The Kavli Foundation. In 2023, a new group of 15 Fellows was selected, representing 10 different European countries. These new FKNE Fellows join the 15 other representatives from 2021 to form an active network of 30 scientists based in 15 different countries. FKNE members are selected for 2 two-year terms, after which they become members of the growing FKNE Alumni network.

MSc. Vedrana Šlipogor, Ph.D., **Department of Zoology, USB Faculty of Science**, has been selected to participate in the **prestigious 72nd Nobel Laureates Meeting in Lindau in the field of Physiology/Medicine** from 25–30 June 2023. Dr Šlipogor's research interests include evolutionary issues in behavioral ecology, comparative cognitive ethology, and in particular research on animal personality and its relation to learning in primates (white-bearded marmosets) and subterranean rodents (bald eagles). Dr. Šlipogor studied in molecular biology at the University of Zagreb, Croatia, participated in several research internships in France and Austria, two field seasons in Brazil, and completed her PhD in biology, as well as her first postdoctoral position, at the University of Vienna, Austria, before moving to the Czech Republic for a postdoctoral researchership at USB, where she is also involved in research, student mentoring, and teaching. Dr. Šlipogor has been awarded several postdoctoral researcherships and grants for her research, including the L'ORÉAL-UNESCO Austria 'For Women in Science' postdoctoral researchership. The Lindau Nobel Laureates' Meetings, which have been held since 1951, serve as a globally recognised platform to promote the exchange of experiences between Nobel Laureates and young scientists. These meetings have become a symbol of scientific inspiration, the education of a new generation of scientists and the building of lasting networks of young scientists from all over the world.

15 gold, 4 silver and 19 bronze medals were won by Fight Club karate players on the first weekend of December 2023 in Karlovy Vary during the Czech Republic Karate Championships. The most successful competitor of the whole championship was **Klára Muzikářová**, a student of the **USB Faculty of Science**, who easily won the women's category and the category of juniors up to 21 years old.

At the beginning of 2023, the Government Council for Research, Development and Innovation elected **doc. Dr. phil. Jakub Sirovátka** from the **Department of Philosophy and Religious Studies of the USB Faculty of Theology** as chairman of the **Advisory Panel 6. Humanities and the Arts**, which evaluates the scholarly performance of all humanities and arts disciplines.

The eighth year of the **South Bohemian Nurse competition**, which took place on 21 October 2023 at the hospital in Prachatice, was completely dominated (in its category) by three teams from the **USB Faculty of Health and Social Sciences**. The competition was attended by students of General Nursing, Paramedic and Midwifery. **Team No 2 (Vojtěch Andrlík, Adéla Schmidtová, Linda Vávrovská and Radka Janissová)** took bronze, silver was awarded to **team No 3 (Josef Kostěnek, Lucie Eisenwortová, Anna Fikarová and Tereza Pochová)** and first place went to **team No. 1 (Radek Rothschedl, Adéla Plačková, Kristýna Dvořáková and Roman Klábouch)**. Team No 1 was also the absolute winner of this competition, which every year tests the knowledge and skills of teams composed of third-year students of HVS and HEI and fourth-year students of secondary medical schools in the field of practical nursing in a fun way.

Prof. PhDr. Valérie Tóthová, Ph.D., and doc. Mgr. et Mgr. Andrej Tóth, Ph.D., received on 6 November 2023 from the hands of the Hungarian Ambassador to the Czech Republic the **highest state decoration, the Knight's Cross of the Hungarian Order of Merit (civic group)**, awarded by the Hungarian President. Professor **Valérie Tóth**, Vice Dean for Science and Research and Director of the Institute of Nursing, Midwifery and Urgent Care **at the USB Faculty of Health and Social Sciences**, received the award for her decades-long work in developing Hungarian–Czech relations in the field of health care and health care education. **Associate Professor Andrej Tóth of the USB Faculty of Arts** received the award for his indispensable research and factual work in the field of 20th century Hungarian–Czech and Hungarian–Slovak relations, Czechoslovak national politics and the life of Count János Esterházy.

On 25 and 26 January 2023, the first meeting of the newly established Social Farming and Innovations Focus Group, created within the framework of EIP-AGRI (European Innovation Partnership for Agricultural Productivity and Sustainability), took place in Prague. Launched by the European Commission in 2012, EIP-AGRI brings together innovation actors (farmers, advisors, researchers, businesses, NGOs, etc.) in a global EIP network to connect research with practice. In its ten years of operation, EIP-AGRI has created 49 Expert Groups, the last three at the end of 2022, with one of the new groups being the **Focus Group Social Farming and Innovations**. Twenty experts from twelve European countries were appointed to the partnership following a competitive selection process, with representation from agricultural practice, research

organisations, consultancies and the non-profit sector. The Czech Republic is represented in the group by **doc. Ing. Jan Moudrý, Ph.D., from the USB Faculty of Agriculture and Technology**, together with Dr. Hudcová from Charles University. The aim of the group is to assess the current state of social farming at European level, identify the main challenges and opportunities, collect examples of good practice and, last but not least, set recommendations for priority innovation measures and research projects, including Horizon Europe programmes.

From 20 to 28 October 2023, the Bulgarian city of Sopot, located in the Karlovo Basin in central Bulgaria, hosted the **12th FAI World Precision Landing Championships**. 129 of the best pilots from 31 countries of the world came to Sopot to compete, including 18 juniors and of course Czech representatives. The Czech team also included three academics, including **Lucie Martínková**, a student of the **USB Faculty of Agriculture and Technology**, who took an excellent 5th place in the women's category and 10th place in the junior category.

Since 1996, the Association of Innovative Entrepreneurship of the Czech Republic has regularly announced a prestigious competition for the Innovation of the Year Award under the auspices of the President of the Republic. The aim of the competition is to evaluate and award the best innovative products in the Czech Republic. Applications can be submitted by small, medium and large companies based in the Czech Republic. In 2023, a total of 312 innovative technologies were competing for this prestigious award, one of them was the technology from the **USB Faculty of Agriculture and Technology 'Method of preparing black garlic with antioxidant activity and black garlic prepared in this way'**. This technology was among the top 10 products awarded in the **Innovation of the Year 2023 Award**, which is an extraordinary achievement.

As in previous years, the **'Tastes Good'** food competition was held in 2023. **South Bohemia'**, where one of the competition categories was beers with a production of up to 10 thousand hl/year. In this category, the USB academic beer **'ČTYRÁK 14° - Strong Dark Lager'** also took part in the competition. The beer from the Research and Educational Microbrewery of the **USB Faculty of Agriculture and Technology** did very well in the traditionally large category and was awarded **1st** place in the category by the expert jury. The award ceremony took place at the Czech Food Expo at the České Budějovice Exhibition Centre on 12 May 2023.

With the approval of the Council of the European Union, USB became one of the twelve **new members of the European University Association (EUA)** in 2023. Other new members include institutions from France, Germany, Hungary, Ireland, Italy, Spain, Turkey and the UK. In addition, two institutions from Albania and Ukraine have become independent associate members and two organisations from Denmark and Hungary have become associate members. USB was admitted as a full member of the EUA. Within the EUA, individual full members are higher education institutions that conduct research, provide degree programmes in two of the three study cycles (BA, MA, doctoral) and receive direct public funding or have been in continuous operation for five years. Individual associate members are higher education institutions that award degrees at first and second cycle level but do not meet the research criteria set for individual full members. European or other organisations with an interest in European cooperation in higher education may apply for 'Associate' status.

The **Knowledge & Creativity European University (Knowledge & Creativity European University)** consortium, of which USB is also a member, was awarded the **Seal of Excellence** in the evaluation of European alliances in the ERASMUS+ Call 2023 (ERASMUS-EDU-2023-EUR-UNIV-2 – European Universities, strand Developing new international cooperation between institutions). The project proposal was considered to be of high quality, but due to budgetary constraints it did not receive funding and was therefore recommended by the European Commission for funding from other sources. The KreativEU consortium will prepare the application for EU funding until the 2024 call. In addition to USB, the KreativEU consortium of universities includes Instituto Politécnico de Tomar (main coordinator of the project), Universitatea Valahia din Târgoviște, D. A. Tsenov Academy of Economics, Adana Alparslan Türkeş Science and Technology University, Università degli Studi di Camerino and the University of Trnava. The project of the universities associated in the KreativEU consortium is based on a shared vision of the importance of European cultural and artistic diversity as a driving force for cohesion, equality, peace and sustainability, as well as on the educational, economic, political, social and scientific aspects of innovation and development. There are currently a total of 50 alliances involving over 430 European HEIs.

On Thursday, 21 September 2023, the celebration of the thirtieth anniversary of the establishment of the Chamber of Agrarian Affairs of the Czech Republic took place in the Municipal House in Prague. As part of the celebrations, the President of the Agrarian Chamber of the Czech Republic Jan Doležal presented awards to important collaborators and partners of the Agrarian Chamber of the Czech Republic. Among the awardees was also USB, which received the **Commemorative Medal for its work for the Agrarian Chamber of the Czech Republic and for its significant contribution to Czech agriculture**.

At the 2019 PATLIB Summit, representatives of patent information centres (PATLIBs) from across Europe adopted a set of recommendations in a document called the Porto Paper, which aims to strengthen the European Patent Office's support for the PATLIB network. Based on these recommendations, a seven-member committee was established in 2020. The Committee has a fixed term of two years and each representative can participate for a maximum of two consecutive terms. Nominations for new members were therefore made at the beginning of 2023, with **7 new members of the Committee** elected out of a total of 16 nominated. One of the re-elected members is **RNDr. et Mgr. Růžena Štemberková, Ph.D., MPA, Head of the USB Technology Transfer Office**, who once again represents the entire Visegrad region within Europe.

On Saturday 25th February 2023, the second final round of the **Golden Tour České Budějovice 2023** indoor football league took place in České Budějovice. After several exciting matches, the USB team finished in 3rd place, which guaranteed them a place in the international finals in Poland.

On March 16, 2023, USB footballers competed against their VSTE counterparts in the **UFoL (University Football League)** at the SK Dynamo training centre and won 3-0. USB Rector Prof. Bohumil Jiroušek, PhD, together with Vice-Rector Ing. Michal Hojdeckr, MBA, presented our players with new jerseys before the start of the match.

The awards given within the USB itself are also important awards. One such award is the annual Rector's Award for the most prestigious scientific publication, which is awarded each year for the previous calendar year. In 2023, awards for teaching excellence and popularisation of science were also given for the first time. Also this year, as part of the celebration of the 75th anniversary of the founding of the USB Faculty of Education, a total of 18 personalities whose activities have been or still are significantly connected with the development of the Faculty were awarded. Another three personalities received the

Miroslav Papáček Award. The prize is awarded for an outstanding social contribution of an academic employee of the USB Faculty of Education and for an outstanding social contribution of a student of the USB Faculty of Education. It may be awarded for an outstanding performance in related scientific disciplines, published or performed in a given calendar year.

The inclusion of the CENAKVA Centre among the large research infrastructures of the Czech Republic can be seen as proof of the national and international recognition of the USB Faculty of Fisheries and Protection of Waters. As of 2019, CENAKVA is a large research infrastructure with open access to its infrastructure, knowledge and expertise. The international importance of the faculty is best reflected by its ability to integrate into European research infrastructures that only major national and international bodies accept. Since 2023, CENAKVA has become a full partner of the pan-European research consortium DANUBIUS – RI, which is part of the ESFRI roadmap and is seeking ERIC (European Research Infrastructure Consortium) status. In 2023, the faculty was also selected as one of the seven key partners for the creation of a new ESFRI focused on research in livestock production and welfare. The CENAKVA Research Centre has been ranked by an international panel as one of the high-quality large research centres in the country (rating '4 – High'). The international panel also ranked the SoWa (National Infrastructure for Comprehensive Monitoring of Soil and Water Ecosystems in Context of Sustainable Use of Landscape) large research infrastructure, in which the USB Faculty of Science is also involved as a partner institution.

10.3 International evaluation of the University or its constituent part, including foreign accreditation

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. The first meeting of the USB International Board took place on 14–16 September 2022 at USB. 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 carried out at USB, the method of evaluating the quality of educational and research activities and the method of financing and managing 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 Framework. 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 Councils. **The faculty international boards** serve as advisory bodies to the deans of the respective faculties to assess the quality of primarily creative and educational activities. The boards are composed of recognised international experts across the disciplines in which the faculties have accredited their degree programmes. The USB Faculty of Education has established its International Board in 2023, and the USB Faculty of Science will further consider the establishment of a Faculty International Board.

USB has been very successful in recent years in the field of international accreditations. In addition to the accreditation by the National Accreditation Bureau for Higher Education (accreditation was granted at the end of 2019), the joint degree programme of the USB Faculty of Economics entitled '**Regional and European Project Management**' has also been accredited by the French Republic for the period 2022–2026, has a valid accreditation by an independent accreditation authority in Germany and has a German-French/French-German university certification. In 2022, the USB Faculty of Science's Consecutive master's degree programme entitled '**Artificial Intelligence and Data Science**' was granted accreditation. This is a cross-border joint degree programme, which is implemented in cooperation with the Technische Hochschule Deggendorf, Germany. It is exceptional not only in its cross-border concept, but above all in

its focus on the phenomenon of artificial intelligence in conjunction with advanced data analysis. The winter semester is always taught from October in České Budějovice, the second summer semester from March in Deggendorf. The other two semesters are chosen by the student according to their priorities. The studies offer a high degree of flexibility, and it is thus possible to start the summer semester in Germany and continue in České Budějovice, thanks to the minimisation of course continuities and prerequisites. Artificial Intelligence and Data Science is a professionally oriented degree programme, which has been developed in cooperation with the most important companies in the border region, but also with considerable support from the South Bohemian Chamber of Commerce. The establishment of the degree programme was supported by the cross-border cooperation programme between the Free State of Bavaria and the Czech Republic, EUS OBJECTIVE 2014–2020. The USB Faculty of Science currently educates students in two cross-border degree programmes, in addition to the Consecutive master's programme 'Artificial Intelligence and Data Science', which has been running for many years, the Bachelor's and follow-up programme '**Biological Chemistry**', which is accredited jointly with JKU Linz, Austria.

The fact that the USB has been able to advance itself in recent years in respected international rankings, in which the USB was not represented in the past, both in global and regional rankings as well as in industry rankings, can also be considered an extraordinary success in the field of international rankings. In 2023, for example, USB made its first ever appearance in the so-called Leiden Rankings,³⁰ 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. Further information on the USB's position not only in this but also in a number of other international rankings is provided in the Addendum to the Report on the Internal Quality Assessment of Educational, Creative and Related Activities for 2023.

³⁰ <https://www.leidenranking.com/>

11 The third role

11.1 Transferring knowledge into practice and its results

Knowledge-to-practice activities are carried out at USB as a standard practice in cooperation and coordination with the **USB Technology Transfer Office (TTO)**. This office offers services for, among other things, facilitating the commercialisation of USB research results, legal services, facilitating intellectual property protection and monitoring significant time limits in the protection of intellectual property. In recent years, the development of commercialisation has been supported, among other things, by the implementation of the Czech Technology Agency's project to develop proof-of-concept activities. Within the framework of newly generated R&D results, contacts with business entities and potential investors were continuously established. Recently, the USB has been successful in commercialising some of the results of applied research, with increasing involvement of faculties with a humanities or social focus (FEC, FTH, FED). In 2023, the first spin-off company with a USB share was established in the field of immunotherapy research, in which Dr. Jan Ženka from the USB Faculty of Science is a partner and also works. In addition, in 2023, negotiations were underway for the establishment of further spin-off companies with USB participation. Despite this qualitative progress in the field of knowledge transfer into practice, we are still trying to look and get the third role of the university under the skin of all academic staff.

11.2 Activities in the region, cooperation with regional entities

As usual, the University cooperates with the Municipal Office of the Statutory City of České Budějovice and the Regional Office of the South Bohemian Region. In addition, USB representatives are members of the statutory bodies of other companies operating in the field of innovation and technology transfer in the region.

In 2023, the University of South Bohemia communicated with the public through a regularly updated website, social media posts, press releases, articles about science and research on sciencezoom.cz, and the publication of a printed journal, the Journal. Throughout the year, it also cooperated with regional media such as Jihočeská televize, Budějcká drbna, Deník or MF DNES, etc., which regularly covered the events at the University of South Bohemia through press releases.

USB Publishing House has published prestigious scholarly monographs as well as texts for teaching. This activity has helped to create awareness of the results of research work at USB among the professional and lay public. The University continued its publishing activities also through specialised web portals (e.g. www.sciencezoom.cz; eknihovna.jcu.cz; www.jctt.cz).

The University promotes its presence in the region not only as a traditional HEI education provider but also through the portals czv.jcu.cz and elearning.jcu.cz, where full-time and e-learning courses are available for the general public.

In 2023, the **USB Marketing Office** implemented a number of significant events developing cooperation with key partners, promoting the University's reputation and communication with potential students and the public.

The first of these events was the traditional Open Day. This is one of the largest and most attended events, traditionally involving all eight faculties of the university. The event, which is mainly attended by prospective students, took place on Friday 20 January. Study applicants received detailed information about the fields of study and programmes offered by individual faculties, the content of studies, admission requirements, graduates' employment in practice, opportunities to go on internship abroad and news that individual faculties of the University of South Bohemia offer to students.

Another event organised by the University of South Bohemia, which unfortunately could not be held in its traditional form in the previous two years due to the coronavirus pandemic, was the Representative Ball of the University of South Bohemia in České Budějovice. It was held for the twenty-eighth time on 10 February 2023 and there was again a great demand for tickets. The main guest this time was the band Prague Queen. The Metroklub Big Band played all evening for dancing and listening. The Circle Room was

under the baton of Djs, and in the Chamber Room guests could enjoy swing and jazz performed by the band Jazzik. The ball was again held in the Metropol in České Budějovice.

On March 15, 2023, the awards of the next edition of the USB INNOVATION competition were presented. The main evaluation criteria for this competition are technical level, innovation of the solution, market position, efficiency and societal benefit. The judging jury are members of the Commercialization Council of the University of South Bohemia. A total of 3 applications from 3 faculties of the University of South Bohemia were submitted by the deadline. The USB Technology Transfer Office established this internal competition to evaluate and reward the best innovative results of science and research regardless of their focus. The competition was open not only to students, but also to academic and research staff, postdoctoral researchers and senior staff working or studying at the University of South Bohemia.

On 16 March 2023, the University of South Bohemia footballers took on their VSTE counterparts in the UFoL (University Football League) at the SK Dynamo training centre and won 3-0. Rector of the University of South Bohemia prof. PhDr. Bohumil Jiroušek, Dr., together with Vice-Rector Ing. Michal Hojdeckr, MBA, handed over new jerseys to the players before the start of the match. This was another intensive support of sport and athletes by the USB management.

The University of South Bohemia in České Budějovice (USB) has decided to participate in the international Academic Bicycle Challenge again in 2023. With its involvement and excellent placement, USB demonstrated not only team spirit and passion for movement combined with environmental protection, but also passion for a good cause. For every kilometre cycled, the university donated 1 CZK to charity.

The Academic Bicycle Challenge (ABC) is an international cycling competition for universities and colleges that aims to find the most active cycling institutions of higher education around the world. It not only helps to raise the international prestige and awareness of the individual universities involved, but above all promotes a healthy lifestyle and encourages active environmental protection.

The University of South Bohemia covered an incredible 36 055 km in this year's edition and by placing at the top of the ABC, it showed that it is a first-class institution not only in the areas of education, science and research, but also in determination, sports performance and teamwork. The amount raised was donated to Autis Centrum o.p.s., České Budějovice, which helps people with autism and their families. On Friday, June 30, 2023, the USB Rector prof. PhDr. Bohumil Jiroušek handed over the cheque to the Director of Autis Centrum České Budějovice Mgr. Milena Urbanová.

One of the most important events of the year was the celebration of the 75th anniversary of the Faculty of Education of the University of South Bohemia, which took place on 11 May at the USB Faculty of Education sports stadium. In the morning, the event included a Day with the University, where all USB faculties presented themselves to the students of the invited high schools. In the afternoon, there was a celebration for all USB Faculty of Education supporters, where the bands Deny's Partners, One Hundred Animals, Mňága a Žďorp and 7 times3 performed.

This year, the University of South Bohemia also participated for the first time in the national Science Fair, which took place from 8 to 10 June 2023. The Science Fair is the largest popular educational event in the Czech Republic, organised annually by the Czech Academy of Sciences. It deals with science in all its forms and offers its visitors the most interesting from the world of natural, technical, humanities and social disciplines. In 2023, it was attended by representatives from the Faculty of Fisheries and Protection of Waters and the Faculty of Education.

For the fifth time, the University of South Bohemia joined the nationwide project Researchers' Night, and so on 6 October at 5 pm the gates of the campus, all faculties of the University of South Bohemia and the Academic Library were opened, and visitors could choose from more than 80 programs not only in České Budějovice but also in Nové Hradky. The central theme of this year's Researchers' Night was Mystery, and all faculties offered an extremely interesting and varied programme, which aimed to showcase the facilities of all faculties, classrooms and laboratories, but most importantly to give visitors an insight into what the work of a scientist looks like. At the University of South Bohemia, we visited mysterious places of our country and tried to recognise the places of so-called dark tourism by sounds, we tried to unravel the mystery of water and its cycle, we tried to discover the secret of how we can use colours in agriculture, we found out more about spies, encrypted messages and the mysterious speech of robots, and anatomical virtual glasses allowed us to discover the secrets of the human body.

In 2023, the University of South Bohemia in České Budějovice also centrally participated in the most important educational fairs in the Czech Republic and Slovakia for interested secondary school students. Specifically, these were the Gaudeamus Prague (24–26 January 2024), Gaudeamus Brno (31 October – 3 November 2023) and Gaudeamus Bratislava (10–12 October 2023). The University of South Bohemia also participated in two on-line fairs of the vysokeskoly.cz portal, which took place on 18–19 January and 22–23 November 2023, and the University and all its faculties took part in the Education and Craft Fair at the České Budějovice Exhibition Centre (2–4 November 2023).

The last event in 2023 organised by the USB Marketing Office was the traditional Advent Concert, which took place on 12 December in St. Nicholas Cathedral in the centre of České Budějovice. It was opened with a speech by the Rector of the University of South Bohemia, Professor Bohumil Jiroušek. The guests this time were the children's choir Canzonetta from České Budějovice and the women's choir Vox Novus, whose members gave a wonderful performance. Both choirs are under the direction of Petra Nova in cooperation with Eva Kočerová.

The **USB Faculty of Economics** has three main roles. First, it functions as a major educational institution in the field of economics, socio-environmental and computer science disciplines in the South Bohemia. Secondly, it carries out expert activities in socio-economic fields for state and local governments and the private sector. FEC USB actively cooperates on research at the regional level with the South Bohemia Region, South Bohemia Tourism Centre, KS NS MAS and Local Action Groups, not only in the region but also at a broader level.

The **USB Faculty of Arts** has an irreplaceable place in the field of humanities education in the city of České Budějovice and the South Bohemia region. It is a natural catchment educational institution for SSch graduates from South Bohemia and other regions who are interested in obtaining education in the fields offered by the faculty. FAR USB also works with local, state, regional, educational, cultural or media organisations in the region, especially with state and non-state archives, all museums in the region, galleries, theatres and study centres.

Specifically, let us mention the Alš Gallery of South Bohemia, the South Bohemia Museum, the National Heritage Institute, the Institute of Archaeology of the CAS in Prague, the National Archives in Prague, the French Alliance of South Bohemia and the Instituto Cervantes. For philology programmes, the FAR USB offers internships and contacts in publishing houses and publishing houses and has a cooperation agreement with the Sophia translation agency. In the field of education, it cooperates with the SSch network in the South Bohemia region. Selected representatives of potential employers participate in the activities of the boards of some faculty study fields/programmes. FAR USB also tries to support and organise various events aimed not only at promoting the studies offered at the faculty, but also at introducing potential employers of its graduates.

In 2023, the **USB Faculty of Education** and the Department of Education, Youth and Sports of the South Bohemian Region collaborated on the concept of regional education development Compass of Education for the 21st Century. The conference Compass 21 was held on 10.11.2023 where Deputy Klíma, Robert Plaga and Helena Koldová gave a joint presentation on the Implementation of the Competence Framework for Graduate Teachers in the Preparation of Future Teachers.

At the same time, the cooperation with the Department of Education and Sports of the České Budějovice Municipality continued on the preparation and implementation of a long-term concept for the founders of the schools in České Budějovice. Budějovice through EDUZMĚNY.³¹

The **USB Faculty of Science** is a major academic institution in South Bohemia with a professional focus on the natural and computer sciences, with an extension into the technical fields. It carries out expert activities in the fields of nature conservation and landscape development for state and local government. Research carried out at the faculty includes cooperation at the regional level. Within the framework of the partnership with the České Budějovice Hospital, research is devoted to immunotherapy of pancreatic cancer and the study of infectious diseases. Traditional research cooperation consists of projects with institutes of the Biology Centre of the Czech Academy of Sciences, dealing with research on tick-borne encephalitis and vectors of communicable infectious diseases. The faculty cooperates with the Šumava National Park on early monitoring of sites affected by the bark beetle calamity. It also cooperates with the Municipality of České Budějovice on the implementation of ecological management of green areas, including, for example, mosaic mowing of lawns. The faculty is also involved in ecological monitoring and

³¹ <https://www.eduzmena.cz/cs>

design of restoration after opencast mining, for example in cooperation with Heidelberg Materials in Suchdol nad Lužnicí.

The **USB Faculty of Fisheries and Protection of Waters** cooperates with the local government, the South Bohemia Region and major organisations and institutions in the preparation and subsequent implementation of various projects, strategies, studies, etc. It is also actively involved in membership in various platforms, groups shaping the regional events in the fields of fisheries, water protection and environment. This is a professional cooperation with an overlap into promotion, spreading the good name of USB and partners. Thanks to the MEVPIS Centre, the activities of the faculty have expanded to include various types of training and educational programmes for the general public and the inhabitants of Vodnany and its surroundings.

The **USB Faculty of Health and Social Sciences** cooperates with most of the major providers of health and social services in the region, including all hospitals in the South Bohemian Region, which are clinical departments of the faculty, the South Bohemian Region Emergency Medical Service, the South Bohemian Region Fire Brigade, the Diocesan Charity of České Budějovice, etc.

In 2023, the USB Faculty of Health and Social Sciences continued the implementation of the TA CR project 'Supporting informal carers in the South Bohemia Region through audiovisual means including virtual reality', while active cooperation with the project's application guarantors was deepened. In 2023, the project outputs were used by three application guarantors in the region. These were the ARPIDA Centre in České Budějovice, the Autis Centre in České Budějovice and the St. Margaret's Home Hospice in Strakonice. The output of the project was, among others, an analysis of the needs of informal carers and a SWOT analysis of the current situation of informal care from the perspective of selected social service providers in the South Bohemia Region. On the basis of the findings, measures and recommendations for improving the support of informal care in the region were proposed. In 2023, the USB Faculty of Health and Social Sciences launched the TA CR project 'Support and development of financial, digital, social and health literacy in the 65+ population' in cooperation with Ledax in České Budějovice. The research interventions include a representative sociological survey within the South Bohemia region to assess the level of literacy among the 65+ population in selected areas. The output of the project will be a proposal for the development and promotion of financial, digital, health and social literacy in the region.

The **USB Faculty of Agriculture and Technology** has taken into account regional characteristics and specificities directly in the development of its strategic document Target State 2030, where one of the key points directly addresses regional issues. The faculty cooperates in the region on many levels, from the Science and Technology Park, the Chamber of Agrarian Sciences, many secondary schools, through enterprises (cooperation agreement with the national enterprise Budvar) to regional agricultural cooperatives. FAT USB has been operating an animal shelter for 17 years, whose founder is the Municipality of České Budějovice. The faculty is also a producer of regional products (e.g. traditional Czech beer Čtyrák). A newly developed activity is the establishment of the LCA Laboratory, which offers life cycle assessment of products for the private sector in response to EU environmental policies.

Examples of other activities in 2023 (sorted by start date)

Art day

On 11th – 12th April, the Art Day Art Festival took place, which was organised by our Student Union of the University of South Bohemia in České Budějovice owing to a grant from the city of České Budějovice. Nearly 600 guests came to the two-day event for various parts of the program. The festival took place mainly in the Kampa Student Club and in the Academic Library of the University of South Bohemia.

Meeting at the Olga Havel Tree

On 9 May 2023, a commemorative event was held on the central campus of the University of South Bohemia in České Budějovice to mark the 90th birthday of Olga Havel.

Running for the Rector's Cup

The Mattoni ½ Marathon included the Run for the Rector's Cup of the University of South Bohemia. The University of South Bohemia has long been helping with the technical and personnel support of the event. A considerable number of students of the Faculty of Health and Social Sciences were involved in the organisation of the race, providing medical service on the course. Future rescuers went to the event on bicycles and future physiotherapists provided the runners with massages in a tent on Přemysl Otakar II Square. The race also included an accompanying programme, which started in the morning and included the traditional offer in the tent of the University of South Bohemia, where experts from the Centre for the Prevention of Lifestyle Diseases of the FHSS USB and students of General Nursing offered athletes and interested members of the public advice on a healthy lifestyle with measurement of selected health values.

Vodňany Fishing Days

In 2023, the traditional, popular and most extensive cultural and social event in Vodňany took place from 18th to 20th May. The Vodňany Fishermen's Days are the most important celebration of the town of Vodňany and the FFPW USB participated in its organization this time as well. The programme included, among other things, the launch of the book Ursula Swims Home.

FROVfest 10

FROVfest is a rock multi-genre festival organized to celebrate the start of the new academic year at the USB Faculty of Fisheries and Protection of Waters.

European Sustainable Development Week

For the first time this year, from 20–26 September, the University of South Bohemia joined the European Week for Sustainable Development and together with other universities made it clear that it is not indifferent to the future of the planet.

Dating USB

For the tenth time in September, the usual USB Meetup took place.

Library TOUR 2023 – get to know your library

During the tour, the visitors were introduced to the services, equipment and other gadgets that will certainly come in handy during their studies. During the tour, the interested visitors also got to places where a library visitor would not normally go.

Commemorative event on 28 October

The Rector of the University of South Bohemia prof. PhDr. Bohumil Jiroušek, Dr., together with the Vice-Rector for International Relations doc. PaedDr. Radka Závodská, Ph.D., Vice-Rector for Studies PaedDr. Petr Bauman, Ph.D., and Vice-Rector for Research doc. Ing. Ludek Berec, Ph.D., honoured the memory of the victims of the First and Second World War by laying a bouquet at the memorial located near the University of South Bohemia. The monument was unveiled in 1920 and symbolizes the establishment of an independent Czechoslovakia in all dimensions.

Nature walks and excursions

The USB Faculty of Science, in cooperation with the conservation association Calla, organised walks and excursions focused on plants, birds or fungi.

Commemorative events on 17 November

On Friday, 17 November, the Day of the Struggle for Freedom and Democracy and the International Day of Students, the Rector of the University of South Bohemia, Prof. Bohumil Jiroušek, participated in commemorative events organised by universities, the Czech Academy of Sciences, the Student Chamber of the Council of Universities and other organizations in front of the Hlávka College building, at the memorial plaque of Jan Opletal and Václav Sedláček in Žitná Street and on Národní třída in Prague. At Národní třída in Prague, he traditionally laid a bouquet of flowers on behalf of the University of South Bohemia at the memorial plaque commemorating the events of 1989 as a reminder of a significant day in our modern history. At the same time, a commemorative event was held on the USB campus on 16 November 2023. The commemorative meeting followed by a musical program was held at the Kampa Student Club.

Humanities Week 2023

For the first time, the USB Faculty of Arts is participating in the national event Humanities Week 2023, which is jointly organised by eleven faculties of arts in the Czech Republic under the auspices of the Association of Deans of Faculties of Arts. The FAR USB organised lectures, workshops, an opening and other accompanying programs as part of the Humanities Week.

Examples of exhibitions taking place in 2023 (sorted by event start date)

Magnification (6 December 2022 – 13 January 2022) – D9 Gallery

The photographic exhibition entitled Magnification. The authors of the exhibition were Magdaléna Černá and Nikola Příhodová.

Pernštejn Women and Europe (14.3. – 5. 4.)

The Institute of History and the Institute of Romance Studies of the Faculty of Arts of the University of South Bohemia in České Budějovice organised an exhibition in the lobby of the FAR USB.

On the Road (16 March – 14 April) – D9 Gallery

An exhibition of the painter Eva Výborná, focused on the exploration of a single colour, its variability and effect.

Can technology save the world?

In the lobby of the Rectorate and the FAR USB, a travelling exhibition was opened, presenting several interesting solutions to climate change-related problems developed by Czech and Swiss institutions together with businesses and non-profit organisations. Several young Czech companies have also been involved in the project, which mainly presents new Swiss green technologies.

People and Their Worlds (29 September – 17 November) – Na chodbě Gallery

Exhibition of photographs by Kristýna Knotová, student of the Art Therapy Studio.

Collage as a tool of (art)therapy and self-knowledge (24 November – 30 January 2024) – Na chodbě Gallery

An exhibition of collages took place in the art therapy studio of the Faculty of Education of the University of South Bohemia. During the opening, a book launch took place.

11.3 Transregional action

The **USB Faculty of Economics** actively cooperates by participating in individual working groups at the Ministry of Environment, MRD CR and MA CR or H2020 project consortia. In cooperation with MRD CR and NS LAG, a certified methodology was created, which in 2023 found nationwide application in the area of sharing examples of good practice. It is also actively involved in membership of various platforms, groups shaping the regional developments in the fields of circular economy and bioeconomy. USB Faculty of Economics is part of the Platform for Bioeconomy of the Czech Republic and C-Bio and the international consortium Power4BIO. Through the projects and subtasks, this is a professional cooperation with a regional focus, complemented by lectures and workshops for the public.

The supra-regional character of the **USB Faculty of Arts** is reflected in various areas of its activities. In addition to the interest of applicants for studies from other parts of the country, it is evidenced by its position in the rankings of universities, in which the faculty occupies leading positions.

At the **USB Faculty of Education**, work in participatory groups on the Reform of Teacher Preparation in the area was carried out:

- Graduate Profile – MEYS CR presented the Competency Framework for the Graduate/Teacher Profile at the conference on 13.10.2023 in Prague, which is currently and will be implemented annually through Pro Futuro conferences in the preparation of teachers for the FED USB
- Preparation of the educational practice model, training of practice tutors at primary schools is carried out and teachers from practice are selected for tandem teaching with the FED USB faculty
- The preparation of the model of professional degree programmes in the field of teaching, the councils of didacticians in the field are regularly convened quarterly to discuss the content of education in professional degree programmes leading to teaching, the results of which are transmitted through the MEYS CR participatory groups to formulate the Framework Requirements for the implementation of teacher degree programmes. Regular monthly meetings of the MEYS CR participatory groups with appointed representatives from the FED USB in all groups in points 1–3 consult and model the concept of teacher preparation development with MEYS CR.

The **USB Faculty of Science** is world-leading in research in many ways, thus fulfilling the importance of trans-regional reach. This is also characterised by a significant amount of international collaboration on projects, representation in major professional organisations, participation in invited lectures and publication of articles in prestigious scientific journals. Specific examples would be:

Prestigious publication in Nature

The publication, printed on the cover of Nature and authored by a FSC USB doctoral student, received considerable international acclaim. The research, which involved several other students and was carried

out together with the Biology Centre CAS in České Budějovice, led to the groundbreaking discovery of a unique molecular biological mechanism by which single-celled organisms related to trypanosomes (the causative agents of sleeping sickness) can modify the genetic code. While in the vast majority of organisms, stop-codon mutations cause interruption of protein synthesis (translation) according to the information contained in the mutated gene and disruption of its function, the trypanosome of *Blastocrithidia nonstop* can correctly read even such mutated genes thanks to altered molecules involved in translation (so-called tRNA). The authors suggest that this unique mechanism may have arisen in response to the need to defend the trypanosome against viruses, or as a result of the accumulation of a large number of mutations due to altered single nucleotide content (ATCG) in the genome. Moreover, the authors found a similar mechanism of stop-codon mutation correction in an unrelated unicellular organism, the funnel crab *Condylostoma magnum*.

Mechanisms and dynamics of macromolecular complexes: from single molecules to cells

This project focuses on investigating the mechanisms of large macromolecular complexes. It aims to combine biophysical and structural methods and apply them to the study of various systems such as photosynthetic pigments, the role of RNA in virus replication and regulation, the mechanism of V(D)J recombination, chromatin remodelling and the functioning of membrane complexes. The project uses the established instrumental infrastructure and extends the international connectivity and profile of the centre. The project also includes collaborations with leading international institutions, such as the University of Leeds, where researchers are undertaking internships in mass spectroscopy and cryomicroscopy tomography.

Elixir-CZ

Elixir-CZ is a large life sciences research infrastructure focused on biological data processing, storage, sharing and analysis. The Institute of Organic Chemistry and Biochemistry of the Czech Academy of Sciences (ÚOCHB AV ČR) is the representative of the Czech ELIXIR node, which acts as a national centre for bioinformatics. This node contains advanced computing facilities, specialized data collections and unique tools that serve the scientific community focused on the study of living systems. The node is designed and operated as a distributed infrastructure, which currently consists of fourteen organisations. The partner institutions provide open access tools and databases to Czech scientists and the international scientific community. One of the partners is the University of South Bohemia in České Budějovice.

Master of Science in Artificial Intelligence and Data Science

Within the framework of this project, a joint cross-border consecutive master's degree programme focused on artificial intelligence, data science, big data and data mining was implemented between the University of South Bohemia in České Budějovice and the Technical University of Deggendorf. The aim of the project was to prepare the accreditation materials and successfully pass the accreditation process on both sides of the border, thus obtaining an accredited double degree programme with the award of a double diploma. The joint degree programme includes a compulsory semester at each of the two universities. Regional companies were involved in the development of the programme together with both partner universities to ensure that the content of the programme was relevant to their needs and interests as future employers of graduates. The project also equipped artificial intelligence laboratories on both sides of the border. The whole project contributes to the long-term development of the region's technology sectors in a way that is unique and sustainable.

Flowers of Šumava

Research on the flora of Šumava has a long tradition on both sides of the border, but so far, the synthesis of available information has faced different methodological approaches in individual countries, uneven coverage of individual regions and limited cooperation between experts for linguistic or political reasons. Therefore, this project has extended and combined the available data on the occurrence and ecological requirements of vascular plants in Šumava in a unique way, regardless of national borders. By critically evaluating this information, it is now possible to present the current and historical distribution and abundance of vascular plants on a common website. This information is crucial for conceptual measures in decision-making on species and ecosystem conservation priorities on both sides of the border, including monitoring the development of populations of endangered species. The easy availability of knowledge about the flora and its changes will not only increase interest in further study of plants in Šumava, but also the willingness of the public to take responsibility for their conservation. For this

project, the Faculty of Science of the University of South Bohemia collaborated with the Šumava National Park Authority, the Natural History Collections of Bavaria and the Bavarian Forest National Park Authority.

International Conferences

Last year, four international conferences were held at FSC USB, including GTOE2023 6th European Conference of Tropical Ecology, the largest European conference for tropical ecology, which was attended by more than 200 people.

Within the framework of the University of South Bohemia in České Budějovice as a single legal entity, the **USB Faculty of Fisheries and Protection of Waters** has a privileged and unique position in the national and European context. The FFW USB reflects very well the regional fishery character of South Bohemia and by its position with administrative facilities and scientific autonomy is fully responsible for its somewhat independent development. The faculty can also be seen as an interdisciplinary centre with a broad potential for focusing on science, education, dissemination and application of knowledge. The faculty's innovative tools are optimally set up because the staff can work in close collaboration with the scientific community worldwide. The faculty is thus able to respond to meet current as well as future challenges and perspectives within fisheries, aquaculture, freshwater management and protection. Evidence of its supra-regional importance is the interest of other entities in professional cooperation with the faculty – membership in councils, joint projects, outputs (publications), demand for services offered by the faculty, etc.

The **USB Faculty of Health and Social Sciences** was involved in the TA CR project 'Quality and sustainability of body part donation programmes in the Czech Republic'. The outputs of this project are used as expert recommendations for the reformulation of Czech legislation in the field of management of substances of human origin.

In 2023, the outputs of the TA CR ÉTA project 'Supporting informal carers in the South Bohemian Region through audiovisual means including virtual reality' were used by institutions outside the South Bohemian region, including one foreign institution: the IGF Alzheimer Centre, Třebíč, s.r.o., TRÍ, z.ú. Čerčany, Domov třetího věku, s.r.o. Prague, Háta, o.p.s. Ledec nad Sázavou and RYČL CONSULTING GmbH München.

The **USB Faculty of Agriculture and Technology** can give two illustrative examples of trans-regional activities that are contractually anchored. This is a repeatedly concluded work contract with the Ministry of Agriculture of the Czech Republic: expert support to agricultural enterprises, regional authorities, ČIŽP and other concerned entities across the Czech Republic – consultation and advisory activities on technical solutions and the possibility of implementing the best available techniques (BAT), implementation and evaluation of measurements for the needs of the operator of the equipment, etc. Preparation of documents for meetings of the Ministry of Agriculture at the European level. The second example is the work contract with the PRO BIO Association of Organic Farmers: implementation of variety trials (common wheat, spring barley) for the List of Recommended Varieties under the expert supervision of the Central Institute of Agricultural Inspection and Testing based in Brno

12 Activities related to the impact of the state of war in Ukraine

In 2023, USB continued to support the study of Belarusian and Ukrainian students in light of the political situation in Belarus and the war in Ukraine. The USB participated in the Initiative to support the studies of Belarusian and Ukrainian students from the MEYS CR Educational Policy Fund. 4 Belarusian students were supported from this fund and were admitted to study at the FEC and FAR of the University of South Bohemia in České Budějovice in close connection with the current situation in Belarus and 22 Ukrainian students admitted to study at the University of South Bohemia in České Budějovice because they were prevented from studying in Ukraine or were students who were afraid to continue their studies in Ukraine in the current situation.

12.1 Educational activities – interest in studies by Ukrainian students after 24 February 2022

The interest of Ukrainian applicants to study at the **USB Faculty of Economics** continued to grow in 2023. In 2023, 121 applicants from Ukraine applied to study at the FEC USB (up from 88 in 2022).

In the academic year 2022/2023, the **USB Faculty of Arts** organized a long-term two-semester intensive course in Czech for foreigners designed specifically for Ukrainian students (teaching subsidy 20 hours per week, target language level B2, the course price was reduced compared to the standard intensive course in Czech for foreigners to CZK 16 000 compared to CZK 79 000). 20 participants completed the course, which ended in May 2023.

Within the admission procedure for AY 2023/24, Ukrainian applicants for one of the FAR USB degree programmes submitted a total of 31 applications (29 for bachelor's degree programmes, 2 for master's degree programmes). 3 students have enrolled in the degree programme: 1 for the bachelor's programme in English Language and Literature, 1 for the Bachelor's programme in French for European and International Business, 1 for the Consecutive master's programme in Romance Philology (with a specialisation in Spanish Philology). In total, 13 Ukrainian students are currently studying at FAR USB.

Some of the students of the Czech language courses participated as scholarship holders in the MEYS CR Summer School of Slavonic Studies, which was organised by the Faculty of Arts in August–September.

At the **USB Faculty of Education** there is currently 1 student from Ukraine who have been admitted in accordance with the Dean's Measure No 3/2022, which announced the admission to study at the faculty of Education of the University of South Bohemia in České Budějovice with the commencement of instruction in the academic year 2022/2023 for applicants from Ukraine in accordance with Act No 67/2022.

A total of 19 Ukrainian students studied in Czech degree programmes at the **USB Faculty of Agriculture and Technology** in 2023. Of this number, 6 students enrolled in the academic year 2023/2024, 5 of whom were first year students. The study activity of Ukrainian students is very low, with only four students in the student body as of 31 December 2023. The other students have either terminated their studies themselves or have been terminated for non-fulfilment of their study obligations.

12.2 Activities of the university

As part of the assistance to those affected by the war in Ukraine, the **USB Faculty of Economics** established cooperation with prof. Viktoria Kulyk in the form of a contract of employment until 30 June 2023, and subsequently reviewed papers at the international conference Inproforum.

In 2023 the **USB Faculty of Fisheries and Protection of Waters** continued to provide two positions for Ukrainian citizens who left their country in connection with aggression by Russia.

12.3 Volunteer activities of students and staff

Representatives of the **USB Faculty of Fisheries and Protection of Waters** actively participated in the Czech-Ukrainian Day fundraiser: Under the Same Sky, organized on the occasion of the anniversary of Ukrainian Independence Day (24 August) and the occupation of Czechoslovakia by the Warsaw Pact troops (21 August). Czech-Ukrainian scientists from the FFPW USB participated in the preparation of an accompanying educational program not only for children with a demonstration of live sturgeons, non-native species of crayfish, microscopy of pond and river benthos and fish germ cells. Proceeds from the benefit market supported the Memory of the Nation collection to purchase bulletproof vests, protective helmets, night vision, armoured ambulances and other non-lethal equipment that went directly to Ukraine. The next programme featured Czech and Ukrainian artists performing live music, dance and theatre in 'Žižkarna'.

13 Promoting well-being in the academic environment: gender equality and safe environments

13.1 Sexual and gender-based harassment

The University of South Bohemia in České Budějovice is guided in this area in particular by the ordinance of 19 May 2020 (Rector's Ordinance R 432), which issued the USB Code of Ethics, setting out the procedure in cases of harassment in the workplace. Within the framework of the OP RDE project 'Development of USB – Capacities for R&D', the USB is, among others, working on topics related to sexual and gender harassment, including the creation of new positions at the USB supporting active possibilities of self-defence (ombudsman position, etc.).

In this context, it was decided to rank the position of the Ombudsman as a member of the USB Ethics Committee and on 19 May 2020, Supplement No 1 to the Rector's Ordinance No R 253 on the establishment of the Ethics Committee of the University of South Bohemia in České Budějovice was issued, which stipulates that the USB Ombudsman is also a member of the EC USB. On 27 May 2020, at the meeting of the USB Ethics Committee, the USB Ombudsman was elected doc. MUDr. Jiří Šimek, CSc., from FHSS USB. More information about the activities of the Ethics Committee is provided in the document above, ch. 1.3.8 Ethics Committee.

The position of ombudsman has also been appointed at the USB Faculty of Fisheries and Protection of Waters, where the ombudsman is doc. Ing. Miloš Buřič, Ph.D.

13.2 Human Resources Management Strategy (Gender Equality Plan)

The University of South Bohemia in České Budějovice has developed its own Gender Equality Plan for the period 2021–2024.³² This is one of the tools the University will use to implement measures to improve conditions in the area of gender policy. At the same time, the gender area at some USB units is directly addressed in the career ladders. USB has long been addressing the topic of parenting support among its employees. There is an emphasis on flexibility and a supportive working environment to retain or attract quality employees. USB's personnel 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 staff 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 employees who would leave, i.e. the new costs incurred in finding, selecting and training new employees. The human resource management strategy is given great attention at USB and this is evidenced by the handling of many projects e.g. within the RDE OP 'USB Development – Capacities for R&D' and 'USB Development – Capacities for R&D II'.

On 29 September 2023, the Rector's Ordinance R 531 was issued on the performance of work by employees of the University of South Bohemia in České Budějovice outside the employer's facilities – remotely. This measure regulates the procedure, principles and rules for the application of a form of performance of work when an employee of the University of South Bohemia in České Budějovice (hereinafter referred to as 'USB' or 'employer') performs agreed work wholly or partially outside the facilities of USB (hereinafter referred to as 'remote working'). If an employee of the USB agrees with the employer to work remotely for the employer during working hours that he/she schedules himself/herself under agreed conditions.

In accordance with the Strategic Plan of the University of South Bohemia in České Budějovice for the period 2021–2030, USB focuses on the area of personnel policy. Expected activities and outputs are for example: support for the development of managerial competencies, methodological support in the publication, promotion and administration of open competitions, also using the Euraxess platform,

³² https://www.jcu.cz/images/UNIVERZITA/rozvoj/strategie-a-rozvoj/gender-plan/2021-02-12_Plan_genderove_rovnosti_USB.pdf

support for young and starting staff in relation to the career order, mentoring, updating the salary transcript and especially active shaping of gender policy.

On the basis of the Rector's Ordinance R 479 of 24 September 2021, the Career Regulations of the University of South Bohemia in České Budějovice were issued. It regulates the University of South Bohemia in České Budějovice (hereinafter referred to as 'USB') in accordance with Act No 111/1998, on Higher Education and on Amendments and Additions to Other Acts, as amended (hereinafter referred to as 'Higher Education Act'), Act No 262/2006, Labour Code, as amended (hereinafter referred to as the 'Labour Code'), the USB Statutes, the USB Wage Regulations, the USB Code of Ethics, the Organisational Regulations of the constituent parts of the USB, the USB Long-Term Plan and the Rules of the Quality Assurance System for Educational, Creative and Related Activities and the Internal Quality Assessment of Educational, Creative and Related Activities of the USB, the basic principles of career development of USB employees. The Career Code is one of the tools to fulfil the mission, vision and strategic goals of USB.

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 also received on 22 July 2019. The 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 the simultaneous development of a Revised Action Plan. In 2021, a self-assessment was conducted on the USB and submitted to the European Commission for evaluation. In its positive opinion, 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 opinion, the USB is continuing to meet the set objectives and deliverables 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 the USB by independent evaluators appointed by the European Commission.

In 2023, the HR Award Steering Committee met (7/2/2023) and approved an update of the Action Plan, an assessment of its status and new deliverables:

- Strategies for setting up and developing the USB internal evaluation,
- Strategic setting and development of international cooperation in research and development and internationalisation 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, a questionnaire survey 'HR AWARD and its impact on selected areas of PHEI's operations' was triggered by USB during February 2023 to determine the impact of holding the HR AWARD on selected areas of PHEI's operations. The questionnaire was sent out to HEIs in the country that had received the award and was also inserted into the communication channel to the CDP project investigators focusing on social safety and ethics in HEIs. The questionnaire survey was conducted in two waves, with a second wave asking for the questionnaire to be completed again. A total of 136 respondents were contacted and 47 responses were returned, a return rate of 34.55%.

All activities in 2023 and the coming period are directed towards the renewal phase of the HR Award, which includes, among other things, a one-day on-site inspection of the USB by independent evaluators appointed by the European Commission. This evaluation and the eventual defence of the award will take place in September 2024.

In 2023, the USB was involved with other PHEIs in the implementation of the CDP project 'Preventing unethical behaviour on campus and promoting competence in victim care'. One of the outputs includes the development of a website dedicated to social safety, academic integrity and equal opportunities.³³ This site provides the maximum amount of information on the topic, as well as videos addressing possible situations and reactions to power dynamics, etc.

³³ <https://www.jcu.cz/cz/univerzita/rozvoj/strategie-a-rozvoj/socialni-bezpeci>

13.3 Integrating gender in research and instruction

USB wholeheartedly supports the principles of gender equality in its educational and research activities and actively integrates gender specificities into the content of research and teaching to ensure equal opportunities for all. The University has developed a Gender Equality Plan and strives to implement it in its daily activities. It is also a holder of the HR Award and consistently applies the standards resulting from it.

In terms of gender equality, the working hours at the **USB Faculty of Economics** are distributed as follows: 117 employees – 60 of whom are women, 19 associate professors – 9 of whom are women, 13 professors – 3 of whom are women. The principle of the competition is to exchange a car for a bicycle or walking and to move regularly. In addition, the Faculty of Economics offers its employees the opportunity to join the faculty fitness club. A coworking centre and new student rooms have been set up for students in 2023. Faculty staff regularly meet at staff events, in addition there are informal meetings with students in the events 'Coffee with the Dean', WelcomeEF – welcoming first years, etc.

In terms of the security situation at FEC USB, students and staff were informed by the management about the principles of safe behaviour and threat identification. A USB card has been created and is accessible to all students in the FEC USB building.

The **USB Faculty of Arts** fully embraces the principles of gender equality in both its educational and creative research activities and strives to promote it. To sustain the promotion of gender equality, the FAR USB also uses institutional systemic support, such as the USB Gender Equality Plan, which is one of the fundamental pillars of the institution's strategic management. It also finds support in terms of gender, well-being and a safe environment in other institutionally anchored strategic documents and bodies, e.g. the USB Code of Ethics and the associated Ethics Committee, the role of the USB Ombudsman, the USB Collective Agreement and others.

FAR USB provides fair working conditions for all its employees, promotes excellent research and creates a quality learning environment, all regardless of gender.

The **USB Faculty of Education** is heavily involved in raising awareness about the wellbeing of female and male employees and students, and within this, the topic of gender stereotypes and inequalities and the creation of a safe environment. In the current curriculum, this issue is mainly covered in the courses of the educational psychology foundation. Following the Competency Framework for Graduate Teachers, the faculty is also implementing these principles in the forthcoming professional accreditation with a focus on teaching for primary and secondary schools. Specifically, future teachers' own work to address biases and stereotypes to ensure that students are treated equally in the classroom and that their needs are respected regardless of social status, ethnicity, or gender/gender, as well as creating a safe environment (digital and physical) for learning.

As part of the revision of the Framework Curriculum, a faculty member (doc. Alena Nohavová) participated in the inclusion of the topic of wellbeing in the primary school curriculum. The faculty has promoted education in this area among students and academic staff through the Pro Futuro 5 conference entitled Promoting mental health and wellbeing of pupils/students (including digital wellbeing) or the Z Hloubi 2 conference. The conferences are not only organised by academics and staff, but also by students. In 2023, the Carpe Diem student conference was held under the auspices of FED. In addition, the Department of Psychology together with the female students of Stud. Psychology programme prepared a 'Wellbeing Development Material for University Students'. The importance of this topic is reflected in the faculty concept of Teacher Pro Futuro, i.e. the vision of a teacher for the future.

The faculty not only provides its students and staff with the facilities and services of the USB University Psychological Counselling Centre. Here, the topic of gender bias and inequality can be addressed in a safe and supportive environment with the help of professional guidance. Within the framework of the counselling centre, we also provide individual counselling with a focus on the process of integration of Ukrainian students and other minorities into the Czech educational environment, we are involved in overcoming cultural and language barriers, promoting communication, interaction and cooperation between students of different nationalities (Mgr. Myroslava Tomashevskaja, Ph.D.). This is also an essential and important topic of wellbeing – creating a safe environment for all.

The faculty enables the use of distance learning elements in full-time study according to the NAB methodological guidelines, thus supporting the working conditions of academic staff.

Research conducted by faculty members, depending on the context and focus of the research, takes into account the possible influence of stereotypes and prejudices on the research results. A separate area is the feminisation of pedagogy, where prejudice against women is not present and, on the contrary, men are welcomed in the profession.

The **USB Faculty of Science** actively integrates gender specificities into the content of research and teaching to ensure equal opportunities for all. Employee wellbeing and satisfaction are a high priority at FSC USB and are addressed through the open-door policy of the senior management. The faculty actively seeks to create a friendly environment for staff and students and all suggestions for improving the faculty environment are carefully listened to and reflected upon. In terms of relevant methodologies, the faculty uses University-wide approaches and procedures.

The **USB Faculty of Fisheries and Protection of Waters** has not developed its own gender equality plan. In this area, the Faculty draws on national strategies and recommendations in its field of activity and on overarching documents prepared by the USB Rectorate. The gender area at the faculty is directly addressed in the Career Regulations of the FFPW USB. The FFPW USB in Vodňany has also been working on the topic of promoting parenthood among its employees for a long time. There is an emphasis on flexibility and a supportive working environment to retain or attract quality employees. The faculty's personnel policy treats pregnant women and mothers/fathers of young children with the utmost friendliness. Concrete examples include the possibility of part-time work, agreement-based work, working from home (Rector's ordinance on USB employees performing work outside the employer's facilities – Homeworking), suburban camps, Christmas parties, children's day, etc. During parental leave, contact with employees is maintained and, as a rule, a company e-mail is left to transmit information about what is happening at the FFPW USB. In addition, the USB Faculty of Fisheries and Protection of Waters is fully aware of the investment in training and development of staff who would leave, i.e. the new costs incurred in finding, selecting and training new staff.

The FFPW USB has, among other things, established the position of Ombudsperson as of 2022 to ensure fair and equitable treatment of employees and students within the FFPW USB and to improve the overall quality of the working and learning environment. His/her activities focus on mediation and resolution of various complaints or disputes (beyond the existing regulations).

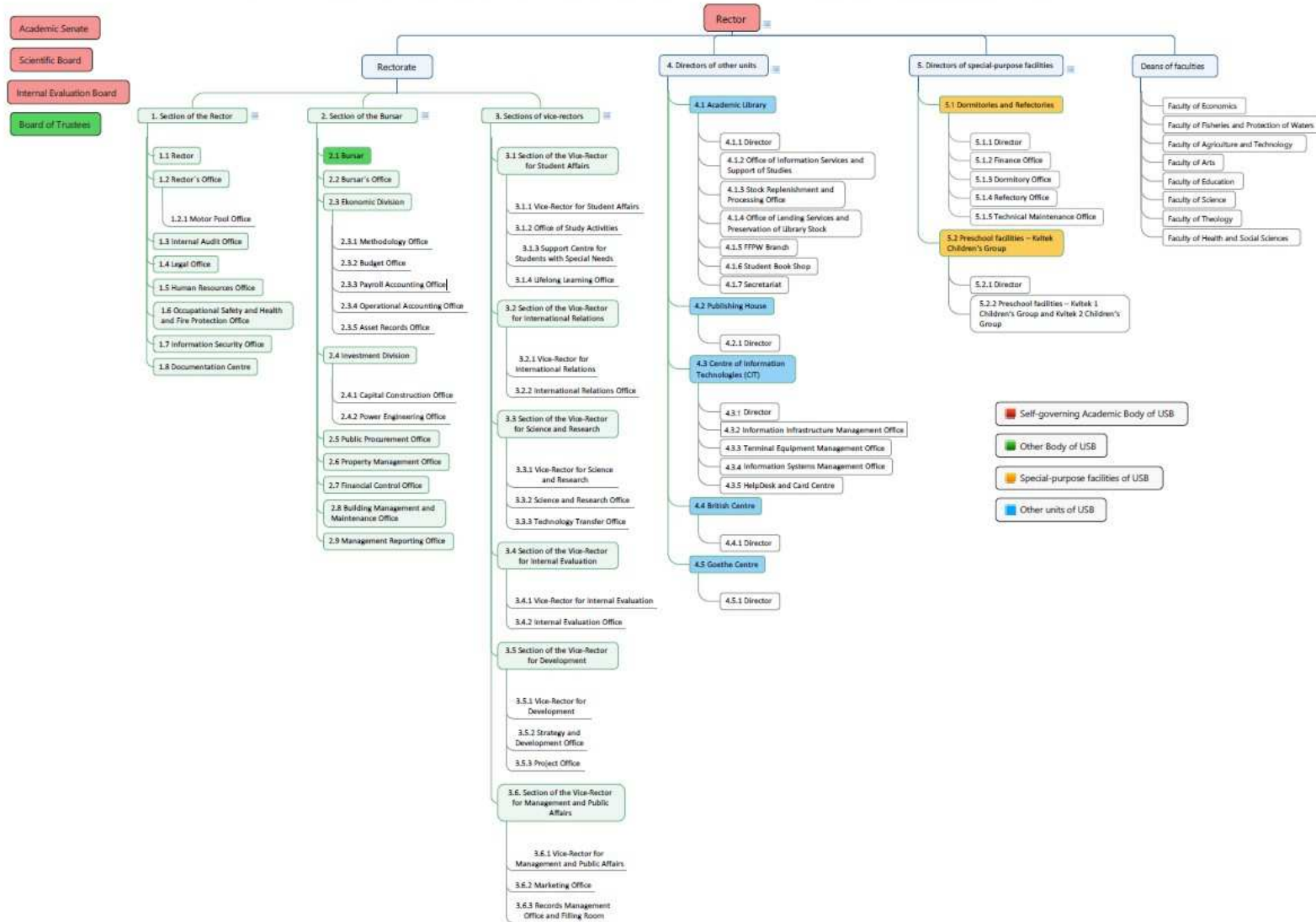
The **USB Faculty of Theology** consistently applies the principles and standards resulting from the USB HR Award.

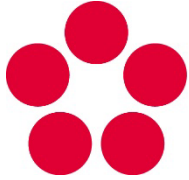
In 2023, the **USB Faculty of Health and Social Sciences** organised a public debate on Domestic and Gender-Based Violence in which practitioners focused on the issues of defining and legislating the issue, stigmatisation of victims, and working with victims of domestic and gender-based violence.

The **USB Faculty of Agriculture and Technology** guarantees completely equal access to men and women, both staff and students. As of 31 December 2023, the FAT USB employed 76 male and 41 female academic staff. FAT USB does not impose any gender-based restrictions on qualification growth, involvement in grant projects, teaching and research work.

Annexe 1 – Organisational structure of USB, the USB Rectorate and non-faculty constituent parts of USB

Annexe No. 1 to the Rector's Ordinance R 537 - Organisational structure of USB, USB Rectorate, and non-faculty constituent parts of USB





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

Annual Activity Report 2023

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Tab. 2.1 Accredited degree programmes (quantity) – USB total

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	26	4	3	1	20	3	4	3	64
Arts and Humanities	02	26	6	3	1	19	3	18	18	94
Social Sciences, Journalism and Information Sciences	03	7	3	0	0	4	0	3	3	20
Business, Administration and Law	04	5	5	0	0	6	4	3	3	26
Natural Sciences, Mathematics and Statistics	05	20	2	0	0	23	1	30	26	102
Information and Communication Technology	06	5	2	0	0	4	0	0	0	11
Technology, Manufacturing, and Construction	07	4	2	0	0	1	0	0	0	7
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	12	10	0	0	12	9	12	11	66
Health and Social Care, Favourable Living Conditions Care	09	21	14	0	0	10	9	8	8	70
Services	10	4	2	0	0	2	1	0	0	9
Total		130	50	6	2	101	30	78	72	469

Note: ISCED-F – classification of fields of education. P – full-time form, K/D – part-time/distance form. Note: The table includes all degree programmes that had valid accreditation as of 31 December 2023, i.e. both degree programmes that are in the process of completion (including programmes for which accreditation has been extended and programmes that are intended for completion only) and degree programmes newly accredited under valid institutional accreditation and under programme accreditation granted by the NAB. The data are based on the Register of Universities and Study Programmes of MEYS, on the data of the USB Internal Evaluation Board on degree programmes approved under valid institutional accreditation and on the NAB's resolution on granting programme accreditation (in this case, only those degree programmes for which the decision on granting accreditation became legally effective by 31 December 2023 at the latest are included in the table).

The above comments apply to Tables 2.1 and 2.1.1 to 2.1.8.

Tab. 2.1.1 Accredited degree programmes (quantity) – USB Faculty of Economics

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Social Sciences, Journalism and Information Sciences	03	2	1			1				4
Business, Administration and Law	04	5	5			6	4	3	3	26
Natural Sciences, Mathematics and Statistics	05	1	1							2
Information and Communication Technology	06	2	2			2				6
Total		10	9	0	0	9	4	3	3	38

Tab. 2.1.2 Accredited degree programmes (quantity) – USB Faculty of Arts

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	7				2				9
Arts and Humanities	02	18				14		11	11	54
Social Sciences, Journalism and Information Sciences	03	3				2				5
Total		28	0	0	0	18	0	11	11	68

Tab. 2.1.3 Accredited degree programmes (quantity) – USB Faculty of Education

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	11	2	3	1	11	2	3	2	35
Arts and Humanities	02	1								1
Social Sciences, Journalism and Information Sciences	03	2	2			1		3	3	11
Natural Sciences, Mathematics and Statistics	05	1								1
Health and Social Care, Favourable Living Conditions Care	09					1	1			2
Services	10	2				1				3
Total		17	4	3	1	14	3	6	5	53

Tab. 2.1.4 Accredited degree programmes (quantity) – USB Faculty of Science

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	6				7		1	1	15
Natural Sciences, Mathematics and Statistics	05	16				22		26	22	86
Information and Communication Technology	06	3				2				5
Technology, Manufacturing, and Construction	07	3	2							5
Total		28	2	0	0	31	0	27	23	111

Tab. 2.1.5 Accredited degree programmes (quantity) – USB Faculty of Fisheries and Protection of Waters

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics and Statistics	05	2	1					2	2	7
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	2	2			4	4	3	3	18
Total		4	3	0	0	4	4	5	5	25

Tab. 2.1.6 Accredited degree programmes (quantity) – USB Faculty of Theology

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	2	1			2	1			6
Arts and Humanities	02	7	6	3	1	5	3	7	7	39
Health and Social Care, Favourable Living Conditions Care	09	4	4			4	4	1	1	18
Total		13	11	3	1	11	8	8	8	63

Tab. 2.1.7 Accredited degree programmes (quantity) – USB Faculty of Health and Social Sciences

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	1	1							2
Health and Social Care, Favourable Living Conditions Care	09	17	10			5	4	7	7	50
Services	10	2	2			1	1			6
Total		20	13	0	0	6	5	7	7	58

Tab. 2.1.8 Accredited degree programmes (quantity) – USB Faculty of Agriculture and Technology

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	1				1				2
Natural Sciences, Mathematics and Statistics	05					1	1	2	2	6
Technology, Manufacturing, and Construction	07	1				1				2
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	10	8			8	5	9	8	48
Total		12	8	0	0	11	6	11	10	58

Tab. 2.2 Degree programmes in a foreign language (quantity) – USB total

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	0	0	0	0	1	0	0	0	1
Arts and Humanities	02	0	0	0	0	0	0	8	8	16
Social Sciences, Journalism and Information Sciences	03	0	0	0	0	0	0	1	1	2
Business, Administration and Law	04	0	0	0	0	3	1	2	2	8
Natural Sciences, Mathematics and Statistics	05	2	0	0	0	7	0	17	15	41
Information and Communication Technology	06	2	0	0	0	1	0	0	0	3
Technology, Manufacturing, and Construction	07	0	0	0	0	0	0	0	0	0
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	0	0	0	0	4	2	2	2	10
Health and Social Care, Favourable Living Conditions Care	09	3	0	0	0	1	1	3	2	10
Services	10	0	0	0	0	0	0	0	0	0
Total		7	0	0	0	17	4	33	30	91

Note: ISCED-F – classification of fields of education. P – full-time form, K/D – part-time/distance form. The table includes all degree programmes that had valid accreditation as of 31 December 2023, i.e. both ongoing degree programmes (including programmes for which accreditation has been extended and programmes that are intended for completion only) and degree programmes newly accredited under valid institutional accreditation and under programme accreditation granted by the NAB. The data are based on the Register of Universities and Study Programmes of MEYS, on the data of the USB Internal Evaluation Board on degree programmes approved under valid institutional accreditation and on the NAB's resolution on granting programme accreditation (in this case, only those degree programmes for which the decision on granting accreditation became legally effective by 31 December 2023 at the latest are included in the table). The above comments apply to Tables 2.2 and 2.2.1 to 2.2.8.

Tab. 2.2.1 Degree programmes in a foreign language (quantity) – USB Faculty of Economics

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Business, Administration and Law	04					3	1	2	2	8
Information and Communication Technology	06	1								1
Total		1	0	0	0	3	1	2	2	9

Tab. 2.2.2 Degree programmes in a foreign language (quantity) – USB Faculty of Arts

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Arts and Humanities	02							4	4	8
Total		0	0	0	0	0	0	4	4	8

Tab. 2.2.3 Degree programmes in a foreign language (quantity) – USB Faculty of Education

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01					1				1
Social Sciences, Journalism and Information Sciences	03							1	1	2
Total		0	0	0	0	1	0	1	1	3

Tab. 2.2.4 Degree programmes in a foreign language (quantity) – USB Faculty of Science

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics and Statistics	05	2				7		16	14	39
Information and Communication Technology	06	1				1				2
Total		3	0	0	0	8	0	16	14	41

Tab. 2.2.5 Degree programmes in a foreign language (quantity) – USB Faculty of Fisheries and Protection of Waters

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics and Statistics	05							1	1	2
Agriculture, Forestry, Fishing, and Veterinary Medicine	08					2	2	2	2	8
Total		0	0	0	0	2	2	3	3	10

Tab. 2.2.6 Degree programmes in a foreign language (quantity) – USB Faculty of Theology

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Arts and Humanities	02							4	4	8
Total		0	0	0	0	0	0	4	4	8

Tab. 2.2.7 Degree programmes in a foreign language (quantity) – USB Faculty of Health and Social Sciences

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Health and Social Care, Favourable Living Conditions Care	09	3				1	1	3	2	10
Total		3	0	0	0	1	1	3	2	10

Tab. 2.2.8 Degree programmes in a foreign language (quantity) – USB Faculty of Agriculture and Technology

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Agriculture, Forestry, Fishing, and Veterinary Medicine	08					2				2
Total		0	0	0	0	2	0	0	0	2

Tab. 2.3 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB total

Type of study	Bachelor's studies	Master's studies	Consecutive master's studies	Doctoral studies	Total
Number of degree programmes	4	0	8	0	12
Number of active studies in the following programmes	188	0	149	0	337

Tab. 2.3.1 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Economics

Programme name 1	Regional and European Project Management
Partner organisations	Université Bretagne-Sud (UBS), France; Westsächsische Hochschule Zwickau (WHZ), Germany
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Joint Degree
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Consecutive master's degree
Number of active studies as of 31.12.	8

Tab. 2.3.2 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Arts (I)

Programme name 2	Langues étrangères appliquées – anglais et espagnol ou anglais et allemand, spécialité 'Commerce international' / Philology – French for European and International Business; Spanish for European and International Business
Partner organisations	Université Bretagne Sud, France
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Bachelor's degree
Number of active studies as of 31.12.	3

Tab. 2.3.3 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Arts (II)

Programme name 3	Sciences du langage: Linguistique et semiologie générales / Philology – French language
Partner organisations	Université de Paris, France
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Consecutive master's degree
Number of active studies as of 31.12.	0

Tab. 2.3.4 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Arts (III)

Programme name 4	Sciences du langage et Didactique des Langues: Lexique, Texte et Discours / Philology – French language
Partner organisations	Université de Lorraine, France
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Consecutive master's degree
Number of active studies as of 31.12.	0

Tab. 2.3.5 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Arts (IV)

Programme name 5	Lingue, letteratura e culture straniere – Scienze del linguaggio, terminologie e tipologie dei testi / Philology – Italian language
Partner organisations	Università Cattolica del Sacro Cuore (UCSC), Italy
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Consecutive master's degree
Number of active studies as of 31.12.	0

Tab. 2.3.6 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Arts (V)

Programme name 6	Enseñanza de Español como Lengua Extranjera; Literatura Española e Hispanoamericana. Teoría de la Literatura y Literatura Comparada; Gestión del Patrimonio Textual y Humanidades Digitales / Philologie – major Spanish language
Partner organisations	Universidad de Salamanca, Spain
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Consecutive master's degree
Number of active studies as of 31.12.	3

Tab. 2.3.7 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Arts (VI)

Programme name 7	Sprach-und Textwissenschaften/ Philology – German Language and Literature
Partner organisations	Universität Passau, Germany
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Bachelor's degree
Number of active studies as of 31.12.	1

Tab. 2.3.8 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Science (I)

Programme name 8	Biochemistry/Biochemistry – field of study Biological Chemistry
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Bachelor's degree
Number of active studies as of 31.12.	180

Tab. 2.3.9 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Science (II)

Programme name 9	Applied Informatics/Informatics – major Bioinformatics
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Bachelor's degree
Number of active studies as of 31.12.	4

Tab. 2.3.10 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Science (III)

Programme name 10	Biochemistry/Biochemistry – field of study Biological Chemistry
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Consecutive master's degree
Number of active studies as of 31.12.	18

Tab. 2.3.11 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Science (IV)

Programme name 11	Artificial Intelligence and Data Science
Partner organisations	Technische Hochschule Deggendorf, Germany
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Consecutive master's degree
Number of active studies as of 31.12.	120

Tab. 2.3.12 Joint/Double/Multiple Degree Programmes with Foreign HEIs – USB Faculty of Education

Programme name 12	European Master in Migration and Intercultural Relations (EMMIR)
Partner organisations	Carl von Ossietzky University, Oldenburg, Germany (coordinating); Ahfad University for Women, Omdurman, Sudan; Mbarara University of Science and Technology, Uganda; University of Nova Gorica, Slovenia; University of Stavanger, Norway; University of the Witwatersrand, Johannesburg, South Africa.
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Joint Degree
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Consecutive master's degree
Number of active studies as of 31.12.	0

Tab. 2.4 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB total

Type of studies	Bachelor's studies	Master's studies	Consecutive master's studies	Doctoral studies	Total
Number of degree programmes	1	0	0	26	27
Number of active studies in the following programmes	0	0	0	280	280

Tab. 2.4.1 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Education (I)

Name of study programme 1	Specialisation in Pedagogy – Information and Communication Technology in Education
The broadly defined field of ISCED-F	01
Partner university/institution*	University of Ostrava, Faculty of Education; University of Hradec Králové, Faculty of Education; University of West Bohemia in Pilsen, Faculty of Education
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	2

Tab. 2.4.2 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Education (II)

Name of study programme 2	Specialisation in Pedagogy – Education in Biology
The broadly defined field of ISCED-F	01
Partner university/institution*	Charles University in Prague, Faculty of Education
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	1

Tab. 2.4.3 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Education (III)

Name of study programme 3	Didactics of Biology
The broadly defined field of ISCED-F	01
Partner university/institution*	Charles University in Prague, Faculty of Education
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	5

Tab. 2.4.4 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Science (I)

Study programme name 4	Mechatronics – Mechatronics field
The broadly defined field of ISCED-F	07
Partner university/institution*	Czech Technical University in Prague
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Bachelor's degree
Number of active studies as of 31.12.	0

Tab. 2.4.5 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Science (II)

Name of study programme 5	Biofyzika/Biophysics (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice and Institute of Microbiology of the CAS, v.v.i. Prague
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	1

Tab. 2.4.6 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Science (III)

Study programme name 6	Botanika/Botany (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Botanical Institute of the CAS in Průhonice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	9

Tab. 2.4.7 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Science (IV)

Study programme name 7	Biology, Ecosystem Biology/Biology field (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	8

Tab. 2.4.8 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Science (V)

Study programme name 8	Biology, Entomology/Biology field, Entomology field (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Doctoral degree
Number of active studies as of 31.12.	20

Tab. 2.4.9 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (VI)

Name of study programme 9	Biology, Hydrobiology/Biology field, Hydrobiology field (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice and the Institute of Microbiology of the CAS, v.v.i. Prague
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	9

Tab. 2.4.10 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (VII)

Name of study programme 10	Biology, Infection Biology/Biology field, Infection Biology field (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Doctoral degree
Number of active studies as of 31.12.	8

Tab. 2.4.11 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (VIII)

Name of study programme 11	Biology, Parasitology/Biology field, Parasitology field (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	1

Tab. 2.4.12 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (IX)

Name of study programme 12	Fyziologie a imunologie/ Physiology and Immunology (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice and the Institute of Microbiology of the CAS, v.vi. Prague
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	9

Tab. 2.4.13 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (X)

Name of study programme 13	Molecular and Cell Biology (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice and the Institute of Microbiology of the CAS, v.v.i. Prague
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	27

Tab. 2.4.14 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XI)

Name of study programme 14	Zoologie/Zoology (old accreditation in the course of completion)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	9

Tab. 2.4.15 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XII)

Name of study programme 15	Botanika/Botany (new accreditation under IA)
The broadly defined field of ISCED-F	05
Partner university/institution*	Botanical Institute of the CAS in Průhonice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	24

Tab. 2.4.16 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIII)

Name of study programme 16	Biofyzika/Biophysics (new accreditation)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice and the Institute of Microbiology of the CAS, v.v.i. Prague
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Doctoral degree
Number of active studies as of 31.12.	12

Tab. 2.4.17 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIV)

Name of study programme 17	Ecosystem Biology and Ecology/Ecosystem Biology and Ecology (new accreditation under IA)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Doctoral degree
Number of active studies as of 31.12.	13

Tab. 2.4.18 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XV)

Name of study programme 18	Entomologie/Entomology (new accreditation under IA)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	16

Tab. 2.4.19 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVI)

Name of study programme 19	Hydrobiology/Limnology (new accreditation under IA)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice and Institute of Microbiology of the CAS, v.v.i. Prague
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	5

Tab. 2.4.20 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVII)

Name of study programme 20	Integrativní biologie/Integrative Biology (new accreditation under IA)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice and the Institute of Microbiology of the CAS, v.v.i. Prague
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	43

Tab. 2.4.21 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVIII)

Study programme name 21	Parazitologie/Parasitology (new accreditation under IA)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	7

Tab. 2.4.22 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIX)

Name of study programme 22	Zoologie/Zoology (new accreditation under IA)
The broadly defined field of ISCED-F	05
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	15

Tab. 2.4.23 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Fisheries and Protection of Waters (I)

Name of study programme 23	Rybářství
The broadly defined field of ISCED-F	08
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	3

Tab. 2.4.24 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Fisheries and Protection of Waters (II)

Name of study programme 24	Fishery
The broadly defined field of ISCED-F	08
Partner university/institution*	Biology Centre of the CAS, v.v.i., České Budějovice
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	16

Tab. 2.4.25 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Theology

Name of study programme 25	Philosophy – Philosophy field
The broadly defined field of ISCED-F	02
Partner university/institution*	Institute of Philosophy, Academy of Sciences of the Czech Republic
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Doctoral degree
Number of active studies as of 31.12.	7

Tab. 2.4.26 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Arts (I)

Name of study programme 26	Archeologie
The broadly defined field of ISCED-F	02
Partner university/institution*	University of West Bohemia in Pilsen, Institute of Archaeology, CAS, Prague, v.v.i.
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Doctoral degree
Number of active studies as of 31.12.	9

Tab. 2.4.27 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB Faculty of Arts (II)

Name of study programme 27	Archaeology
The broadly defined field of ISCED-F	02
Partner university/institution*	University of West Bohemia in Pilsen, Institute of Archaeology, CAS, Prague, v.v.i.
Type of programme (Bachelor's, Consecutive master's, master's, doctoral)	Doctoral degree
Number of active studies as of 31.12.	1

Tab. 2.5 Accredited degree programmes implemented jointly with a higher vocational school

The University of South Bohemia did not have any degree programmes accredited jointly with a higher vocational school in 2023.

Tab. 2.6 USB Lifelong Learning (LLL) Courses – Number of Courses

ISCED-F broadly defined fields	Code	Vocational Performance-Oriented Courses			Interest-Based Courses			U3A	Total
		under 15 hours	from 16 to 100 hours	more than 100 hours	under 15 hours	from 16 to 100 hours	more than 100 hours		
Programmes and qualifications – general education	00	0	5	14	0	0	0	0	19
Education	01	10	9	63	16	8	2	22	130
Arts and Humanities	02	0	7	1	10	77	0	43	138
Social Sciences, Journalism and Information Sciences	03	2	0	0	0	0	0	3	5
Business, Administration and Law	04	0	0	0	0	0	0	1	1
Natural Sciences, Mathematics and Statistics	05	3	8	1	66	17	0	8	103
Information and Communication Technology	06	0	0	0	1	1	0	0	2
Technology, Manufacturing, and Construction	07	0	0	2	1	4	0	0	7
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	0	0	0	4	0	0	0	4
Health and Social Care, Favourable Living Conditions Care	09	2	5	0	0	6	0	0	13
Services	10	0	0	0	0	0	0	0	0
Total		17	34	81	98	113	2	77	422

Tab. 2.7 Lifelong Learning (LLL) courses at USB – number of participants

ISCED-F broadly defined fields	Code	Vocational Performance-Oriented Courses			Interest-Based Courses			U3A	Total	Participants under Section 60 of the Higher Education Act ¹
		under 15 hours	from 16 to 100 hours	more than 100 hours	under 15 hours	from 16 to 100 hours	more than 100 hours			
Programmes and qualifications – general education	00	0	5	191	0	0	0	0	196	16
Education	01	169	100	1115	159	94	32	179	1848	1213
Arts and Humanities	02	0	70	8	132	523	0	1102	1835	0
Social Sciences, Journalism and Information Sciences	03	15	0	0	0	0	0	91	106	0
Business, Administration and Law	04	0	0	0	0	0	0	7	7	0
Natural Sciences, Mathematics and Statistics	05	72	186	12	1843	455	0	177	2745	339
Information and Communication Technology	06	0	0	0	8	42	0	0	50	0
Technology, Manufacturing, and Construction	07	0	0	6	2	13	0	0	21	0
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	0	0	0	5	0	0	0	5	0
Health and Social Care, Favourable Living Conditions Care	09	32	44	0	0	124	0	0	200	0
Services	10	0	0	0	0	0	0	0	0	0
Total		288	405	1332	2149	1251	32	1556	7013	1568

1) Participants in lifelong learning who have been admitted to accredited degree programmes pursuant to Section 60 of the Higher Education Act.

Tab. 2.8 USB Lifelong Learning (LLL) courses – number of courses and participants (micro-credentials)

ISCED-F broadly defined fields	Code	Number of courses			Total	Number of course participants			Total
		Vocational Performance-Oriented	Interest-based	U3A		Vocational Performance-Oriented	Interest-based	U3A	
Programmes and qualifications – general education	00				0				0
Education	01				0				0
Arts and Humanities	02				0				0
Social Sciences, Journalism and Information Sciences	03				0				0
Business, Administration and Law	04				0				0
Natural Sciences, Mathematics and Statistics	05				0				0
Information and Communication Technology	06				0				0
Technology, Manufacturing, and Construction	07				0				0
Agriculture, Forestry, Fishing, and Veterinary Medicine	08				0				0
Health and Social Care, Favourable Living Conditions Care	09				0				0
Services	10				0				0
Total					0				0

Tab. 3.1 Students in accredited degree programmes (number of studies) – USB total

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	1264	135	303	0	404	1	8	5	2120
Arts and Humanities	02	612	118	0	0	104	17	35	9	895
Social Sciences, Journalism and Information Sciences	03	175	113	0	0	55	0	7	4	354
Business, Administration and Law	04	695	142	0	0	148	83	25	15	1108
Natural Sciences, Mathematics and Statistics	05	508	16	0	0	188	7	255	16	990
Information and Communication Technology	06	180	24	0	0	156	0	0	0	360
Technology, Manufacturing, and Construction	07	111	0	0	0	45	8	0	0	164
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	508	159	0	0	151	72	103	27	1020
Health and Social Care, Favourable Living Conditions Care	09	1220	369	0	0	97	210	12	30	1938
Services	10	75	53	0	0	16	2	0	0	146
Total		5348	1129	303	0	1364	400	445	106	9095
of which women in total		3681	841	295	0	854	318	229	64	6282
of which are foreigners in total		435	30	0	0	209	9	220	13	916

Note: ISCED-F – classification of fields of education. P – full-time form, K/D – part-time/distance form. The above notes apply to Tables 3.1 and 3.1.1 to 3.1.8.

Tab. 3.1.1 Students in accredited degree programmes (number of studies) – USB Faculty of Economics

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Social Sciences, Journalism and Information Sciences	03	40				7				47
Business, Administration and Law	04	695	142			148	83	25	15	1108
Natural Sciences, Mathematics and Statistics	05		0							0
Information and Communication Technology	06	95	24			34				153
Total		830	166	0	0	189	83	25	15	1308
of which women in total		506	103			112	62	17	7	807
of which are foreigners in total		126	11			9	2	3	7	158

Tab. 3.1.2 Students in accredited degree programmes (number of studies) – USB Faculty of Arts

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	209				45				254
Arts and Humanities	02	546				94		24	6	670
Social Sciences, Journalism and Information Sciences	03	40				23				63
Total		795	0	0	0	162	0	24	6	987
of which women in total		622				120		12	2	756
of which are foreigners in total		25				7		4	1	37

Tab. 3.1.3 Students in accredited degree programmes (number of studies) – USB Faculty of Education

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	953	135	303		327		8	5	1731
Social Sciences, Journalism and Information Sciences	03	94	108			25		6	3	236
Natural Sciences, Mathematics and Statistics	05	3								3
Health and Social Care, Favourable Living Conditions Care	09					1				1
Services	10	34				16				50
Total		1084	243	303	0	369	0	14	8	2021
of which women in total		720	232	295		250		8	5	1510
of which are foreigners in total		16	4	0		4		0	0	24

Tab. 3.1.4 Students in accredited degree programmes (number of studies) – USB Faculty of Science

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	101				32				133
Natural Sciences, Mathematics and Statistics	05	484				183		231	8	906
Information and Communication Technology	06	85				122				207
Technology, Manufacturing, and Construction	07	11								11
Total		681	0	0	0	337	0	231	8	1257
of which women in total		407				174		119	4	704
of which are foreigners in total		205				160		147	2	514

Tab. 3.1.5 Students in accredited degree programmes (number of studies) – USB Faculty of Fisheries and Protection of Waters

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics and Statistics	05	21	16					16	2	55
Technology, Manufacturing, and Construction	07					11	8			19
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	53	19			12	5	22	2	113
Total		74	35	0	0	23	13	38	4	187
of which women in total		20	9			11	6	21	1	68
of which are foreigners in total		8	2			6	2	30	1	49

Tab. 3.1.6 Students in accredited degree programmes (number of studies) – USB Faculty of Theology

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	1					0			1
Arts and Humanities	02	66	118			10	17	11	3	225
Social Sciences, Journalism and Information Sciences	03	1	5					1	1	8
Health and Social Care, Favourable Living Conditions Care	09	166	178			40	94	4	2	484
Total		234	301	0	0	50	111	16	6	718
of which women in total		189	210			40	92	6	4	541
of which are foreigners in total		13	5			1	0	8	0	27

Tab. 3.1.7 Students in accredited degree programmes (number of studies) – USB Faculty of Health and Social Sciences

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01					0	1			1
Health and Social Care, Favourable Living Conditions Care	09	1054	191			56	116	8	28	1453
Services	10	41	53			0	2			96
Total		1095	244	0	0	56	119	8	28	1550
of which women in total		920	184			54	114	6	22	1300
of which are foreigners in total		22	6			0	4	3	2	37

Tab. 3.1.8 Students in accredited degree programmes (number of studies) – USB Faculty of Agriculture and Technology

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics and Statistics	05					5	7	8	6	26
Technology, Manufacturing, and Construction	07	100				34	0			134
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	455	140			139	67	81	25	907
Total		555	140	0	0	178	74	89	31	1067
of which women in total		297	103			93	44	40	19	596
of which are foreigners in total		20	2			22	1	25	0	70

Tab. 3.2 Self-funding students (number of studies) – USB total

As of 31 December 2023, no self-funded students were studying at the University of South Bohemia in České Budějovice.

Tab. 3.3 Academic failure in the first year of studies (%)

Faculty	Bachelor's studies			Master's studies			Consecutive master's studies			Doctoral studies			Total
	P	K/D	Total.	P	K/D	Total.	P	K/D	Total.	P	K/D	Total.	
USB Faculty of Economics	53.1%	64.7%	55.1%				19.7%	40.0%	27.8%	0.0%	0.0%	0.0%	48.6%
USB Faculty of Arts	28.7%		28.7%				8.0%		8.0%	0.0%	0.0%	0.0%	25.0%
USB Faculty of Education	23.0%	5.8%	21.2%	13.3%		13.3%	7.1%	0.0%	7.1%	0.0%	100.0%	16.7%	17.9%
USB Faculty of Science	35.9%		35.9%				15.4%		15.4%	6.3%	0.0%	6.0%	25.5%
Faculty of Fisheries and Water Conservation USB	72.9%	86.4%	76.5%				7.7%	50.0%	21.1%	28.6%	0.0%	25.0%	63.0%
USB Faculty of Theology	41.7%	48.7%	45.7%				12.5%	10.3%	10.8%	25.0%	60.0%	38.5%	39.3%
USB Faculty of Health and Social Sciences	23.1%	41.3%	26.8%				14.3%	33.9%	27.8%	0.0%	0.0%	0.0%	26.5%
USB Faculty of Agriculture and Technology	55.6%	67.6%	58.4%				19.4%	25.0%	21.2%	14.3%	22.2%	16.7%	47.6%
Total	37.4%	50.7%	40.0%	13.3%		13.3%	13.9%	27.6%	17.8%	9.5%	19.4%	11.8%	34.0%

Note: The academic failure rate is the quotient of the number of studies started in a calendar year to the sum of failed studies of this cohort in calendar years n and n+1.

P – full-time form, K/D – part-time/distance form.

Tab. 3.4 Scholarships to students by purpose of scholarship (number of individuals)

Purpose of the scholarship	Number of students	Average scholarship amount
for outstanding academic performance according to Section 91(2)(a)	431	7 498
for outstanding scientific, research, development, artistic or other creative achievements pursuant to Section 91(2)(b)	290	16 072
for research, development and innovation activities according to a special legal regulation, Section 91(2)(c)	509	41 512
in the case of a student's difficult social situation according to Section 91(2)(d)	0	0
in the case of a student's difficult social situation according to Section 91(3)	10	33 453
in cases of special consideration pursuant to Section 91(2)(e)	6 213	6 644
of which accommodation scholarship	5 695	4 554
to support studies abroad according to Section 91(4)(a)	215	9 808
to support studies in the Czech Republic according to Section 91(4)(b)	5	77 750
students of doctoral degree programmes according to Section 91(4)(c)	462	99 443
other scholarships	0	0
Total	8 135	14 637

Note: Average scholarship amount – The quotient of the total amount paid for a given type of scholarship in a year and the total number of individuals to whom the scholarship was paid at least once in the year. If a scholarship has been paid to one person more than once, the person is counted only once, but the sum of the amounts paid to that person enters the calculation.

Tab. 3.5 Average monthly income of doctoral students (natural persons)

Faculty	Full-time form			Part-time and distance form			Total		
	number of students	scholarship **	total income ***	number of students ***	scholarship **	total income ***	number of students	scholarship	total income
USB Faculty of Economics	21	8 751	12 006	1	0	1 667	22	8 751	13 673
USB Faculty of Arts	25	6 322	8 325	0	0	0	25	6 322	8 325
USB Faculty of Education	14	6 399	8 924	0	0	0	14	6 399	8 924
USB Faculty of Science	233	8 496	13 791	1	0	433	234	8 496	14 224
USB Faculty of Fisheries and Protection of Waters	39	20 313	20 871	2	108	316	41	20 421	21 187
USB Faculty of Theology	18	6 620	10 267	1	0	1417	19	6 620	11 684
USB Faculty of Health and Social Sciences	8	10 195	19 488	10	0	363	18	10 195	19 851
USB Faculty of Agriculture and Technology	87	8 089	11 996	1	0	833	88	8 089	12 829
TOTAL	445	9 231	13 476	16	13	539	461	9 244	14 015

**Average monthly amount (see below) of the scholarship paid to students of doctoral degree programmes under Section 91(4)(c) for a given calendar year. Only the amounts paid under this scholarship are shown.

*** = The average monthly amount of all income paid by the faculty or university to students in doctoral programmes. The total figure for the university may not be the sum of the figures for the faculty – taking into account possible income from the non-faculty constituent part of the HEI. Both the amounts in the previous column and other funds paid according to the methodology are reported.

Tab. 3.6 Students – numbers per academic staff member

Faculty	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Women	Total	Women	Total	Total	Total	Women	Total	Women	Total
USB Faculty of Economics	9.69	15.85	0.00	0.00	2.77	4.33	0.38	0.64	12.84	20.81
USB Faculty of Arts	9.37	11.98	0.00	0.00	1.81	2.44	0.21	0.45	11.39	14.87
USB Faculty of Education	7.36	10.25	2.28	2.34	1.93	2.85	0.10	0.17	11.67	15.62
USB Faculty of Science	2.68	4.48	0.00	0.00	1.15	2.22	0.81	1.57	4.63	8.27
USB Faculty of Fisheries and Protection of Waters	0.69	2.60	0.00	0.00	0.41	0.86	0.53	1.00	1.62	4.47
USB Faculty of Theology	10.37	13.91	0.00	0.00	3.43	4.19	0.26	0.57	14.06	18.66
USB Faculty of Health and Social Sciences	12.03	14.59	0.00	0.00	1.83	1.91	0.31	0.39	14.16	16.89
USB Faculty of Agriculture and Technology	4.67	8.12	0.00	0.00	1.60	2.94	0.69	1.40	6.96	12.47
TOTAL	6.74	9.65	0.44	0.45	1.75	2.63	0.44	0.82	9.36	13.55

Tab. 4.1 Graduates of accredited degree programmes (number of graduates) – USB total

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	238	88	26	0	157	2	2	0	513
Arts and Humanities	02	84	6	0	0	33	3	11	0	137
Social Sciences, Journalism and Information Sciences	03	52	30	0	0	7	0	2	1	92
Business, Administration and Law	04	100	10	0	0	42	17	5	1	175
Natural Sciences, Mathematics and Statistics	05	111	2	0	0	64	1	31	1	210
Information and Communication Technology	06	28	2	0	0	24	0	0	0	54
Technology, Manufacturing, and Construction	07	7	3	0	0	40	2	0	0	52
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	78	16	0	0	39	21	6	7	167
Health and Social Care, Favourable Living Conditions Care	09	257	80	0	0	31	54	0	3	425
Services	10	28	1	0	0	13	6	0	0	48
Total		983	238	26	0	450	106	57	13	1873
of which women		716	197	24	0	288	87	30	7	1349
of which are foreigners		44	1	0	0	28	1	22	1	97

Note: ISCED-F – classification of fields of education. P – full-time form, K/D – part-time/distance form. The table shows the number of successful graduates (not individuals) in the period 1.1-31.12. The above remarks apply to Tables 4.1 and 4.1.1 to 4.1.8.

Tab. 4.1.1 Graduates of accredited degree programmes (number of graduates) – USB Faculty of Economics

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Social Sciences, Journalism and Information Sciences	03	2	0			1				3
Business, Administration and Law	04	100	10			42	17	5	1	175
Natural Sciences, Mathematics and Statistics	05		1							1
Information and Communication Technology	06	17	2			17				36
Total		119	13	0	0	60	17	5	1	215
of which women		75	8			28	16	4	1	132
of which are foreigners		6	0			6	1	0	0	13

Tab. 4.1.2 Graduates of accredited degree programmes (number of graduates) – USB Faculty of Arts

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	22				17				39
Arts and Humanities	02	80				30		6	0	116
Social Sciences, Journalism and Information Sciences	03	5				6				11
Total		107	0	0	0	53	0	6	0	166
of which women		82				42		4	0	128
of which are foreigners		1				2		0	0	3

Tab. 4.1.3 Graduates of accredited degree programmes (number of graduates) – USB Faculty of Education

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	206	88	26		128	1	2	0	451
Social Sciences, Journalism and Information Sciences	03	26	11					2		39
Natural Sciences, Mathematics and Statistics	05	6								6
Health and Social Care, Favourable Living Conditions Care	09					1				1
Services	10	25				12				37
Total		263	99	26	0	141	1	4	0	534
of which women		179	86	24		104		2	0	395
of which are foreigners		3	0	0		1				4

Tab. 4.1.4 Graduates of accredited degree programmes (number of graduates) – USB Faculty of Science

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	9				10				19
Natural Sciences, Mathematics and Statistics	05	97				60		27	1	185
Information and Communication Technology	06	11				7				18
Technology, Manufacturing, and Construction	07	1	3							4
Total		118	3	0	0	77	0	27	1	226
of which women		80				47		14	0	141
of which are foreigners		28				14		15	0	57

Tab. 4.1.5 Graduates of accredited degree programmes (number of graduates) – USB Faculty of Fisheries and Protection of Waters

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics and Statistics	05	8	1					1	0	10
Technology, Manufacturing, and Construction	07					8	1			9
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	8	0			0		5	1	14
Total		16	1	0	0	8	1	6	1	33
of which women		8	1			1	0	2	1	13
of which are foreigners		1	0			0	0	6	0	7

Tab. 4.1.6 Graduates of accredited degree programmes (number of graduates) – USB Faculty of Theology

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	0								0
Arts and Humanities	02	4	6			3	3	5	0	21
Social Sciences, Journalism and Information Sciences	03	19	19					0	1	39
Health and Social Care, Favourable Living Conditions Care	09	36	43			12	29	0	0	120
Total		59	68	0	0	15	32	5	1	180
of which women		49	61			10	30	1	0	151
of which are foreigners		0	0			1		1	1	3

Tab. 4.1.7 Graduates of accredited degree programmes (number of graduates) – USB Faculty of Health and Social Sciences

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education	01	1				2	1			4
Health and Social Care, Favourable Living Conditions Care	09	221	37			18	25	0	3	304
Services	10	3	1			1	6			11
Total		225	38	0	0	21	32	0	3	319
of which women		200	32			21	26	0	3	282
of which are foreigners		3	0			0	0	0	0	3

Tab. 4.1.8 Graduates of accredited degree programmes (number of graduates) – USB Faculty of Agriculture and Technology

ISCED-F broadly defined fields	Code	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics and Statistics	05					4	1	3	0	8
Technology, Manufacturing, and Construction	07	6				32	1			39
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	70	16			39	21	1	6	153
Total		76	16	0	0	75	23	4	6	200
of which women		43	9			35	15	3	2	107
of which are foreigners		2	1			4	0	0		7

Tab. 5.1 Interest in studies – USB total (the total for the HEI is not the sum of the data for individual faculties)

ISCED-F broadly defined fields	Code	Bachelor's studies				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Programmes and qualifications – general education	00																
Education	01	1 718	2 278	1 014	516	211	211	99	68	310	370	189	183	7	7	5	5
Arts and Humanities	02	884	1 022	711	374	0	0	0	0	137	145	84	57	16	16	10	10
Social Sciences, Journalism and Information Sciences	03	638	650	124	91	0	0	0	0	76	76	42	36	7	7	5	5
Business, Administration and Law	04	1 038	1 207	858	498	0	0	0	0	224	242	178	144	10	10	9	8
Natural Sciences, Mathematics and Statistics	05	542	622	347	210	0	0	0	0	268	308	95	72	69	70	49	49
Information and Communication Technology	06	247	268	184	134	0	0	0	0	124	124	48	27	0	0	0	0
Technology, Manufacturing, and Construction	07	115	116	108	57	0	0	0	0	36	36	29	21	0	0	0	0
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	591	692	671	347	0	0	0	0	210	232	160	121	47	49	37	31
Health and Social Care, Favourable Living Conditions Care	09	1 440	1 903	1 176	660	0	0	0	0	408	507	238	157	17	17	13	11
Services	10	145	146	105	75	0	0	0	0	27	27	14	13	0	0	0	0
Total		6 219	8 904	5 298	2 962	211	211	99	68	1 733	2 067	1 077	831	173	176	128	119

Note: **ISCED-F** – classification of fields of education. **Number of applicants** – number of natural persons. **Number of applications** – number of all applications received by the USB. **Number of admissions** – number of all successful applications (this is not the number of individuals). **Number of enrolments** – the number of all enrolments (not the number of individuals). The total figure for the HEI is not the sum of the figures for the individual faculties. A person admitted/enrolled in more than one course enters the table exactly as many times as he/she was admitted/enrolled. The above remarks apply to Tables 5.1 and 5.1.1 to 5.1.8.

Tab. 5.1.1 Interest in studies – USB Faculty of Economics

ISCED-F broadly defined fields	Code	Bachelor's studies				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Social Sciences, Journalism and Information Sciences	03	62	62	43	25					6	6	4	3				
Business, Administration and Law	04	1 038	1 207	858	498					224	242	178	144	10	10	9	8
Information and Communication Technology	06	148	150	111	78					31	31	25	21				
Total		1 187	1 419	1 012	601	0	0	0	0	258	279	207	168	10	10	9	8

Tab. 5.1.2 Interest in studies – USB Faculty of Arts

ISCED-F broadly defined fields	Code	Bachelor's studies				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Education	01	238	270	160	87					52	53	24	24				
Arts and Humanities	02	689	779	472	266					113	120	65	42	10	10	8	8
Social Sciences, Journalism, and Information Sciences	03	55	56	24	10					11	11	8	8				
Total		894	1 105	656	363	0	0	0	0	157	184	97	74	10	10	8	8

Tab. 5.1.3 Interest in studies – USB Faculty of Education

ISCED-F broadly defined fields	Code	Bachelor's studies				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Education	01	1 463	1 873	761	372	211	211	99	68	256	298	150	145	7	7	5	5
Social Sciences, Journalism and Information Sciences	03	526	532	57	56					59	59	30	25	7	7	5	5
Services	10	51	51	24	21					27	27	14	13				
Total		1 931	2 456	842	449	211	211	99	68	337	384	194	183	14	14	10	10

Tab. 5.1.4 Interest in studies – USB Faculty of Science

ISCED-F broadly defined fields	Code	Bachelor's studies				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Education	01	124	135	93	57					18	19	15	14				
Natural Sciences, Mathematics and Statistics	05	454	516	283	174					268	308	95	72	62	63	47	47
Information and Communication Technology	06	115	118	73	56					93	93	23	6				
Technology, Manufacturing, and Construction	07	14	15	7	5												
Total		683	784	456	292	0	0	0	0	376	420	133	92	62	63	47	47

Tab. 5.1.5 Interest in studies – USB Faculty of Fisheries and Protection of Waters

ISCED-F broadly defined fields	Code	Bachelor's Degree				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments to	Number of applicants	Number of applications	Number of admissions	Number of enrolments to	Number of applicants	Number of applications	Number of admissions	Number of enrolments to	Number of applicants	Number of applications	Number of admissions	Number of enrolments to
Natural Sciences, Mathematics and Statistics	05	106	106	64	36									7	7	2	2
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	81	81	60	49					18	18	18	17	12	12	8	8
Total		173	187	124	85	0	0	0	0	18	18	18	17	19	19	10	10

Tab. 5.1.6 Interest in studies – USB Faculty of Theology

ISCED-F broadly defined fields	Code	Bachelor's studies				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Arts and Humanities	02	217	243	239	108					25	25	19	15	6	6	2	2
Health and Social Care, Favourable Living Conditions Care	09	412	464	231	159					238	265	87	61	6	6	4	4
Total		611	707	470	267	0	0	0	0	263	290	106	76	12	12	6	6

Tab. 5.1.7 Interest in studies – USB Faculty of Health and Social Sciences

ISCED-F broadly defined fields	Code	Bachelor's studies				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Health and Social Care, Favourable Living Conditions Care	09	1 077	1 439	945	501					192	242	151	96	11	11	9	7
Services	10	94	95	81	54												
Total		1 153	1 534	1 026	555	0	0	0	0	192	242	151	96	11	11	9	7

Tab. 5.1.8 Interest in studies – USB Faculty of Agriculture and Technology

ISCED-F broadly defined fields	Code	Bachelor's studies				Master's studies				Consecutive master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Technology, Manufacturing, and Construction	07	101	101	101	52					36	36	29	21				
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	515	611	611	298					196	214	142	104	35	37	29	23
Total		607	712	712	350	0	0	0	0	221	250	171	125	35	37	29	23

Tab. 6.1 Academic, scientific and other USB staff (average adjusted numbers)

USB component	Academic staff								Research staff			Other employees	Total employees
	Total academic staff	Professors	Associate Professors	Assistant professors	Senior lecturers	Lecturers	R&D teaching staff	Adjunct professors	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff		
USB Faculty of Economics	62.851	4.800	20.235	29.354	3.262	5.200				1.933		23.892	88.676
of which women	24.923	1.708	8.567	10.726	0.722	3.200				1.100		18.243	44.266
USB Faculty of Arts	66,377	11.183	16.383	35.893		2.917			1.403	4.688		18.737	91.205
of which women	27.545	1.583	5.767	18.945		1.250			0.550	0.650		16.096	44.841
USB Faculty of Education	129.402	3.750	23.281	86.462	8.450	7.459			1.000	0.510	0.238	64.202	195.351
of which women	59.367	1.000	11.081	38.118	3.742	5.426			0.000	0.300	0.238	50.460	110.364
USB Faculty of Science	151.941	23.234	33.537	58.596	17.085	3.060	16.429		16.098	55.455	1,731	98.798	324.023
of which women	41.579	1.508	9.500	17.096	10.386	1.326	1.763		9.516	32.429	0.200	74.967	158,691
USB Faculty of Fisheries and Protection of Waters	41.848	6.450	12.671	19.173	0.600	1.900	1.053		14.864	25.948	0.700	89.018	172.378
of which women	11.348	0.100	1.633	7.114	0.600	1.900	0.000		4.788	11.620	0.700	45.115	73.570
USB Faculty of Theology	38.469	4.304	9.050	21.179	3.936				1.100	1.880		21.795	63.244
of which women	11.332	0.000	1.000	8.896	1.436				0.000	0.200		20.876	32.408
USB Faculty of Health and Social Sciences	91.791	5.933	14.333	41.635	27.242	2.648			0.150	4.198	0.217	42.385	138.740
of which women	60.214	1.700	8.104	26.625	21.165	2.620			0.150	3.306	0.100	33.024	96.794
USB Faculty of Agriculture and Technology	85.575	8.225	19.233	43.742	11.203	2.625	0.547		0.075	5.989		49.720	141.359
of which women	29.170	2.000	5.400	16.783	2.362	2.625	0.000		0.075	3.549		28.863	61.657
Other facilities of USB	2.844		0.390	1.963		0.491						251.570	254.414
of which women	1.181		0.390	0.300		0.491						181,068	182.249
TOTAL	671.096	67.880	149.113	337.998	71.778	26.299	18.029	0.000	34.691	100.601	2.885	660.117	1 469.389
of which women	266.657	9.600	51.442	144.603	40.412	18.838	1.763	0.000	15.078	53.154	1.238	468.712	804.839

Note: **Average adjusted number** – The quotient of the total number of hours actually worked in the reference period from 1 January to 31 December by all employees in the reference category (including APW, excluding ACJ) and the total annual working time pool per full-time employee. **R&D teaching staff** – scientific, research and development staff involved in teaching activities. **Research staff** – a person who is not an academic worker according to Section 70 of Act No 111/1998, on Higher Education Institutions. **Postdoctoral researchers (postdoc)** – a member of staff of a higher education institution within five years of receiving a Ph.D. degree or its equivalent. He/she works as part of the scientific team of the institution, usually under the supervision of experienced researchers on a specific task and publishes his/her results independently and as part of a creative team. He/she has a fixed-term employment contract (of 1–3 years) with the research institution for one, maximum three consecutive periods. His/her salary is subject to the rules of the institution's payroll system, in addition to which he/she may receive rewards under research grant projects. **Other R&D staff** – technical and professional staff who are not directly involved in research but are indispensable to the research activity (e.g. research facility operators). **Other staff** – all other staff who are not directly involved in education and research, i.e. mainly administrative, technical and other staff. The above definitions of the different categories of employees/staff apply to Tables 6.1, 6.2 and 6.3.

Tab. 6.2 Age structure of academic, scientific and other USB staff (number of natural persons)

Age	Academic staff														Researchers						Other employees		Total	of which women
	Total academic staff		Professors		Associate Professors		Assistant professors		Senior lecturers		Lecturers		R&D teaching staff		Postdoctoral researchers (postdoc)		R&D staff not under other categories		Other R&D staff					
	Total	Wom.	Total	Wom.	Total	Wom.	Total	Wom.	Total	Wom.	Total	Wom.	Total	Wom.	Total	Wom.	Total	Wom.	Total	Wom.				
up to 29 years of age					8	2	17	9	2	2					4	1	25	16			110	70	166	100
30-39 years of age			5	3	102	45	30	14	9	4	4	0			37	16	70	32	1	1	186	111	444	226
40-49 years of age	15	0	73	21	190	81	29	21	9	7	12	1			2	0	55	25	3	2	207	160	595	318
50-59 years of age	24	3	47	17	83	37	23	14	11	9	4	1			2	0	10	3	1	0	173	139	378	223
60-69 years of age	42	5	36	14	34	13	14	7	7	4	1	0					6	4			74	50	214	97
over 70 years of age	24	6	16	4	9	5	5	2									1	1			8	4	63	22
Total	105	14	177	59	426	183	118	67	38	26	21	2	0	0	45	17	167	81	5	3	758	534	1860	986

Note: **Numbers of natural persons** – Total number of employees/workers regardless of the level of time, but only in employment, excluding persons working under APW and ACJ. Excludes other types of contractual relationships under the Civil Code which are in the nature of purchase of services.

Tab. 6.3 Numbers of academic and scientific staff according to the scope of employment and highest qualification (numbers of natural persons according to the scope of employment) – USB total

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3	32	3	20	3	60	23	50	25	59	21	221	75
0.31-0.5	18	3	23	8	44	24	33	20	47	23	165	78
0.51-0.7	2	0	3	1	16	6	18	9	11	9	50	25
0.71-1	53	8	131	47	306	126	76	45	100	48	666	274
more than 1	0	0	0	0	0	0	0	0	0	0	0	0
Total	105	14	177	59	426	179	177	99	217	101	1 102	452

Tab. 6.3.1 Numbers of academic and scientific staff according to the scope of employment and highest qualification attained (numbers of natural persons according to the scope of employment) – USB Faculty of Economics

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3	4	1	2	1	4	3	1	0	1	0	12	5
0.31-0.5	4	1	2	0	3	2	3	2			12	5
0.51-0.7			1	0	2	0	2	0			5	0
0.71-1.0	3	1	16	8	27	9	6	3	1	1	53	22
more than 1.0											0	0
Total	11	3	21	9	36	14	12	5	2	1	82	32

Tab. 6.3.2 Numbers of academic and scientific staff according to the scope of employment and highest qualification attained (numbers of natural persons according to the scope of employment) – USB Faculty of Arts

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women				
up to 0.3	1	0	1	0			1	0	3	2	6	2
0.31-0.5	1	0	3	1	8	4	1	0	3	1	16	6
0.51-0.7			1	0	3	0	1	1			5	1
0.71-1.0	11	2	14	5	25	14	6	4	3	1	59	26
more than 1.0											0	0
Total	13	2	19	6	36	18	9	5	9	4	86	35

Tab. 6.3.3 Numbers of academic and scientific staff according to the scope of employment and highest qualification attained (numbers of natural persons according to the scope of employment) – USB Faculty of Education

Employment scope	Academic staff								Researchers.		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women				
up to 0.3	1	0			6	2	3	1			10	3
0.31-0.5	1	0	5	3	5	3	9	8			20	14
0.51-0.7							2	0			2	0
0.71-1.0	3	1	21	11	78	34	19	10	1	0	122	56
more than 1.0											0	0
Total	5	1	26	14	89	39	33	19	1	0	154	73

Tab. 6.3.4 Numbers of academic and scientific staff according to the scope of employment and highest qualification attained (numbers of natural persons according to the scope of employment) – USB Faculty of Science

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women				
up to 0.3	19	0	7	0	20	2	6	3	42	17	94	22
0.31-0.5	5	1	3	1	6	2	3	1	40	21	57	26
0.51-0.7	1	0			2	2	3	2	9	7	15	11
0.71-1.0	16	1	31	9	70	18	14	9	51	29	182	66
more than 1.0											0	0
Total	41	2	41	10	98	24	26	15	142	74	348	125

Tab. 6.3.5 Numbers of academic and scientific staff according to the scope of employment and highest qualification (numbers of natural persons according to the scope of employment) – USB Faculty of Fisheries and Protection of Waters

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women				
up to 0.3	1	1			1	0	1	1	3	0	6	2
0.31-0.5	1	0	1	0					2	0	4	0
0.51-0.7			1	1	2	0	1	1	2	2	6	4
0.71-1.0	6	0	11	1	18	6	3	3	39	14	77	24
more than 1.0											0	0
Total	8	1	13	2	21	6	5	5	46	16	93	30

Tab. 6.3.6 Numbers of academic and scientific staff according to the scope of employment and highest qualification obtained (numbers of natural persons according to the scope of employment) – USB Faculty of Theology

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women				
up to 0.3			1	0	2	2	1	0	2	0	6	2
0.31-0.5					7	4	1	0	1	0	9	4
0.51-0.7											0	0
0.71-1.0	4	0	9	1	18	7	3	1	1	0	35	9
more than 1.0											0	0
Total	4	0	10	1	27	13	5	1	4	0	50	15

Tab. 6.3.7 Numbers of academic and scientific staff according to the scope of employment and highest qualification attained (numbers of natural persons according to the scope of employment) – USB Faculty of Health and Social Sciences

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women				
up to 0.3	2	1	6	2	24	12	33	19	5	2	70	36
0.31-0.5	4	1	6	2	10	6	13	9			33	18
0.51-0.7	1	0			6	4	9	5			16	9
0.71-1.0	3	1	11	7	27	19	15	14			56	41
more than 1.0											0	0
Total	10	3	23	11	67	41	70	47	5	2	175	104

Tab. 6.3.8 Numbers of academic and scientific staff according to the scope of employment and the highest qualification obtained (numbers of natural persons according to the scope of employment) – USB Faculty of Agriculture and Technology

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women				
up to 0.3	4	0	3	0	3	2	4	1	3	0	17	3
0.31-0.5	2	0	3	1	5	3	3	0	1	1	14	5
0.51-0.7					1	0					1	0
0.71-1.0	7	2	18	5	43	19	9	1	4	3	81	30
more than 1.0											0	0
Total	13	2	24	6	52	24	16	2	8	4	113	38

Tab. 6.3.9 Number of academic and scientific staff by range of working hours and highest qualification (number of natural persons by range of working hours) – Other facilities of USB

Employment scope	Academic staff								Research staff		Total	of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Total	Women		
	Total	Women	Total	Women	Total	Women	Total	Women				
up to 0.3											0	0
0.31-0.5											0	0
0.51-0.7											0	0
0.71-1.0							1	0			1	0
more than 1.0											0	0
Total	0	0	0	0	0	0	1	0	0	0	1	0

Tab. 6.4 Senior management (natural persons)

USB const. part	Rector/ Dean	Vice- Rector/ Vice-Dean	Academic Senate	Scientific/ Artistic/ Academic Board	Bursar/ Secretary	Board of Trustees	Director of an institute, agri. or forestry estate	Head of depart./ institute/ research institute	Total
USB – excluding faculties	1	6	40	46	1	12			106
of which women	0	1	16	11	0	3			31
USB Faculty of Economics	1	4	15	33	1			6	60
of which women	1	2	3	11	1			1	19
USB Faculty of Arts	1	4	11	31	1			8	56
of which women	0	0	5	5	1			2	13
USB Faculty of Education	1	7	14	34	1			18	75
of which women	1	4	5	13	1			7	31
USB Faculty of Science	1	7	8	21	1			17	55
of which women	0	4	2	6	1			5	18
USB Faculty of Fisheries and Water Protection	1	4	12	22	1			33	73
of which women	0	0	7	2	1			3	13
USB Faculty of Theology	1	3	12	25	1			6	48
of which women	0	0	7	1	1			2	11
USB Faculty of Health and Social Sciences	1	4	13	24	1			6	49
of which women	1	2	7	11	1			5	27
USB Faculty of Agriculture and Technology	1	4	15	27	1			10	58
of which women	0	1	2	4	1			0	8
Higher education institutes and agricultural or forestry farms							0	0	0
of which women							0	0	0
Other workplaces total							0	5	5
of which women							0	3	3
Total faculty	8	37	100	217	8		0	109	479
of which women	3	13	38	53	8		0	28	143
USB total	9	43	140	263	9	12	0	109	585
of which women	3	14	54	64	8	3	0	28	174

Note: The 'USB total' figure may not reflect the actual status of individuals (one person may hold multiple positions within the USB or faculty), it is a simple sum of cells.

Tab. 6.5 Academic and scientific staff with foreign citizenship (average adjusted numbers) – USB total

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Scientific, research and development staff involved in instruction activities	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	4.576	7.271	16.475	3.342	6.667	1.000	21.571	40.093	0.647	25.663
in that: Germany	1.100	2.000	0.250	0.000	2.167	0.000	1.000	1.683	0.500	0.100
Poland	0.125	0.050	0.000	0.000	0.000	0.000	0.949	0.234	0.000	0.250
Austria	0.250	0.033	0.000	0.000	1.000	0.000	0.000	0.017	0.000	0.000
Slovakia	2.250	2.633	4.825	0.350	0.000	0.000	1.083	2.442	0.117	5.374
other EU countries	0.143	0.000	3.000	2.700	2.000	0.000	4.524	8.848	0.000	3.948
other non-EU countries	0.708	2.554	8.400	0.292	1.500	1.000	14.014	26.869	0.031	15.992
Women out of total (regardless of nationality)	0.700	3.633	7.208	1.167	2.667	0.000	10.695	21.684	0.000	14.412

Note: **Average adjusted numbers** – The quotient of the total number of hours actually worked in the reference period from 1 January to 31 December by all employees in the reference category (including APW, excluding ACJ) and the total annual working time pool per full-time employee. **R&D teaching staff** – scientific, research and development staff involved in instruction activities. **Research staff** – a person who is not an academic worker according to Section 70 of Act No 111/1998 Coll., on Higher Education Institutions. **Postdoctoral researcher (postdoc)** – a member of staff of a higher education institution within five years of receiving a Ph.D. degree or its equivalent. He/she works as part of the scientific team of the institution, usually under the supervision of experienced researchers on a specific task and publishes his/her results independently and as part of a creative team. He or she has a fixed-term employment contract (of 1–3 years) with the research institution for one, maximum three consecutive periods. His/her salary is subject to the rules of the institution's payroll system, in addition to which he/she may receive rewards under research grant projects. **Other R&D staff** – technical and professional staff who are not directly involved in the research but are indispensable to the research activity (e.g. research facility operators). **Other staff** – all other staff who are not directly involved in education and research, i.e. mainly administrative, technical and other staff. The above definition of the different categories of employees/staff applies to Tables 6.5 and 6.5.1 to 6.5.9.

Tab. 6.5.1 Academic and scientific staff with foreign citizenship (average adjusted numbers) – USB Faculty of Economics

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	1.408	1.500	0.000	0.700	1.000	0.000	0.000	0.700	0.000	1.807
in that: Germany	0.100									
Poland										
Austria										
Slovakia	1.300	1.000						0.250		1.140
other EU countries								0.250		
other non-EU countries	0.008	0.500		0.700	1.000			0.200		0.667
Women out of total (regardless of nationality)	0.700	1.000	0.000	0.000	0.000	0.000	0.000	0.200	0.000	1.807

Tab. 6.5.2 Academic and scientific staff with foreign citizenship (average adjusted numbers)
- USB Faculty of Arts

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	0.000	2.000	3.000	0.000	2.667	0.000	0.000	1.000	0.000	0.000
in that: Germany		2.000			0.667					
Poland										
Austria										
Slovakia										
other EU countries			2.000		2.000			1.000		
other non-EU countries			1.000							
Women out of total (regardless of nationality)	0.000	1.000	2.000	0.000	1.000	0.000	0.000	0.000	0.000	0.000

Tab. 6.5.3 Academic and scientific staff with foreign citizenship (average adjusted numbers)
- USB Faculty of Education

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	0.250	0.000	2.308	0.000	2.509	0.000	0.000	0.000	0.000	0.067
in that: Germany					1.500					
Poland										
Austria					0.509					
Slovakia	0.250		0.975							
other EU countries										
other non-EU countries			1.333		0.500					0.067
Women out of total (regardless of nationality)	0.000	0.000	1.308	0.000	1.176	0.000	0.000	0.000	0.000	0.000

Tab. 6.5.4 Academic and scientific staff with foreign citizenship (average adjusted numbers)
- USB Faculty of Science

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	1.093	2.033	3.483	2.000	0.000	1.000	11.332	22.925	0.531	6.662
in that: Germany			0.250					0.683	0.500	
Poland							0.949	0.234		
Austria	0.250	0.033						0.017		
Slovakia		1.000	1.167				1.083	1.942		1.650
other EU countries	0.143			2.000			3.574	7.098		1.175
other non-EU countries	0.700	1.000	2.067			1.000	5.725	12.951	0.031	3.837
Women out of total (regardless of nationality)	0.000	1.000	1.167	1.000	0.000	0.000	6.833	12.594	0.000	4.260

Tab. 6.5.5 Academic and scientific staff with foreign citizenship (average calculated numbers)
- USB Faculty of Fisheries and Protection of Waters

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	0.000	1.688	3.000	0.000	0.000	0.000	9.639	15.018	0.000	9.198
in that: Germany							1.000	1.000		0.100
Poland										0.100
Austria										
Slovakia		0.633	1.000							1.000
other EU countries							0.750	0.500		1.100
other non-EU countries		1.054	2.000				7.889	13.518		6.898
Women out of total (regardless of nationality)	0.000	0.633	1.000	0.000	0.000	0.000	3.863	8.890	0.000	4.155

Tab. 6.5.6 Academic and scientific staff with foreign citizenship (average adjusted numbers)
- USB Faculty of Theology

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	0.000	0.000	2.683	0.000	0.000	0.000	0.600	0.250	0.000	1.046
in that: Germany										
Poland										
Austria										
Slovakia			1.683					0.250		
other EU countries			1.000				0.200			
other non-EU countries							0.400			1.046
Women out of total (regardless of nationality)	0.000	0.000	0.733	0.000	0.000	0.000	0.000	0.000	0.000	1.045

Tab. 6.5.7 Academic and scientific staff with foreign citizenship (average adjusted numbers)
- USB Faculty of Health and Social Sciences

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	1.500	0.000	0.000	0.517	0.000	0.000	0.000	0.000	0.117	0.683
in that: Germany	1.000									
Poland										
Austria										
Slovakia	0.500			0.350					0.117	
other EU countries										0.683
other non-EU countries				0.167						
Women out of total (regardless of nationality)	0.000	0.000	0.000	0.167	0.000	0.000	0.000	0.000	0.000	0.000

Tab. 6.5.8 Academic and scientific staff with foreign citizenship (average adjusted numbers)
- USB Faculty of Agriculture and Technology

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	0.325	0.050	2.000	0.125	0.000	0.000	0.000	0.200	0.000	1.067
in that: Germany										
Poland	0.125	0.050								0.150
Austria										
Slovakia	0.200									
other EU countries										
other non-EU countries			2.000	0.125				0.200		0.917
Women out of total (regardless of nationality)	0.000	0.000	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Tab. 6.5.9 Academic and scientific staff with foreign citizenship (average adjusted numbers)
- Other facilities of USB

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D teaching staff	Postdoctoral researchers (postdoc)	R&D staff not under other categories	Other R&D staff	
Total	0.000	0.000	0.000	0.000	0.491	0.000	0.000	0.000	0.000	5.133
in that: Germany										
Poland										
Austria					0.491					
Slovakia										1.583
other EU countries										0.989
other non-EU countries										2.561
Women out of total (regardless of nationality)	0.000	0.000	0.000	0.000	0.491	0.000	0.000	0.000	0.000	3.144

Tab. 6.6 Newly appointed associate professors and professors (number) – USB total

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	4	2	4	53.8
of which women	0	0	1	
Associate professors appointed in 2023	6	4	4	42.8
of which women	2	1	1	46.0

Note: The average age of new appointees is calculated from the total number of new appointees on the USB. This note applies to Tables 6.6 and 6.6.1 to 6.6.8.

Tab. 6.6.1 Newly appointed associate professors and professors (number) – USB Faculty of Economics

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	0	0	2	
of which women	0	0	2	
Associate professors appointed in 2023	0	0	0	
of which women	0	0	0	

Tab. 6.6.2 Newly appointed associate professors and professors (number) – USB Faculty of Arts

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	0	0	1	
of which women	0	0	1	
Associate professors appointed in 2023	0	0	1	
of which women	0	0	1	

Tab. 6.6.3 Newly appointed associate professors and professors (number) – USB Faculty of Education

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2023	0	0	2	
of which women	0	0	0	

Tab. 6.6.4 Newly appointed associate professors and professors (number) – USB Faculty of Science

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	3	1	1	55.7
of which women	0	0	0	
Associate professors appointed in 2023	3	2	0	47.7
of which women	1	1	0	44.0

Tab. 6.6.5 Newly appointed associate professors and professors (number) – USB Faculty of Fisheries and Protection of Waters

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	1	1	0	48.8
of which women	0	0	0	
Associate professors appointed in 2023	1	1	0	31.0
of which women	0	0	0	

Tab. 6.6.6 Newly appointed associate professors and professors (number) – USB Faculty of Theology

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2023	0	0	0	
of which women	0	0	0	

Tab. 6.6.7 Newly appointed associate professors and professors (number) – USB Faculty of Health and Social Sciences

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2023	1	0	1	48.0
of which women	1	0	0	48.0

Tab. 6.6.8 Newly appointed associate professors and professors (number) – USB Faculty of Agriculture and Technology

Structure of the newly appointed	Number			Average age of the newly appointed
	At USB		Core USB staff appointed at another university	
	Total	of which core USB staff		
Professors appointed in 2023	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2023	1	1	0	35.0
of which women	0	0	0	

Tab. 7.1 USB involvement in international cooperation programmes (regardless of funding source)

	H2022 / 7th EC Framework Programme		Other	Total
	Total	of which Marie-Curie Actions		
Number of projects	9	5	29	38
Number of students sent	1	1	276	277
Number of received students	0	0	198	198
Number of academic and research staff sent	13	1	814	827
Number of received academic and research staff	2	2	246	248
Grants (in thousands of CZK)	41 793	22 626	94 254	136 047

Note: For both departures and arrivals of students, only stays whose total length was longer than 4 weeks (28 days) are reported. In the case of both departures and arrivals of academic and other staff, all stays are reported regardless of their duration. In both cases, stays that started in 2022 and ended in 2023 are also included. The amounts shown represent the total financial resources of the projects, including co-financing by MEYS.

Tab.7.2 Mobilities of students, academic and other staff by country (regardless of funding source)

Country	Number of Students sent			Number of students received		Number of academic staff sent	Number of academic staff received	Number of other staff sent	Number of other staff received	Country total
	Total	of which grad. Intern.	of which online	of which online	Total					
Republic of Albania	1				1	10	12			24
Republic of Argentina						5		2		7
Commonwealth of Australia						4	3	2		9
Kingdom of Belgium	1					3	1	1		6
Bosnia and Herzegovina	6				1	7	3	1		18
Federative Republic of Brazil					6	7	8	1		22
Republic of Bulgaria	1				1	1		2		5
Montenegro							2			2
Czech Republic						1		2		3
People's Republic of China	1					3				4
Republic of China (Taiwan)	3				2	2	3	2		12
Kingdom of Denmark	3					1	1			5
Arab Republic of Egypt						1				1
Republic of Estonia	2				1	4		2		9
Republic of Finland	11				1	5	2	9		28
French Republic	23				18	19	1	10		71
Georgia							3			3
Republic of Croatia	1				1	5		2		9
Republic of India					1	1	2			4
Republic of Indonesia						1				1
Ireland	7					9		9		25
Republic of Iceland	1					6		10		17
Italian Republic	13				2	23		14		52
Japan	1				2	4	3	2		12
South Africa						1		1		2
Hashemite Kingdom of Jordan						1				1
Republic of Cameroon							2			2
Canada	2				2	9	3			16
Republic of Kenya					1					1
Republic of Korea	3				3	2				8
Republic of Kosovo							1			1
Kingdom of Saudi Arabia						1		1		2
Republic of Cyprus								1		1
Republic of Lithuania						3				3

Country	Number of Students sent			Number of students received		Number of academic staff sent	Number of academic staff received	Number of other staff sent	Number of other staff received	Country total
	Total	of which grad. Intern.	of which online	of which online	Total					
Republic of Latvia					3	1	1			5
Hungary	5				7	5	2	9		28
Malaysia					1	2	1			4
Republic of Malta						5		9		14
Mongolia						1	3			4
Federal Democratic Republic of Nepal	6				2	4	4	1		17
Independent State of Papua New Guinea	2				3			2		7
Federal Democratic Republic of Nigeria	1									1
Netherlands	1					4	1	3		9
Kingdom of Norway						13	3	46		62
Republic of Peru					2	3	3			8
Republic of Poland	9				6	23	35	14		87
Republic of Portugal	17				14	14		5		50
Republic of Austria	18				2	13	1	8		42
Republic of Kazakhstan	1				2	1	3	1		8
Republic of Northern Macedonia						2	1	2		5
Republic of Uzbekistan					3	2	3	2		10
Romania	3				2	8	1	4		18
The Hellenic Republic	7				3	5		6		21
Republic of Senegal					2	1		2		5
Slovak Republic	8				5	52	20	30		115
Republic of Slovenia	6				3	3		2		14
United Kingdom of Great Britain and Northern Ireland	15				1	16	1	16		49
United States of America	8				2	17	4	7		38
United Mexican States	1				1					2
Federal Republic of Germany	36				19	34	18	22		129
Republic of Serbia						1	1			2
State of Israel	3					11		2		16
Country United Arab Emirates								1		1
Kingdom of Spain	32				49	28	4	13		126
Kingdom of Sweden	4					6	2	4		16
Swiss Confederation						3		1		4
Kingdom of Thailand	2					4		2		8
Republic of Turkey	2				19	7	3	2		33
Ukraine					4		2			6
Socialist Republic of Vietnam	2					2	3	1		8
Republic of Zambia	7					1	1	1		10
Total	276	0	0	0	198	437	171	293	0	1 375

Note: In the case of both departures and arrivals of students, only stays whose total duration was at least 2 weeks (14 days) are reported. For both departures and arrivals of academic and other staff, stays of at least 5 days are reported. In both cases, stays that started in 2022 and ended in 2023 are also counted. Graduate internships are understood as practical placements in a foreign enterprise or organisation for a duration of 2–12 months that is started after successful graduation and completed within one year of graduation. The graduate internships are implemented on the basis of a tripartite agreement between the student, the sending higher education institution and the receiving organisation, institution, enterprise.

Tab. 7.3 Mobilities of graduates (numbers and shares of completed studies) – USB total

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	4.8 %	58.0	15.4 %	4.0	9.9 %	55.0	54.3 %	38.0	8.3 %	155.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							47.1 %	33.0	47.1 %	33.0

Note: Graduation rates refer to the studies completed, not to individuals (one person could have completed more than one study). Included are studies successfully completed between 1 January and 31 December.

Tab. 7.3.1 Mobilities of graduates (numbers and shares of graduated studies) – USB Faculty of Economics

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	4.5 %	6.0			13.0 %	10.0	0.0 %	0.0	7.4 %	16.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							0.0 %	0.0	0.0 %	0.0

Tab. 7.3.2 Mobilities of graduates (numbers and proportions of graduates) – USB Faculty of Arts

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	30.8 %	33.0			17.0 %	9.0	33.3 %	2.0	26.5 %	44.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							33.3 %	2.0	33.3 %	2.0

Tab. 7.3.3 Mobilities of graduates (numbers and shares of graduated studies) – USB Faculty of Education

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	3.0 %	11.0	15.4 %	4.0	9.9 %	14.0	0.0 %	0.0	5.4 %	29.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							0.0 %	0.0	0.0 %	0.0

Tab. 7.3.4 Mobilities of graduates (numbers and proportions of studies completed) – USB Faculty of Science

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	0.8 %	1.0			7.8 %	6.0	82.1 %	23.0	13.3 %	30.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							78.6 %	22.0	78.6 %	22.0

Tab. 7.3.5 Mobilities of graduates (numbers and percentages of graduates) – USB Faculty of Fisheries and Protection of Waters

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	0.0 %	0.0			22.2 %	2.0	85.7 %	6.0	24.2 %	8.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							71.4 %	5.0	71.4 %	5.0

Tab. 7.3.6 Mobilities of graduates (numbers and proportions of graduates) – USB Faculty of Theology

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	0.8 %	1.0			0.0 %	0.0	83.3 %	5.0	3.3 %	6.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							50.0 %	3.0	50.0 %	3.0

Tab. 7.3.7 Mobilities of graduates (numbers and proportions of graduates) – USB Faculty of Health and Social Sciences

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	1.9 %	5.0			3.8 %	2.0	0.0 %	0.0	2.2 %	7.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							0.0 %	0.0	0.0 %	0.0

Tab. 7.3.8 Mobilities of graduates (numbers and shares of graduated studies) – USB Faculty of Agriculture and Technology

	Bachelor's studies		Master's studies		Consecutive master's studies		Doctoral studies		Total	
	Share	No.	Share	No.	Share	No.	Share	No.	Share	No.
Percentage and number of graduates who went abroad for at least 14 days during their studies	1.1 %	1.0			12.2 %	12.0	20.0 %	2.0	7.5 %	15.0
Percentage and number of doctoral graduates who spent at least 1 month (i.e. 30 days) abroad							10.0 %	1.0	10.0 %	1.0

Tab. 8.1 Conferences (co-)organised by USB (quantity)

USB component	With more than 60 participants		International conferences	
	Physical	Online	Physical	Online
USB Faculty of Economics	1	0	1	0
USB Faculty of Arts	1	0	2	0
USB Faculty of Education	6	0	1	0
USB Faculty of Science	4	0	4	0
USB Faculty of Fisheries and Protection of Waters	1	0	6	0
USB Faculty of Theology	1	0	1	0
USB Faculty of Health and Social Sciences	5	0	1	0
USB Faculty of Agriculture and Technology	1	0	0	0
Other facilities of USB	4	0	6	0
Total	24	0	22	0

Note: If a conference has more than 60 participants and is also international, it is reported in both columns. If the conference met only one of the criteria, it is reported in the appropriate column, if none of the criteria, it is not included in the table. An international conference is one at which at least one international speaker is present and all papers are localised in at least one of the following languages – English, French, German, or in the language of the conference's own discipline, e.g. for philology.

Tab. 8.2 Experts from the application sphere involved in instruction and practical training in accredited degree programmes (number)

Faculty of USB	Persons with an employment relationship with the USB or any constituent part			Persons not in an employment relationship with the USB or any constituent part		
	Number of persons involved in instruction	Number of persons involved in the supervision of a graduation thesis	Number of people involved in practical training	Number of persons involved in instruction	Number of persons in the supervision of a graduation thesis	Number of people involved in practical training
USB Faculty of Economics	13	5	0	0	0	37
of which women	5	1	0	0	0	16
USB Faculty of Arts	36	8	2	0	1	0
of which women	14	1	0	0	0	0
USB Faculty of Education	142	51	537	0	6	299
of which women	75	25	447	0	1	189
USB Faculty of Science	30	3	0	6	2	0
of which women	7	0	0	0	0	0
USB Faculty of Fisheries and Protection of Waters	10	1	0	2	0	0
of which women	1	0	0	2	0	0
USB Faculty of Theology	4	3	6	1	0	423
of which women	2	2	5	0	0	359
USB Faculty of Health and Social Sciences	69	44	39	57	14	28
of which women	29	20	23	26	10	17
USB Faculty of Agriculture and Technology	13	11	4	43	25	133
of which women	3	2	1	16	6	25
Total	317	126	588	109	48	920
of which women	136	51	476	44	17	606

Note: The table includes experts from the application sphere involved in at least one third of the time schedule in instruction at least one course or are supervisors of a student's thesis. If the individual is a USB/faculty core employee, he/she has at least the same amount of time outside of USB/faculty.

Tab. 8.3 Degree programmes/fields of study that include the compulsory completion of professional practical training for at least 1 month (quantity)

USB faculty	Number of degree programmes/fields of study	Number of active studies					
		Bachelor's studies		Master's studies		Continuing Master's	
		Academic profile	Vocational profile	Academic profile	Vocational profile	Academic profile	Vocational profile
USB Faculty of Economics	12	640	222	0	0	13	0
USB Faculty of Arts	4	9	48	0	0	44	0
USB Faculty of Education	82	1 017	313	0	303	326	45
USB Faculty of Science	2	0	76	0	115	0	0
USB Faculty of Fisheries and Protection of Waters	10	75	0	0	0	27	0
USB Faculty of Theology	15	0	355	0	0	134	0
USB Faculty of Health and Social Sciences	13	0	1 347	0	0	181	0
USB Faculty of Agriculture and Technology	15	4	2	0	0	7	0
Total	153	1 745	2 363	0	418	732	45

Note: A compulsory practical training is one that is part of the accreditation of a given degree programme/field of study and may be part of a course or a separate course. This is professional vocational practical training. The duration of the individual compulsory practical training could be shorter but must last at least 1 month in total.

Tab. 8.4 Transfer of knowledge and research results into practice

	In the Czech Republic	Abroad	Total number	Total revenue
Number of new spin-off/start-ups*			1	
Patent applications filed	2	2	4	
Granted patents**	7	0	7	
Registered utility models	9	0	9	
Licence agreements valid as of 31.12.	30	1	31	
Newly concluded licence agreements	11	0	11	CZK 990
Contract research***, consulting and advisory services***			72	CZK 7 342 307
Paid training courses for employees of application entities***			9	CZK 41 500

Note: A **licence agreement** is defined as the grant of the right, to an agreed extent and in an agreed territory, to acquire or license any of the intellectual and industrial property rights. Licence agreements are concluded for patented inventions or registered utility models, industrial designs, topography of semiconductor products, new plant varieties and animal breeds or trademarks by means of a written agreement. The provider authorises the acquirer to exercise the intellectual and industrial property rights to the agreed extent and in the agreed territory and the acquirer undertakes to provide certain remuneration (royalties) or other property value. In doing so, the acquirer is not at risk of being accused of infringing the intellectual property or copyright of the licensor. **Contractual research** is custom research that is based on collaboration (interaction) specifically meeting the research needs of the application entities and is carried out by the higher education institution for the application entity according to its requirements and needs. It receives funding for this research from the HEI. Typically, this includes large-scale projects, original research and written reports. Usually, the research is commissioned by one particular external organisation (for its needs). It is not decisive whether the funding spent by the application entity on such contract research comes from public or private sources. Contract research cannot be considered to be a case where a university is the recipient of earmarked support for applied research. **Paid training courses** to improve the qualifications of employees of the application entities (e.g. corporate training courses). An application sector entity is defined here as a legal entity whose main activity is not research and development. It can be a business entity, a public administration body, a non-profit organisation, etc. – always on condition that the main activity is not research. Income is included from those training courses which are 'bespoke', i.e. agreed with the organisation for its employees. This does not involve quantifying the costs of participants in training courses who are employed by a company that meets the above definition. On the contrary, these are courses that were created in agreement with the selected company because it wanted to train its employees. **Consulting and advisory services** are based on the provision of expert advice, opinion or action, which depends on a high level of intellectual input from the higher education institution to the client. The higher education institution provides consulting and advisory services to application entities for a fee and in accordance with market conditions. The main desired outcome of the consultancy is not the creation of new knowledge, but the understanding or comprehension of a certain condition.

Tab. 8.4.1 Transfer of knowledge and research results into practice – summary information

	Total number	Total revenue
New licensing agreements, contractual research, consulting and advisory services, and paid training courses for employees of entities of the application sphere	92	CZK 7 384 797
	Average revenue per 1 order	
	CZK 80 270	

Tab. 12.1 Accommodation and catering

Accommodation and catering	Number of
Total bed capacity of the HEI dormitories	2 214
Number of beds in rented facilities	0
Number of applications/reservations for accommodation submitted as of 31/12/2023	2 600
Number of positively processed applications/reservations for accommodation as of 31/12/2023	1 967
Number of days of stays in 2023	487 708
Total number of terminated contracts (pandemic)*	0
Total number of adjusted contracts (pandemic)**	0
Total number of contracts with an exception (pandemic)***	1 967
Number of main meals issued to students in 2023	123 640
Number of main meals issued to HEI employees in 2023	48 952
Number of main meals served to other diners in 2023	85 058

Note: * Number of contracts that were terminated during the year due to government anti-pandemic accommodation measures.

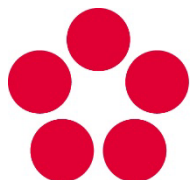
Note: ** Number of contracts that were modified during the year as a result of the government's anti-pandemic accommodation measures. This does not have to be a formal contract modification, but a change in performance – typically a reduction in the price of accommodation where accommodation is retained by the student although not physically used.

Note: *** Number of contracts that remained in force for the exemption from the accommodation ban resulting from the government's anti-pandemic accommodation measures. These include students with work orders, volunteers, students who have declared the HEI dormitory as their permanent residence, etc.

Tab. 12.2 HEI libraries

HEI libraries	Number
Increase in the library collection for the year	3 539
of which new physical units	3 513
of which new permanently purchased e-books	26
Total library collection	373 471
of which physical units	372 925
of which permanently purchased e-books	546
Number of periodicals subscribed:	
- physically	407
- electronically (estimated)	14
- in both forms	0

Note: The number of periodicals subscribed to electronically (estimated) – only periodicals subscribed to by the library itself (or obtained by donation, exchange) in paper or electronic versions are listed; other periodicals to which library users have access within the framework of consortia for full-text resources are not included. Only titles where both forms are paid for separately are included in the number of titles in both forms (i.e. if the print form is subscribed to and the electronic form is free as a bonus, only the print form is listed, etc.). The table provides summary data for the USB Academic Library and the USB School of Theology's Joseph Peter Ondock Library.



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

Annual Activity Report 2023

Abbreviations and acronyms

LIST OF ABBREVIATIONS AND ACRONYMS

Abbr. & Acr.	Meaning
AAAS	American Association for the Advancement of Science
AAR	Annual Activity Report
ABC	Academic Bicycle Challenge
AC	Agricultural cooperative
ACCA	Association of Chartered Certified Accountants
ACJ	Agreement on completing a job
ACR	Czech Armed Forces
AGASI	Agriculture As an Actor of Social Inclusion
AIESEC	The world's largest student-run organisation contributing to society by developing young people and opportunities in an international environment
AIS	Article Influence Score
AL USB	Academic Library of the University of South Bohemia
AMOK	Training of the police and emergency services in cooperation with schools
APW	Agreement on performing work
AQUAEXCEL	AQUAculture infrastructures for EXCELlence in European fish research towards 2020
AQUA-T-NET	European Thematic Network on Aquaculture, Fisheries and Water Resources Management
AR AY	Academic year
ARWU	Academic Ranking of World Universities
a. s.	Joint stock company
ASP	Agricultural supply and purchasing
ASPE	Academic Staff Performance Evaluation
ASPI	Legal Information System
AS USB	Academic Senate of the University of South Bohemia
AZV	Czech Health Research Council
BAT	Best Available Techniques
Bc.	Bachelor's degree programme
BC CAS	Biology Centre of the Czech Academy of Sciences
BC USB	British Centre of the University of South Bohemia
BDP	Bachelor's degree programme
BIP	Blended Intensive Programmes Erasmus+
Bldg. No	Building number
bldg. p.	Building plot
BT USB	Board of Trustees of the University of South Bohemia
CAE	International Language Proficiency Exam C1 Advanced
CAS	Czech Academy of Sciences
CB	České Budějovice
CDP	Centralised development project
CD PCR	Chamber of Deputies of the Parliament of the Czech Republic
CEEPUS	Central European Exchange Programme for University Studies
CEI	Czech Environmental Inspectorate

Abbr. & Acr.	Meaning
CENAKVA	South Bohemian Research Centre of Aquaculture and Biodiversity of Hydrocenoses
CEPH	Data repository
CERGE-EI	Center for Economic Research and Graduate Education – Economics Institute
CEZ	CEZ Group
CG Kvitek	USB Preschool facility – Children’s group Kvitek
chap.	chapter
CIT USB	Centre of Information Technology of the University of South Bohemia
CMDP	Consecutive master’s degree programme
CMP	a stroke
CPE	International Language Proficiency Exam C1
CR	Czech republic
CRC	Czech Rectors’ Conference
CRI	Crop Research Institute
CSAD	Czech State Automobile Transport
CSEPB	Czech Society of Experimental Plant Biology
CSU	Czech Statistical Office
CU	Charles University
CUSA	Czech University Sports Association
CWTS	Centre for Science and Technology Studies
CWUR	Center for World University Rankings
CZELO	Czech Liaison Office for Education and Research
DA	Sub-activity
DAAD	Deutscher Akademischer Austauschdienst
DAE FED USB	Department of Art Education of the Faculty of Education of the University of South Bohemia
DANUBIUS	International Centre for Advanced Studies on River-Sea Systems
DDP	Doctoral degree programme
DMT	Different mother tongue
DOI	Digital Object Identifier
DPPP	Department of Primary and Pre-Primary Pedagogy
D&R USB	Dormitories and Refectories of the University of South Bohemia
DVD	Digital Versatile Disc
EAS	European Aquaculture Society
EASSW	European Association of Schools of Social Work
ECC	Electronic commercial centre
ECHE	Erasmus Charter for Higher Education
ECTS	European Credit Transfer and Accumulation System
EC USB	Ethics Committee of the University of South Bohemia
eds.	Editors
EFLM	European Association of Clinical Chemistry and Laboratory Medicine
EFQM	European Foundation for Quality Management
EGJE	Elanor Global Java Edition Payroll System
EHEF	European Higher Education Fair
EIZ	Electronic information resources

Abbr. & Acr.	Meaning
ELIA Exchange	Platform for student internships of the World Association of Translation Agencies
EM	Economy and management
EMMIR	European Master in Migration and Intercultural Relations
EMS	Emergency Medical Service
ENOAT	European Network of Organic Agriculture Teachers
EOSC	European initiative aimed at developing infrastructures supporting open science practices in research data management in the area of research data administration
EPO PATLIB	European Patent Office Patent Library
ERDF	European Regional Development Fund
ERDV	European Region Dunaj-Vltava
ERIC	European Research Infrastructure Consortium
ERRS	European Radiation Research Society
ESF	European Social Fund
ESFRI	European Strategy Forum on Research Infrastructures
ESHRE	European Society of Human Reproduction and Embryology
ESN	Erasmus Student Network
ETC	European territorial cooperation
ETNA	European Transcultural Nursing Association
EU	European Union
EUR	Euro currency code
EWP	Erasmus Without Paper
EZB	Electronic library of journals
e. V.	Eingetragener Verein (registered association)
FAO OSN	Food and Agriculture Organization
FAR USB	Faculty of Arts of the University of South Bohemia
FAT USB	Faculty of Agriculture and Technology of the University of South Bohemia
FCE	International Language Proficiency Exam B2 First
FEC USB	Faculty of Economics of the University of South Bohemia
FED USB	Faculty of Education of the University of South Bohemia
FEP	Framework educational programme
FETS	Further education of teaching staff
FFPW USB	Faculty of Fisheries and Protection of Waters of the University of South Bohemia
FHSS USB	Faculty of Health and Social Sciences of the University of South Bohemia
FP	Fire protection
FPP EDU	Student on-line fair
FSC USB	Faculty of Science of the University of South Bohemia
FSV UK	Faculty of Social Sciences, Charles University
FTH USB	Faculty of Theology of the University of South Bohemia
FUN	Finance and accounting
GAA	General academic aptitudes
GA CR	Czech Science Foundation
GA USB	Grant Agency of the University of South Bohemia
GC USB	Goethe Centre of the University of South Bohemia
GDPR	General Data Protection Regulation

Abbr. & Acr.	Meaning
GHG	Greenhouse gas emission
GSAAP	The Global Sustainable Aquacultura Advancement Partnership
H2020	Horizon 2020/EU Research and Innovation Framework Programme 2014–2020
HEI	Higher education institution
HKTDC	Hong Kong Trade Development Council
HR	Human Resources
HR Award	HR Excellence in Research Award
HRS4R	The Human Resources Strategy for Researchers
HV	High voltage
HVS	Higher Vocational School
HW	Hardware
IABF	International Board FEC
IAHC	International Association for Human Caring
IAP	Investment Activity Plan
IB	International board
IBFC	International Board of the USB Faculty of Fisheries and Protection of Waters and CENAKVA Centre
ICARUS	International Centre for Archival Research
ICT	Information and communication technologies
IDEA	Institute for Democracy and Economic Analysis
ID No	Identification number
IDM	Unified Identity Management
IEB USB	Internal Evaluation Board of the University of South Bohemia
IELTS	International English Language Testing System (an internationally recognised language testing system that assesses the ability to study or learn in English)
IEP	International evaluation panel
IFAC	International Federation of Accountants
iFIS	Financial Information System
INTERREG	Interregional cooperation programme
IPI	Inovation Partner for Impact
IRO USB	USB International Relations Office
IS	Information system
ISBN	International Standard Book Number (a numerical code for the unambiguous identification of book editions)
ISIC	International Student Identity Card
ISPR	Parent's individual study plan
IS STAG	Information system of the student remit
ISUS	Innovations in Teacher Training for Secondary Schools
IT	Information technology
ITI	Integrated Territorial Investments of the České Budějovice Agglomeration
JAIP	South Bohemian Agency for Innovation Support
JCTT	South Bohemian University and Academic Technology Transfer Centre
JSTOR	Journal Storage
JVTP	South Bohemia Science and Technology Park
K	Bursar's ordinance

Abbr. & Acr.	Meaning
K	Part-time studies
K4	Dormitory 4
KA	Key activity
KAAD	Katholischer Akademischer Ausländer-Dienst
KACPU	Regional Assistance Centre for Refugees from Ukraine
KG	Kindergarten
KHV	Commission for the evaluation of research organisations and completed programmes
KS NS MAS	Regional Association of the National Network of Local Action Groups
LAG	Local action group
LC	Labour Code
LCDRO	Long-term conceptual development of the research organisation
LIFE	L'Instrument Financier pour l'Environnement
LIFE for MIRES	Cross-border peatland revitalisation to support biodiversity and water regime in the Bohemian Forest and the Bavarian Forest
LLL	Lifelong learning
LMS	Learning Management System
LP	Leisure pedagogy
LPIS	Land Parcel Identification System – public land register
MA CR	Ministry of Agriculture of the Czech Republic
MAID	Master's studies in Artificial Intelligence and Data Science
MDP	Master's degree programme
MELODI	Multidisciplinary European Low Dose Initiative
MENDELU	Mendel University in Brno
MEVPIS	International Environmental Education, Advisory and Information Centre for Water Protection Vodňany
MEYS CR	Ministry of Education, Youth and Sports
MH CR	Ministry of Health of the Czech Republic
MICHE	Monitoring Internationalization of Czech Higher Education
MI CR	Ministry of the Interior of the Czech Republic
MIT CR	Ministry of Industry and Trade of the Czech Republic
MLSA CR	Ministry of Labour and Social Affairs of the Czech Republic
MMU	Multimedia University, Kuala Lumpur
MoFA	Ministry of Foreign Affairs of the Czech Republic
Moodle	Software package for creating learning systems and e-courses on the Internet
MRD CR	Ministry of Regional Development of the Czech Republic
MS	Microsoft
MSCA-IF	Marie Skłodowska-Curie Individual Fellowships
MU	Masaryk University
NAB	National Accreditation Bureau for Higher Education
NAKI	Programme to support applied research and experimental development of national and cultural identity
NAZV	National Agricultural Research Agency
NCHU	National Chung Hsing University v Taichungu
NMgr.	Consecutive master's studies

Abbr. & Acr.	Meaning
No	Number
NP	National park
n. p.	State-owned enterprise
NRP	National Recovery Plan
NSPE	Non-academic Staff Performance Evaluation
NTC Learning	A system for teaching children's brains using exercises to increase brain activity
NTU	National Taiwan University
o.a.	Other area
OBD	A system aimed at recording research activities
ODV	Intellectual property protection
OP	Operational programme
OP EIC	Operational Programme Enterprise and Innovation for Competitiveness
OP JAK	Operational Programme Jan Amos Komenský
OP RDE	Operational Programme Research, Development and Education
OP RDI	Operational Programme Research, Development for Innovation
ORF	Operational Resources Fund
OSH	Occupational safety and health
OSVČ	Self-employed person
P	Full-time studies
PARC	Partnership for the Assessment of Risks from Chemicals
pc.	Piece
PCND	Preparation of citizens for national defence
PCR	Police of the Czech Republic
PCR	Test to detect the presence of SARS-CoV-2 virus
PEOS	Performance Evaluation of Other Staff
PET	Preliminary English Test, B1
PHEI	Public higher education institution
PH USB	Publishing House of the University of South Bohemia
p. No.	Plot number
PoC	Proof of concept – support for activities aimed at the development of technology transfer
PPC	Pay per Click
PPCC	Pedagogical-psychological counselling centre
PROGFIN	Programme funding
PSch	Primary school
QS	Quacquarelli Symonds (a company that compiles one of the rankings used to evaluate universities)
R	Rector's ordinance/decision
R&D	Research and Development
RDM	Regional Development Management
REC USB	Rectorate of the University of South Bohemia
RER	Renewable energy resources
RIFCH	Research Institute of fish Culture and Hydrobiology
RIV	Index of information on results
ROD	Research organisation development

Abbr. & Acr.	Meaning
RPA	Robotic process automation
RPP	Recognisable parenting period
RSD CR	Directorate of Roads and Motorways of the Czech Republic
RUR	Round University Ranking
SAS	Slovak Academy of Sciences
SBSDS	South Bohemian School of Doctoral Studies
SCHF	Simulation Centre for Health-oriented Fields of the Faculty of Health and Social Sciences of the University of South Bohemia v Českých Budějovicích
SDG	Single Digital Gateway
SEC	Special Education Centre
SEI	Student evaluation of instruction
SEN	Special educational needs
SER	Study and Examination Regulations
SF	Structural Fund
SFE	State final examination
SIR	SCIImago Institutions Rankings
SIS	Information systems centre
SMT	Student Mobility for Traineeship
SNSB	Bavarian State Collections of Natural History
SOČ	Secondary school professional activity
SoFarEDU	Social Farming in Higher Education
SoWa	Soil and Water (name of a research infrastructure)
SPF USB	Strategic Priorities Fund of the University of South Bohemia
SPSM	Support programme for the strategic management of higher education institutions
SP USB 2021+	Strategic Plan of the University of South Bohemia in České Budějovice for the period 2021–2030
s. r. o./spol. s r.o.	Limited Liability Company
SS	Summer semester
SSch	Secondary school
SSchA	Secondary School of Agriculture
SSN	Students with special needs
STA	Staff Mobility for Instruction
STEM	Science, Technology, Engineering and Mathematics
STM	Structural Topic Model
STT	Staff Mobility for Training
SU	Student Union
SUJU	Student Union of the University of South Bohemia
SVOČ	Student scientific and professional activities
SVS	Secondary vocational school
SW	Software
tab.	Table
TA CR	Technology Agency of the Czech Republic
TEFE	Teachers of English for Future Europe
THE	The Times Higher Education World University Rankings

Abbr. & Acr.	Meaning
TOEFL	Test of English as a Foreign Language
TTO USB	Technology Transfer Office of the University of South Bohemia
U3A	University of the Third Age
UAV	Unmanned Aerial Vehicle
UKZUZ	Central Institute for Supervising and Testing in Agriculture
UNWTO	World Tourism Organization in Madrid
UPCC	University Psychological Counselling Centre
UPOL	Palacký University in Olomouc
URAP	University Ranking by Academic Performance
USA	United States of America
USB	University of South Bohemia
UWB	University of West Bohemia in Pilsen
VERSO	Application environment
VR	Virtual reality
VSCHT	University of Chemistry and Technology, Prague
VSTE	Institute of Technology and Business in České Budějovice
v. v. i.	Public research institution
WoS	Web of Science
WS	Winter semester
W.S.C.S.	World Sturgeon Conservation Society
z. s.	Registered association



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Submitted by Prof. Ing. Pavel Kozák, Ph.D., Rector

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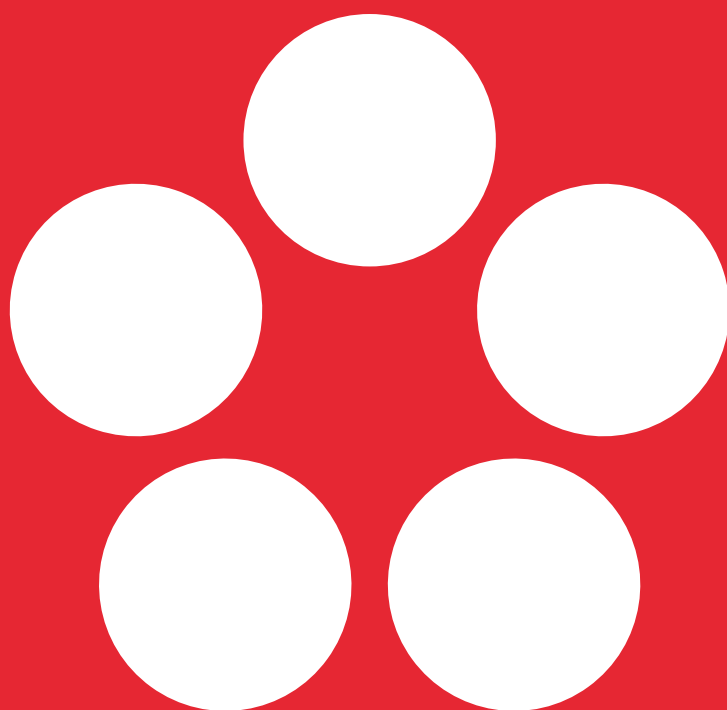
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