



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

Research Strategy of the University of South Bohemia in České Budějovice

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MESSAGE FROM THE USB VICE-RECTOR FOR RESEARCH

The University of South Bohemia in České Budějovice (hereinafter as 'USB') profiles itself as a research institution with a focus on natural sciences, humanities, social sciences and also technical sciences in the future. During its relatively short existence, it has already become an important centre of science and research not only in the South Bohemia Region but also nationally and in many fields internationally. USB actively cooperates with hundreds of universities and other research organisations worldwide, among other things owing to its two unique research infrastructures, the South Bohemian Research Centre for Aquaculture and Biodiversity of Hydrocenoses CENAKVA in Vodňany and the Josef Svoboda Czech Arctic Research Station in Svalbard. The main mission of USB as a research organisation, formulated in the USB Strategic Plan for 2021–2030, is to *'independently conduct basic and applied research or experimental development and publicly disseminate the results of these activities through teaching, publications or knowledge transfer'*. The aim of the USB Research Strategy is to give a framework and content to this mission, to formulate and realize the values and directions that we intend to continue and newly promote, support and appreciate in the research process, from the institutional level to the level of individual scientists and researchers.

As an ambitious research organisation, we are proud of our strengths, but with humility and a determination to reflect criticism and change things, we are also aware of our weaknesses. Both of these positions have been shown to us by the international evaluation of USB conducted by the Research, Development and Innovation Council of the Office of the Government of the Czech Republic (R&D&I Council) in 2020, and by the USB International Board meeting in 2022. Although we were the only university founded after 1989 to receive the highest possible rating from the R&D&I Council in 2020, both international evaluations consistently identified our unfulfilled potential in several key characteristics of science and research: in their societal relevance and internationalisation, and in the promotion of excellence and interdisciplinarity, especially at the level of inter-faculty collaboration. It is on grasping these four areas, and consequently strengthening and developing our position in each of them, that this USB Research Strategy focuses.

The key management tool of USB is the USB Strategic Plan for 2021–2030. Two of its chapters, Science and Research and Internationalisation, are directly related to this USB Research Strategy and are its primary source. The USB Strategic Plan, based, among other things, on the USB's international assessment from 2020, sets out a number of concrete steps to further strengthen the USB's position in each of the four areas mentioned above. The aim of the USB Research Strategy is to define a more general framework for science and research at USB, including the creation and cultivation of an environment for the successful implementation of the USB Strategic Plan. Within this more general framework, we are also trying to integrate a number of our other important regulations related to science and research, such as the USB Code of Ethics, the USB Gender Equality Plan, regulations related to open science or the recognition of our researchers in order for the USB Research Strategy to define a USB science and research ecosystem in which it is a pleasure to conduct science and research and where the achieved results contribute to the development of society and meet generally accepted scientific standards such as accuracy, credibility, reproducibility and accessibility.

Excellence, interdisciplinarity, societal relevance and internationalisation are very desirable words in science and research today, but they seem to be used too often because they are simply trendy. USB's research strategy attempts to define what these words mean to us and, through this definition, to give them substance. The first step to specifying their meaning may be to realize that they are strongly connected. Excellent research requires leaders who see the freedom of inquiry and the curiosity and passion for such inquiry as the very foundation of scientific work. At the same time, however, it requires an awareness that there is and always has been, a societal demand that needs to be met through science and research. However, the societal challenges of today are often so complex by their nature that they require interdisciplinary approaches, i.e. the synergistic view of many disciplines. The global nature of many of these challenges then naturally entails the need for international collaboration, which in turn enhances the quality and impact, and therefore the excellence, of the science and research conducted at the home institution. The areas addressed in the USB Research Strategy cannot therefore be grasped and addressed in isolation, but rather in their interconnectedness.

Science and research should serve as catalysts for the development of society. However, the public often does not know what scientists are actually doing, why they are doing it, what can be gained through it, and whether it is even worthwhile for them to support science and research through their taxes. The relationship between scientists and politicians is similarly complicated. One of the catchy slogans of the



day is evidence-based public policymaking, where one of the main tasks of various scientific advisory bodies is to review and evaluate scientific evidence to help inform decision-making. In the post-Covid era, however, it is not only in this country where trust in scientific knowledge has severely eroded. Scientific opinion has often been used as a legitimising tool rather than scientific knowledge shaping public policy, and often quite selectively at that. There is therefore more than a need to restore public trust in and investment in science and to cultivate this relationship. Indeed, trust in science and scientists is an essential aspect of a stable society that needs to be nurtured. Universities and research organisations in general have, by their very nature, an important role to play in interpreting events of societal significance, in commenting on the current situation and moods that are influenced by events at regional and global level. In this context, USB is also aware of this role and places a major emphasis on expertise, openness, respect and independence.

However, trust in science and scientists needs to be earned not only from society but also from scientists and research institutions themselves. Creating the conditions for quality research, fostering curiosity and research passion, as well as promoting the applicability of scientific results and their dissemination at various levels is a natural foundation for institutions. However, to this must be added an individual basis, embodied, among other things, by scientific integrity, collegiality, respect among scientists within disciplines as well as across disciplines or entire sciences, independence in cooperation with the political and business spheres, and a general perception of the importance and usefulness of scientific research. At USB, we have long sought to promote and cultivate just such a scientific culture.

In addition to being a synthesis of the strategies and ideas that we have been working on in the field of research at USB for a long time, I was strongly inspired in its structure and content by the *UCL Research Strategy*, the research strategy of one of the world's most prestigious universities, University College London (UCL) in London, UK. UCL's strategies, procedures and positions are very precise and detailed in many areas and aspects, and it is a pleasure to go through them. I hope to be able to transfer some of their efforts in this regard to USB as well.

The vision of the university management is 'science as a shared value of USB', forming and cultivating a certain 'corporate identity' of science and research at USB supported both centrally and through strong cooperation with faculties and between faculties. In this respect, the USB Research Strategy should act as a basic framework setting out the fundamental principles of the functioning, direction and development of science and research at USB. This strategy should then be the basis for subsequent motivational tools, administrative support, principles of evaluation of science and research at USB, principles and tools for monitoring the impact of our scientific research activities, etc. In the end, we are all in this together at the University of South Bohemia in České Budějovice.

Luděk Berec



What understand by research strategy

This research strategy provides a vision of the nature of science and research at USB. We build on our past, we are fully aware of our present, and we shape our future. This strategy articulates the direction, goals and values that we intend to achieve in the research process and that we intend to continue to promote, support and value from the institutional level down to the level of individual scientific and research staff. Specifically, it provides a framework through which we intend to further develop our excellence and, through research of an interdisciplinary and international nature, to use this excellence both to address global societal challenges and regional problems and to deepen knowledge of our shared world. Broadly speaking, this strategy aims to reflect the qualities, values and attitudes of each of our scientists and researchers.

What is not the aim of this strategy

This strategy does not provide a detailed pathway or tools for implementing any of the activities mentioned. These are or will be developed in subsequent documents. At the same time, it does not attempt to define priority research directions but respects the freedom, creativity and dynamism with which our scientific teams and their leaders determine the nature and direction of their activities. This strategy also does not look for ways to limit certain research activities but instead promotes both diversity of research topics and diversity of scientific research activities with the common goal of engaging with the world and benefiting the world. It looks inside and outside the institution and is a framework, a philosophy, not a methodology. It should support individual researchers, research groups, departments/institutes as well as faculty in their responsibility to themselves and to society in their daily efforts for the good of humankind.

What this strategy means for each individual researcher

From the perspective of each individual researcher, this strategy attempts to define a stimulating and pro-growth environment where their leadership skills are encouraged and further developed, where their knowledge is respected and appropriately valued, where their desire to cross boundaries, including between disciplines, is encouraged, and where the impact of their work on society is supported and appropriately valued. As well as researchers, we want to care for the technical and administrative staff providing professional services related to science, and we see the work of both groups as indispensable in the collective efforts of USB to achieve the highest possible impact for the common good.



LINK TO THE USB STRATEGIC PLAN FOR 2021–2030

The USB Strategic Plan for 2021–2030 is a fundamental instrument of the University's management. This plan is based on the binding principles of the Ministry's Strategic Plan for Higher Education for the period from 2021 and the Strategy for the Internationalisation of Higher Education for the period from 2021, which formulates objectives and measures to strengthen the international dimension of the activities of universities. As stated in the ministerial plan itself, *'The long-term objective of these binding principles is to create conditions for all universities to provide quality education to all their students, including participants of lifelong learning courses available to the general public, to carry out research, development, artistic and other creative and professional activities, the outputs of which will support the social, economic and cultural development of the country and, last but not least, for universities to be active actors in society, open to cooperation, discussion, and sharing knowledge.'*

In order to meet these objectives, the USB Strategic Plan is divided into five priority areas – Education, Research, Internationalisation, Openness, and Governance. Beyond these areas, the plan has one cross-cutting area – Social Responsibility. It is included in all five priority areas because we consider social responsibility to be a fundamental attribute of all activities carried out at the USB. Within the USB Strategic Plan, the priority areas are elaborated into sub-objectives and specific tools for their achievement. In the area of Research, these sub-objectives create a specific framework for research activities across the whole of USB and are formulated as:

- excellence and international nature of research;
- the societal relevance of research, including open science tools;
- support for and development of research infrastructures;
- systemic support for young scientists;
- involvement of research institutes in educational activities.

In order to fulfil this framework, both USB as a whole and individual faculties provide a number of support and motivational tools, including support for postdoctoral positions, research infrastructures, publishing in open access journals, innovative forms of teaching that respect the current state of learning, and grant support for students in doctoral degree programmes.

While the USB Strategic Plan, based among other things on the international evaluation of the USB in 2020, sets out a number of concrete steps to further strengthen the USB's position in each of the above areas, the overall aim of the USB Research Strategy is to define a more general framework for science and research at USB, including the creation and cultivation of an environment for the successful implementation of the USB Strategic Plan. We would like the USB Research Strategy to define and describe a USB science and research ecosystem in which it is a pleasure to pursue science and research and where the achieved results contribute to the development of society and meet generally accepted scientific standards.



WHAT THIS STRATEGY SEEKS TO ACHIEVE

This research strategy provides a vision of the nature of science and research at USB. We build on our past, are fully aware of our present, and shape our future. This strategy articulates the direction, goals and values that we want to achieve in the research process and that we intend to continue to promote, support and value from the institutional level down to the level of individual scientific and research staff. Specifically, it provides a framework through which we intend to further develop our excellence and, through research of an interdisciplinary and international nature, to use this excellence both to address global societal challenges and regional problems and to deepen knowledge of our shared world. Broadly speaking, this strategy aims to reflect the qualities, values, and attitudes of each of our scientists and researchers.

As a university putting a significant part of our efforts into science and research, we feel committed to the creation and dissemination of original knowledge, not only to uphold our reputation but especially to address the important challenges the world faces today and those that will come in the future. Our ability to contribute to these solutions depends on our continued and further developed ability to meet the four fundamental objectives set out in this strategy: building and promoting scientific excellence, crossing disciplinary boundaries, making science and research socially relevant and building an international dimension. USB is ready to fulfil these objectives, drawing on our past, the breadth of our scientific scope, our values and our commitment to contribute to the public good regionally and globally.

Universities have been and remain unique institutions in their ability to nurture and develop scholarship, to push the boundaries of knowledge and to shape, among other things, the understanding of humanity. However, they cannot carry out this mission in isolation but only in open collaboration with society, and involving public institutions, the private sector and the general public. It is universities that should connect all these parts of society through knowledge transfer, thus jointly facing the challenges of the day and contributing to a better life for everyone. All of this places a responsibility on universities to look inward as well, in particular by creating an environment and a scientific culture that enables us to nurture and develop our curiosity, collegiality, and collaboration. We are not trying to create a culture that celebrates a handful of stellar academics, but a culture built on each individual scientist or researcher being respected, supported and valued as part of the collective whole.

Our goal is to stimulate thinking that crosses disciplinary boundaries and contributes to solving the problems of the present and future world. Each of us should direct our efforts, supported by our values and the intellectual curiosity that drives our research, towards positive social change. The role of the university is, among other things, to understand society so that we can shape it, especially to strengthen its equity and resilience. USB's research strategy articulates ways to enable our scholars to become leaders who influence societal development while maintaining their own unique direction. We also see this as essential to maintaining the diversity of science and research at USB.

Our vision and aspirations

In 2030, USB is a credible, globally respected, and competitive university with a past and present record of quality science in many disciplines and topics; a democratic university of equal opportunities where every voice is heard and any forms of harassment, coercion, violence or hate speech are rejected; a university sought as a partner and leader in quality projects and collaborations; a university with a significant share of scientific activities of an interdisciplinary nature and credible research beneficial to society.

Our objectives

The objectives of the USB Research Strategy specify our vision and aspirations with regard to scientific excellence, interdisciplinarity, social relevance, and the international dimension of our research.

Objective 1: Building and promoting scientific excellence



Our ability to compete with others, engage in international research, or influence public opinion and contribute to public policy through scientific knowledge is dependent on the excellence of our research. Excellence in research is not possible without scientific leaders, nor is it possible without the knowledge that good science is the result of a collective effort. We aim to nurture and further develop those who demonstrate or have the potential to demonstrate the hallmarks of leadership: developing and advancing the field, opening new lines of inquiry, supporting and mentoring colleagues, engaging with the broader research community and the non-academic world, actively seeking interdisciplinary approaches, and as an absolute foundation, a commitment to upholding and promoting the highest standards of scientific integrity.

Sub-objectives:

- 1.1 Respect for the breadth and diversity of research
- 1.2 Supporting, developing and rewarding those engaged in research
- 1.3 Cultivating different levels and aspects of scientific excellence

Objective 2: Crossing (not only) disciplinary boundaries

The most interesting research questions or the most important societal challenges are rarely the concern of one discipline, one institution or one sector. Each of us naturally builds excellence in our own field, but to address many questions as well as to advance our field or inspire our research, we must learn to cross our conventional and often artificial boundaries (between fields, between communities, between activities). Awareness of this fact, respect for knowledge and disciplinary diversity, and a readiness and openness to forge partnerships are the basis for this. At the USB level, the level of inter-faculty collaboration is the measure of interdisciplinarity. Crossing boundaries, however, also means breaking down prejudices and overcoming various stereotypes.

Sub-objectives:

- 2.1 Promoting and building interdisciplinarity
- 2.2 Developing and promoting partnerships
- 2.3 Encouraging our research to go beyond the traditional boundaries

Objective 3: Social relevance of science and research

We consider the desire for knowledge for knowledge's sake to be the foundation for the success of all our research. Equally, however, we seek to maximise its societal impact, including furthering the development of academic disciplines and knowledge in general, engaging in public discourse, growing regional and global prosperity, presenting and communicating scientific evidence as a basis for public policy-making, informing professional practice, or improving the health and well-being of people in general. We support any research activity that brings public value. We will look for applicability in basic research, but we will equally look for contributions to knowledge in applied research.

Sub-objectives:

- 3.1 Promoting a broad definition of research impact
- 3.2 Striving for open and engaged research
- 3.3 Stimulating societal impact through interdisciplinarity and collaboration

Objective 4: Building an international dimension

There is no cutting-edge science without international cooperation – the transfer of knowledge and skills in the form of innovative methodologies, novel topics or the opportunity to engage in global challenges are indispensable in the scientific world. Such cooperation is usually understood in terms of our researchers gaining experience abroad, but the ability to bring quality foreign scientists to our facilities is equally important and absolutely necessary for building the international environment of USB. A necessary condition for this is scientific excellence, manifested among other things by participation and success in international grant competitions and the ability to attract quality foreign partners to such projects.

Sub-objectives:

- 4.1 Building international connections



4.2 Support for the preparation of international grant projects

4.3 Support for international mobilities

Our principles and attitudes

Our four objectives describe what we are striving for. In addition, each of these objectives is underpinned by the principles and attitudes with which we approach and pursue them: responsible research, university support and influence, and a global perspective.

Responsible research

The role of universities in knowledge creation and dissemination is unique. Today's times are conducive to unethical behaviour in many areas of human activity, and unfortunately, this is no different in science and research. We will continue to strive to uphold ethical principles in science and research and to be independent in our engagement with the political and business communities. We will assess the potential negative impacts of our scientific results. We will promote the principles of open science. In our research, we will treat all those who participate in our research as well as those who will be affected by our scientific activities with indiscriminate respect. We will strive to minimise the negative environmental impacts of our activities. We will strive for the public benefit derived from our research.

University support and influence

Our aim is to achieve a unified identity of science and research at USB, and to build a brand so that USB is perceived as an integral and synergistic whole, not as a community of more or less independent faculties or even teams and individuals. Therefore, we will support our goals regardless of faculties; on the contrary, we will advocate for inter-faculty cooperation and incentivise it more, share good practices across faculties, and generally cultivate the academic environment of USB. We will look for ways to make the world a better place to live, especially by influencing public discourse or co-creating and promoting meaningful, responsible and inclusive public policies based on scientific evidence.

A global perspective

Knowledge is a means of understanding the world and a source of respect for all diversity. We will continue to promote partnerships at all levels. By adhering to the principles of open science, we will make our results accessible to all without discrimination. Science today is probably the only means of solving global problems, and we will also try to contribute to solving them. That is why we must base education on science and research so that our students can be competitive on a global level. We will strive to promote the University by further developing international connections and cooperation, for only in this way can we achieve true excellence and positively influence the world as a whole.

What do we understand by responsible research?

Conducting responsible research means ensuring that research practices are inclusive of all those they affect and that the resulting scientific outputs are sustainable, ethically acceptable and socially beneficial. In particular, responsible research is guided by the following general principles:

- we respect and value diversity of knowledge, experience, research, results and outputs;
- we perceive societal challenges, seek to address them and look for ways to identify and address the needs of society;
- we support cooperation with the non-academic sphere;
- we allow and encourage any collaboration within the USB community;
- we are committed to honesty and openness with partners at all levels;
- we promote the principles of open science, including ensuring open access to scientific results and data;
- we strive to conduct our research in a way that ensures the most economical use of natural resources;
- we promote diversity and gender equality in our research community;
- we are committed to ethical standards in our research;
- we use research metrics judiciously and responsibly;
- we look after our scientists at all stages of their careers, as well as our technical and administrative support staff;
- we conduct transparent and impartial selection procedures.



OUR OBJECTIVES

Objective 1: Building and promoting scientific excellence

Our ability to compete with others, engage in international research, or influence public opinion and contribute to public policy through scientific knowledge is dependent on the excellence of our research. Excellence in research is not possible without scientific leaders, nor is it possible without the knowledge that good science is the result of a collective effort. We aim to nurture and further develop those who demonstrate or have the potential to demonstrate the hallmarks of leadership: developing and advancing the field, opening new lines of inquiry, supporting and mentoring colleagues, engaging with the broader research community and the non-academic world, actively seeking interdisciplinary approaches, and as an absolute foundation, a commitment to upholding and promoting the highest standards of scientific integrity.

It is certainly not possible to achieve excellence in all the fields that we are involved in at USB. However, this does not mean that we would suppress some fields, among other things because they may prove to be progressive again after some time. On the contrary, it means increased support for current flagships, existing fields that have the potential to achieve excellence in the short term, but also for completely new, progressive fields. We see USB as a place where great researchers do great science, where they can develop their research directions, driven by curiosity and dedication to their field, eager to inspire others and pass on their experience to students and young scientists. In doing so, they look for ways to transcend the boundaries of their fields and maximise the societal impact of their results. In doing so, USB will provide the environment and support to make it an attractive and development-fostering place for such scientists to conduct research and a place that will additionally recognise them accordingly.

Our understanding of scientific excellence

It is not easy to define excellent research. However, it is clear that such research requires leaders who see freedom of inquiry and a curiosity and passion for such inquiry as the very foundation of scientific work. At the same time, however, it requires an awareness that there is and always has been, a social demand that needs to be met through science and research. In many cases, meeting this demand is no longer possible without international cooperation and interdisciplinary approaches. Scientific leadership is thus also the basis for the other three objectives of this strategy: interdisciplinarity, public benefit and the international dimension of research. At USB we expect our researchers to demonstrate their leadership in particular through:

- contributions to the advancement of their fields and the development of new lines of research;
- ensuring generally accepted standards of integrity in their research, actively encouraging and supporting the same in other researchers;
- disseminating the results of their research honestly, openly and responsibly;
- promoting social ties and collegiality at the level of the department/institute, faculty and USB as a whole;
- nurturing the development of scientists, especially early in their careers;
- respecting and supporting colleagues in supporting professions without whom research would not be possible;
- an openness to and facilitation of interdisciplinary cooperation;
- ensuring that their research profile is accessible and up-to-date;
- engaging outside the sphere of academia to broaden the impact of research in society, including providing expert advice to government and other groups;
- supporting University-wide efforts to advocate for the greater good;
- thinking from a global perspective.



Sub-objective 1.1: Respect for the breadth and diversity of research

USB as a place of choice and home of talented researchers

USB should become a place of choice and home for talented young researchers as well as respected senior academics, especially by providing a research environment that enables and supports career progression, offering quality facilities and equipment, supporting their networking with other disciplines as well as external partners, and demonstrably valuing and appreciating their achievements. We strive to ensure that our scientists and researchers feel respected and valued for pursuing their intellectual curiosity, fulfilling their potential and maximising the societal impact of their research. We are ready to listen to and value the views and ideas of all our scientists, not just the most vocal or dominant individuals.

Sustainability of a broad industry base

Greater diversity reduces the risk of collapse as a whole. This is also why we consider the breadth of disciplines and topics that USB can boast to be one of our strengths, whether in the natural sciences, humanities or social sciences or in basic or applied research. We will support the development of areas in which we are achieving world-class excellence, but we will also seek ways and mechanisms to identify areas that have the potential to achieve such excellence in the relatively short term and to effectively approach excellence. Future priority areas may take different directions, and variability both within and across disciplines is essential from this perspective. We value the diversity of knowledge, the variety of research activities and the full range of scientific outputs. We will support our scientists in disseminating their results through the most diverse and appropriate channels, including traditional scientific publications, teaching, public engagement, commercial activities, or influence on public policy-making and professional practice.

USB as a place of a diverse scientific community without limits

Not only diversity of disciplines but also diversity of scientists, their careers and experience, is essential for a high-quality and stimulating research environment. In order to ensure a diverse and open research environment, we are open to young and senior scientists from all backgrounds and parts of the world. We are ready to nurture talented students into scientists, and we are open to experienced visiting or outstanding professors, without any prejudice, respecting equality as understood by modern 21st century society. We will work to ensure that the achievements of our scientists and researchers are properly recognized and rewarded without distinction.

Sub-objective 1.2: Supporting and developing those engaged in research

Care for students interested in research

Identifying and nurturing students with talent and interest in research is one of the pillars of our long-term success. USB will provide students with an interest in research with a research and mentoring environment of the highest quality. For doctoral students, we will pursue this objective through, among other things, strategic and innovative courses involving our University's top scientists. We will support not only students who are preparing for further academic careers but also those who choose non-academic careers. They will undoubtedly apply their acquired experience and scientific skills, such as a rigorous approach to facts and interpretation of results or a creative approach.

Supporting and developing early career scientists

We will continue to support and, where possible, develop opportunities for postdoctoral positions to attract young talented people at the beginning of their research careers. We will provide them with support, including a modern and friendly research environment so that they can embark on a path of high-quality scientific work, but also so that they can apply their existing experience here and pass it on to our students or colleagues. We will also offer them the opportunity to develop a variety of transferable skills through the courses we provide. We will support them in building their leadership roles and in their non-academic engagement. For the best of them, we will then offer stable career growth at USB.



Supporting colleagues whose work is essential to research

We will ensure that staff providing scientific support, including administrative and technical support, have a firm place in our structure, are respected as a solid part of our scientific mission, and have opportunities for career development. We aim to provide career development and recognition for all those without whom our research would not be possible.

Sub-objective 1.3: Cultivating different levels and aspects of scientific excellence

Promoting scientific leadership in all its forms

We will encourage, support and reward our scientists in demonstrating their leadership. We will listen and help with the obstacles they may encounter along the way. We will strive for the physical and mental health of our scientists so that their research careers at USB are fulfilling and allow them to lead a balanced life. Aware of the various other necessary activities that researchers engage in, including teaching and administration, we will work to find the ideal room for their curiosity and independent thinking, essential components of scientific leadership. At the same time, we recognise that not everyone can be a leader – they can find their ideal position as a necessary member of scientific teams and be appropriately recognised for this role.

Striving for a culture of scientific integrity

Excellent research is, among other things, trustworthy. We will encourage our scientists to commit to the fundamental principles of scientific integrity and continually update appropriate ethical standards in science and research, including standards for mentoring and coaching roles. We subscribe to the principles of open science and responsible research. We will provide our researchers with relevant training so that they can lead by example in upholding these principles. Only in this way can we achieve scientific excellence and strengthen the confidence of other scientists and the public in research not only at USB but in science as a whole.

Commitment to the scientific community

The responsibility of a scientist goes beyond the actual scientific work. Working for the scientific community, including serving on funding boards or science policy committees, helps to shape the environment in which academic work takes place, influence debates, and promote evidence-based decision-making. We will encourage and support our scientists in this work. We will seek to use our scientists' positions in such bodies to play an important role in shaping the relevant remit, listening to the ideas of our whole scientific community. We will remain open to a wide variety of scientific initiatives and coordinated efforts to influence science policy in a meaningful way. We intend to train our scientists in how to engage in public policy-making.

The search for excellence and its global perception

The worldwide interconnectedness of research makes it a global activity. We will learn from international approaches and trends and implement good practices. We will support the import and export of scientific methodologies and results to improve our research, as well as the activities of our scientists as global advocates and ambassadors of our values. We will work to prepare our students for global careers and to build the global reputation of our University. We will seek ways to recognize potential excellence and the obstacles to excellence itself and to support the translation of the potential for excellence into excellence itself, without disciplinary or other constraints.



Objective 2: Crossing (not only) disciplinary boundaries

Rarely are the most interesting research questions or the most important societal challenges the concern of one discipline, one institution or one sector. Each of us naturally builds excellence in our own field, but to address many questions as well as to advance our field or inspire our research, we must learn to cross our conventional and often artificial boundaries (between fields, between communities, between activities). Awareness of this fact, respect for knowledge and disciplinary diversity, and a readiness and openness to forge partnerships are the basis for this. At the USB level, the level of inter-faculty collaboration is the measure of interdisciplinarity. Crossing boundaries, however, also means breaking down prejudices and overcoming various stereotypes.

Interdisciplinary collaboration can bring a much deeper and more comprehensive understanding of the problem at hand. Crossing disciplinary boundaries and integrating relevant knowledge into a coherent whole is thus an inevitable step towards both understanding the world and making it work better. It is precisely to maximize our positive impact on the world that we need to cross boundaries: boundaries between disciplines, between our scientific activity and societal needs, between academia and the external actors it can influence. At the level of USB, this is particularly about collaboration between faculties beyond analogous methodological approaches, finding common themes across faculties inspired by societal needs but also about collaboration between the academic and non-academic community to further develop our scientific research environment. Finding ways and models for this collaboration is an integral part of this process.

Our understanding of interdisciplinarity

Interdisciplinarity is the diversity in approaches, the view from different angles, the perspective and methodology of different disciplines, often from different scientific fields. Interdisciplinarity is the collaboration of experts from different disciplines – crossing the boundaries of each – on a topic that cuts across disciplines. At the level of individuals or groups and their work, it can also take the form of integrating disciplines, synthesising knowledge from different disciplines, and of course, research involving several scientific disciplines.

Sub-objective 2.1: Promoting and building interdisciplinarity

Building an interdisciplinary environment

While we will continue to support research that is excellent in its field and conducted by individuals and small groups, we will also look for ways to foster interactions between experts in different disciplines, to find connecting themes and to remove barriers and disincentives in the thinking of our scientists. We will strive to build an interdisciplinary environment to ensure that our academics have greater potential to become more mature than if they just stay in their discipline. We will pursue interdisciplinary research conducted elsewhere, and we will seek to engage in interdisciplinary challenges.

Support and promotion of interdisciplinary research at USB

Interdisciplinary interaction often arises spontaneously. However, to foster it on a wider scale, we will develop a more direct and proactive approach. We will support research groups pursuing an interdisciplinary approach, consider the establishment of virtual research units addressing problems requiring an interdisciplinary approach, introduce incentives to support such research and reflect it in the rewarding of staff or faculty. In this way, we will support interdisciplinary research not only within USB but also research involving non-university units. We will advocate the sustainability of units with great interdisciplinary potential, and the sharing of research facilities across disciplines. We will look for ways to promote their work, to share their good practices.



Sub-objective 2.2: Developing and promoting partnerships

Creating and strengthening effective external partnerships

Regional and global strategic partnerships – with other universities, research institutes, learned societies, businesses, policy bodies or social and health service providers, for example – complement and further strengthen our strengths, helping us to acquire and share knowledge, improve our research and increase its impact. Where appropriate, we will engage in government initiatives, and support partnership initiatives led by individual researchers or groups. We will encourage meaningful collaboration with the commercial sector. We intend not only to form and maintain such meaningful partnerships but more importantly to deliver them in a meaningful way. The impact of research in today's interconnected and interdependent world is global, crossing borders. Addressing global challenges requires sustainable and mutually beneficial global partnerships, building where possible on the framework provided by the UN Sustainable Development Goals. We will initiate and cultivate global partnerships wherever relevant to the focus of our research.

Seeking responsible external engagement

Science as an endeavour comes from society and is for society. Research at USB should be as inclusive as possible, including all those it serves and affects. The advancement of knowledge should be largely driven by the interests of the full range of its supporters and customers, including society at large. We will encourage an inclusive research agenda that promotes societal participation in the form of civic engagement. We will stimulate dialogue with the USB community and stakeholders outside USB to ensure that we are a responsive and accountable research organisation.

Sub-objective 2.3: Encouraging our research to go beyond traditional boundaries

Further integration of research into all levels of education

The scientific community not only creates new knowledge through research but also disseminates this knowledge through teaching. We see these not as parallel but rather as deeply interconnected activities. We will strive to further integrate research into teaching so that students can benefit from high-quality research conducted by high-quality scientists in well-equipped facilities. We will work to ensure that wherever possible our teaching incorporates the results of our research as well as providing opportunities for our students to conduct their own research. We will emphasize to students the need for socially focused, interdisciplinary research in today's world.

Expanding engagement in professional practice

We will also support research fields where the connection with professional practice is so extensive that it essentially constitutes the core character of the discipline. These include social sciences such as economics, health, and education but also technical sciences such as computer science. We will value anyone who engages in such or other practices. We will encourage participatory research with or by industry experts. We will try to make this connection as far as possible to the societal benefits of science and research.

What do we understand by participatory research?

Participation is the process by which individuals or interest groups influence or control decisions that affect them. In research, participants are usually understood as research actors who come from outside the academic sphere and who, through their knowledge and skills, are able to contribute to the production but also the subsequent dissemination and application of the scientific knowledge and outputs produced. Participation is therefore possible at different levels of the research process and can reach different depths, ranging from an exchange of information between academics and society to a situation where participants directly influence the steps and direction of the research through their knowledge and skills. Perhaps the most common participatory approach today is in social research, where participants, who know their communities, are much better placed than many researchers to positively influence, for example, the formulation of research objectives or research design but also to disseminate and apply the results within their communities.



Objective 3: Social relevance of science and research

We consider the desire for knowledge for knowledge's sake to be the foundation for the success of all our research. Equally, however, we seek to maximise its societal impact, including furthering the development of academic disciplines and knowledge in general, engaging in public discourse, growing regional and global prosperity, presenting and communicating scientific evidence as a basis for public policy-making, informing professional practice, or improving the health and well-being of people in general. We support any research activity that brings public value. We will look for applicability in basic research, but equally, we will look for contributions to knowledge in applied research.

In the 19th and 20th centuries, universities were profiled in society as intellectual centres focused purely on research and research-based education. Modern universities in the 21st century, on the other hand, are usually collaborative and have an open and interactive relationship with other interest groups in society. This change is linked to the increased demand for social responsibility of publicly funded research institutions. Although academic research and education still remain at the core of the university mission, the most successful modern universities are those where the scientific outputs are highly valued and demanded by societal stakeholders, be they governments, business entities, NGOs, or the general public. The latter case includes activities to disseminate scientific knowledge. By its very nature, USB has an important role in interpreting events of societal significance, in commenting on the current situation and moods that are influenced by developments at regional and global levels. USB is well aware of this role and emphasises, among other things, expertise, context, and impartiality in its research.

Our understanding of social relevance

Within Module 1 (quality of selected results) of the Methodology for the Evaluation of Research Organisations and Programmes of Special Purpose Support for Research, Development and Innovation, the social relevance of science and research results is defined as follows: *'Societal relevance is understood both in terms of commercial utility (typically industrial research generating economic profits) and in terms of societal utility or "need" (typically research produced for societal or departmental orders or, in the social sciences and humanities, research relevant to wider society produced by research organisations outside departments).'* In other words, societal relevance here refers to the impact of research on areas outside academia, such as the economy, society, culture, public services, health, the environment, or quality of life in general.

The results that research organisations supply to Module 1 are of two types: contributions to knowledge and societal relevance, the former being framed as basic research results and the latter as applied research results. However, from the perspective of USB, this is a somewhat narrow view, not including, for example, activities related to the co-design of public policies or, paradoxically, in many respects also basic research (lessons from history, results for textbooks and public education in general, etc.). Our basic thesis in this respect is to look for and think about societal impact also in the results of basic research, as well as to look for and think about the contribution to knowledge also in the results of socially relevant research, including applied research. Research is only one thing; it is a unique intellectual activity, the results of which always bring new, added value. The priority of every research organisation, as well as every research provider, should therefore be to promote quality science and research with the broadest possible socio-economic impact so that the results of research have a positive impact on society and on the quality of life of everyone.

It is important to consider that the impact of scientific outputs is in the nature of scientific, technological, economic, and/or societal effects that may occur in the short, medium or long term, and which may vary and undoubtedly do vary from field to field. Indeed, the societal impact of many scientific results cannot be predicted or appreciated immediately; their potential may only be revealed over time. From this perspective, it is also important to recognise the distinction between applied and applicable science and the somewhat blurred boundaries between basic and applied science. Measuring the impact of scientific results on society is therefore far from easy and straightforward.



Sub-objective 3.1: Promoting a broad definition of research impact

Support for a wide range of research outputs

We value the full breadth of scientific outputs and activities that enhance the quality and excellence of research, including its impact on public benefit. These activities include not only classic outputs such as scientific publications and data or applied technologies but also softer outputs such as software, methodologies, algorithms or protocols, and not least contributions to public policy-making, behaviour supporting open science practices or dissemination of scientific results to the broadest public. We are aware that no scientist can excel in all scientific activities, that not all can be leaders, and that the time scale of societal impact varies from the order of hours (e.g. providing expert commentary on current events) to the order of decades (e.g. e.g. clinical research following the discovery of a promising therapy) to the order of centuries (e.g. application of Newton's theory of gravity in space research). Nevertheless, we will attempt to establish acceptable metrics (monitoring) of societal impact, aware of the many impacts that are often inherently difficult to measure.

Knowledge transfer and business support

Collaboration with companies and the public sector owing to which we can disseminate our knowledge and maximise the societal impact of our research is one of the pillars of our scientific strategy. The sale of patents, licences, know-how, and contract research are all methods we use and promote. We encourage innovative thinking among academics and, consequently, the establishment and operation of spin-off companies with USB participation. We will continue to look for opportunities and possibilities for our scientists to develop their potentially commercialisable ideas, and we will support them on their journey from an idea to a product or process that can be offered to commercial partners. We strive for a higher and systematic representation of applied research, including its impact back to USB for basic research and teaching. We aim to be seen as a reliable scientific collaborator and to provide our knowledge services to companies and the public sector.

Sub-objective 3.2: Striving for open and engaged research

Sharing knowledge as openly as possible

The popularisation of science and its communication to the broadest public, as well as open access to scientific publications, data, and all processes of the research life cycle, is the basis for trustworthy and publicly supported science today. We advocate open access to our scientific results as the basis for the widest possible sharing of knowledge. We are building our own open platforms for sharing scientific publications and data. We will strive to inform the public as fully as possible about our scientific activities, and we will offer our experts and their knowledge. We will always present our knowledge in a contextual way, clearly communicating the uncertainty and limitations of relevant results. We will support our scientists who will seek to understand society's problems and engage in participatory research. We value those who participate in such activities and in such a way.

Strengthening impact through communication

We will also share the quality, accomplishments, and goals of our science through standard USB communication channels, and we will strive to ensure that these communications are objective, contextualized and demonstrate our scientific results in light of our mission. Our communications must support and enhance the influence and impact of our results towards those who could implement and benefit from them. Because we should not assume that we fully understand the concerns of the general public, we must do a better job of listening to their concerns and interests and engaging in responsible and direct dialogue to feed our scientific agenda. We must also make a concerted effort to explain more



clearly what USB can offer the outside world as a partner from its position of expertise. We will support our scientists who will seek to understand society's problems and engage in participatory research.

Responsible and balanced impact

We will pursue challenges focused on social relevance and strive for sustainable, ethically acceptable and socially desirable outcomes. We will seek and minimise the potentially negative consequences of our outputs. Knowledge development should be guided by the interests of a range of stakeholders, including society as a whole, anticipating the needs of people whose voices may not be heard and the interests of groups that have not yet been formed. Where possible, we will think about the gender and inclusion dimensions of our research so that it is inclusive, and its results are usable by as many people as possible.

Sub-objective 3.3: Stimulating societal impact through interdisciplinarity and collaboration

Social impact as an important objective

We see the social relevance of our research as one of the pillars of our efforts. While we will continue to support basic research driven by passion and curiosity, we will also encourage scientists to think about the societal impact of their research results. We will increase our focus on, and encourage and reward, activities with the potential to contribute to solving various aspects of societal problems, from contributions to public policy-making to results leading to commercial exploitation. We see a greater degree of interdisciplinarity as a necessary condition for achieving these goals, as societal problems by their nature often call for an interdisciplinary approach.

Supporting research for public policy-making

High-quality scientific research and two-way collaboration between public administrations and scientific institutions are essential for the development of meaningful public policies. We will look for ways to become more firmly embedded in the structures of public policy-making so that we are sought after and respected as a source of knowledge by external sectors and also to respond more readily and nimbly to emerging policy or social issues. We will seek to strengthen the links between academia and policy, to engage more actively in policy-making at regional and national levels, to involve academics in this process, to educate them in this regard and to reward them appropriately. In addition, we will provide support to academics who engage in this activity, including promoting them in the non-academic world.

Prosperity, prosperity and sustainability of the city and the region

We will continue to strengthen our good partnership relations with the City of České Budějovice, the South Bohemia Region and municipalities and associations in our region. The biggest challenges of the city and the region can only be successfully addressed in cooperation with local communities, government institutions, public policymakers, local businesses and other city and regional organisations. We would like our collaboration with the city and region to produce successful solutions that can then be applied elsewhere and at other scales, and for the city and region to value us as much as we value working with them.

Maximising our global impact through collaboration

Many of our scientific activities are international in nature, either because of the subject matter or partnerships. We will look for opportunities and ways to co-create meaningful and sustainable solutions to existing and emerging global challenges, to contribute to building independent research capacity anywhere in the world, and to establish or deepen global strategic partnerships to maximise our impact on social, environmental and economic issues globally, including the UN Sustainable Development Goals relevant to us.



Objective 4: Building an international dimension

There is no cutting-edge science without international cooperation – the transfer of knowledge and skills in the form of innovative methodologies, novel topics or the opportunity to engage in global challenges are indispensable in the scientific world. Such cooperation is usually understood in terms of our researchers gaining experience abroad, but the ability to bring quality foreign scientists to our facilities is equally important and absolutely necessary for building the international environment of USB. A necessary condition for this is scientific excellence, manifested among other things by participation and success in international grant competitions and the ability to attract quality foreign partners to such projects.

Modern universities in the 21st century are embracing the global nature of the world and preparing their students for global careers, including careers in science and research. Involving promising scientists in international science and research structures from the very beginning of their careers, through presence in international research teams, participation in international conferences, or mentoring by experienced and excellent scientists with an international reputation, is essential for the global careers of promising scientists. A prerequisite for this is the internationalisation of doctoral studies, including its support not only from the faculty but especially from USB.

Our understanding of internationalisation

The concept of internationalisation in science and research is very broad and has many aspects, ranging from the institutional level to the level of individual researchers. These aspects include, in particular: mobility, including the attraction of foreign top experts (e.g. scientific leave / sabbatical /, visiting or adjunct professors, short-term visits, speakers at professional conferences organized by USB), enabling the exchange of knowledge and experience, USB participation in international projects (including USB's position as a leader) and in European university consortia, ambition to publish in prestigious international journals and in teams with international representation, scientific service (e.g. Membership in editorial boards or international professional organisations and their leadership), participation in topics reflecting current global challenges, etc. The principle is to be seen and respected as a reliable partner.

Sub-objective 4.1: Support for building international connections

Promoting internationalisation at the institutional level

We will continue the comprehensive development of internationalisation through the strategic management of USB. Among other things, we will continue to strengthen ties with European universities in particular, as well as actively participate in meaningful European and global initiatives with a science and research remit.

Promoting internationalisation at the doctoral student level

We will continue to support and favour bilingual doctoral programmes. We will strive to continuously improve the quality of doctoral programmes, doctoral students and their supervisors. In addition to expertise, we will emphasize the development of transferable skills of successful graduates so that they succeed in both academic and non-academic positions in today's world. Where possible, we will promote the international nature of the assessment panels. We will continue to support doctoral students through the USB Grants Agency, with an increasing emphasis on projects that are interdisciplinary in nature, international in scope and have potential societal impact.

Sub-objective 4.2: Support for the preparation of international grant projects



Support in the project submission phase

Motivating researchers to work on time-consuming and intellectually demanding international projects is a necessary condition to increase the success rate in the relevant calls. On the part of the researchers, we will strive to reduce the effort in the project preparation phase as much as possible by building a professional team of project managers across the faculties, knowledgeable about the conditions of each call and the requirements of previously successful projects. We would like to build trust between researchers and such a team so that the motivation and willingness to submit international projects is mutually enhanced.

Awards for successful and even unsuccessful project proposals

The reputation gained in the case of successful (not only) international project proposals is beyond doubt and is reflected in various levels of awards for the researchers concerned. However, due to the strong competition in the European research area, even failure is worthy of attention, if only because of the time and intellectual demands of preparing a given project. We will also consider the possibility of showing recognition to unsuccessful applicants for international projects. We see this recognition as an additional motivational tool for participation in such competitions.

Promoting diversity of topics and research teams

The international project is one of the ways to attract promising young scientists and high-quality senior researchers to USB, as well as a means to establish new research topics and interdisciplinary approaches. We will communicate with potential applicants for international projects in such a way that they think not only in terms of the global perspective of their field but also in terms of the added value that these projects can bring to USB, for example by attracting new staff or engaging USB staff across scientific disciplines with the potential for interdisciplinarity of research.

Sub-objective 4.3: Support for international mobilities

Development of international mobilities of students and staff of USB

We see mobilities as a necessary step towards deepening the inter-institutional connections and expertise between individuals. We will strive to further expand the existing range of types and forms of international mobilities, improving the quality of the USB Go Abroad Centre providing support to outgoing USB students and staff, as well as developing services for students and staff arriving from abroad, including continuing to introduce a bilingual USB environment.

International student internships

We will support the sending of our students abroad and the admission of foreign students to USB for short-term stays for the purpose of professional guidance and transfer of practical skills in the preparation of a master's qualification thesis for students with the potential to continue their doctoral studies. Such internships usually provide students with their first overseas research experience, coupled with the potential for further career development, and learning new methods and skills, including language skills. An internship abroad should become an essential part of all doctoral degree programmes.

Supporting the arrival of top international researchers

We support the arrival of top foreign researchers, both by creating conditions for their sabbaticals and by establishing visiting or adjunct professorships and their subsequent supervision of students' qualifying theses, mentoring of young researchers, and their own scientific work. Similarly, we strive to build international connections by organising international conferences at USB and short-term visits of guests invited to USB, which is invaluable, especially for doctoral students or young researchers.



SCIENCE AND THE UN SUSTAINABLE DEVELOPMENT GOALS

USB recognizes its responsibility to society and is ready to use its potential to fulfil the Sustainable Development Goals, adopted by all UN member states in 2015 in the document 'Transforming Our World: Transforming our World: The 2030 Agenda for Sustainable Development'. Science has always pushed the boundaries of what is possible and expanded humanity's potential, and is therefore at the heart of sustainable development. In particular, research that is interdisciplinary, egalitarian and inclusive, openly shared, credible and relevant to society. At USB, we develop infrastructure and services that support and promote global collaboration, and open access to publications, data, software and scientific outputs necessary for the implementation of the SDGs. We support any research related to the SDGs, including broad dissemination of results through outreach to the media, policymakers, and society at large.

CÍLE UDRŽITELNÉHO ROZVOJE



The Sustainable Development Goals cannot be achieved without strong policy decisions at the national or even global level, but the actions, behaviours and actions of everyone, including scientists and their continuous work, are a fundamental necessity for success. While science does not provide general solutions in the form of directly applicable policies, it does provide verifiable basic knowledge and evidence on which such policies should be based. A central role in the progress of human society as a whole is then played by so-called socially robust science. Such science needs to be responsive to the context in which it is produced and used while being perceived by society as transparent, participatory, interdisciplinary, egalitarian, inclusive, open, trustworthy and socially relevant. In addressing the Sustainable Development Goals, all the goals of this USB Research Strategy are thus personified in science, which becomes a necessary condition for any progress in this direction. Now more than ever, scientists, politicians and the various social actors must work closely together to build trust in science, produce adequate results and communicate these results to society at large. Achieving socially robust knowledge requires, among other things, a broader engagement of society in every aspect of the scientific process. Only in this way will the scientific community and political representation build trust and people be willing to submit to the transformation we all need.

One type of science working towards the SDGs is the so-called issue-driven science: facts are uncertain, values are contested, stakes are high and decisions are urgent. In such situations, the conditions under which the science is conducted are highly substandard, and decisions must be made in situations where



the science is not hard (having gone through a lengthy peer-review and publication process) but soft, often immature and preliminary. It is then that it is more than necessary for the scientific community to maintain its quality and validate these preliminary findings – and to be properly recognised for doing so as part of its mission.

On top of this, the relationship between society, science, and politics needs to be strengthened. Society, including scientists, needs to speak more persuasively to governments to inspire and trigger substantive and often difficult decisions and encourage behavioural change, to use the power of science and technology as an effective lever to kick-start, accelerate and stabilise broad societal transformation. But equally, governments need to speak more persuasively to scientists and society, directing and increasing their support where quality and relevant responses can be expected. Continuous communication between society, science, and policy is the foundation not only of democracy but also of progress. The scientific evidence may be clear, but the way in which it is translated into public policy is influenced not only by political and economic interests but perhaps also by the phases of the electoral cycle.

Open science, allowing access to all relevant scientific research, including publications, data and software, free of any boundaries, be they geographical, temporal, social, or cultural, is a necessary condition for socially relevant research, especially publicly funded research. However, the push for open access to knowledge also carries with it the responsibility to ensure that information is disseminated with integrity and accountability. The problem of the proliferation of fake news in both traditional and social media, driven by the limited speed at which scientific results can be published, is one to which the scientific and journalistic worlds are trying to respond with a number of countermeasures. There is now no doubt that fake news and social networking algorithms are increasing the polarisation of society and distrust of science and government. This distrust has increased recently, particularly in the context of climate change and the vaccination against the Covid-19 disease. In both cases, science provides clear and convincing evidence, but a significant part of society still expresses and spreads doubts.

Only an interdisciplinary approach involving the natural sciences, humanities, and social (or societal) sciences will make it possible to effectively address complex and interconnected challenges. And since USB has all these sciences in its portfolio, the potential is set for this in our country and now it is up to the systematic work of each of us to realize it.



USB REGULATIONS RELATING TO SCIENCE AND RESEARCH

USB Statutes

<https://www.jcu.cz/images/UNIVERZITA/Dokumenty/vnitri-predpisy-USB/statut-jihoceske-univerzity-v-ceskych-budejovicich.pdf>

Rules of the Quality Assurance System for Educational, Creative and Related Activities and Internal Quality Assessment of Educational, Creative and Related Activities of USB

<https://www.jcu.cz/images/UNIVERZITA/Dokumenty/vnitri-predpisy-USB/pravidla-systemu-zajistovani-kvality-2013-kopie.pdf>

USB Strategic Plan for 2021–2030

<https://www.jcu.cz/cz/univerzita/dokumenty/dlouhodoby-strategicky-zamer-ju>

USB Rector's Ordinance R432 issuing the USB Code of Ethics

https://www.jcu.cz/images/UNIVERZITA/organy/eticka-komise-ju/R_432_Etick_kodex_USB.pdf

USB Rector's Decision R253 on the establishment of the USB Ethics Committee

https://www.jcu.cz/images/UNIVERZITA/organy/eticka-komise-ju/R_253_Etick_komise.pdf

Annexe No 2 to the USB Rector's decision on the establishment of the Ethics Committee of the University of South Bohemia in České Budějovice

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/opatreni-rektora/platna-opatreni/2023/r_253_-_dodatek-c_-2-ke-zrizeni-eticke-komise-ju.pdf

Methodological Instruction to the Annexe No 2 to the USB Rector's decision on the establishment of the Ethics Committee of the University of South Bohemia in České Budějovice

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/opatreni-rektora/platna-opatreni/2023/r_253_-_metodicky-pokyn-k-dodatku-c_-2-ke-zrizeni-eticke-komise-_p86179.pdf

USB Gender Equality Plan

https://www.jcu.cz/images/UNIVERZITA/rozvoj/strategie-a-rozvoj/gender-plan/2021-02-12_Plan_genderove_rovnosti_USB.pdf

USB Rector's Ordinance R493 on the handling of intellectual property and protection of confidential information at USB

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/opatreni-rektora/platna-opatreni/2022/r_493_o_nakladani-s-dusevnim-vlastnictvim-a-o-ochrane-duvernych_p60490.pdf

USB Rector's Ordinance R494 issuing the Rules for the establishment of spin-off companies at USB

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/opatreni-rektora/platna-opatreni/2022/r_494_pravidla-pro-zakladani-spinn-off-spolecnosti-na-ju.pdf

Regulations of the Habilitation Procedure and the Procedure for Appointment as Professor at USB

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/vnitri-predpisy-USB/ERegistrace_-_Rad_habilitacniho_rizeni_a_rizeni_ke_jmenovani_profesorem.pdf

USB Rector's Ordinance R521 on the determination of fees for acts connected with habilitation proceedings and proceedings for appointment to professor at USB

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/opatreni-rektora/platna-opatreni/2023/r_521_poplatky-habilitacni-rizeni-a-rizeni-jmenovani-profesorem.pdf

USB Rector's Ordinance R524 issuing the rules for the award of honorary ranks, honorary degrees, commemorative medals and scientific and pedagogical awards of USB

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/opatreni-rektora/platna-opatreni/2023/r_524_rad-k-udelovani-hodnosti-titulu-medaili-oceneni.pdf



Methodology for the selection of candidates for university postdoctoral positions

<https://www.jcu.cz/cz/veda-a-vyzkum/postdoktorske-pozice>

USB Rector's Ordinance R526 to initiate the procedure for awarding grant projects of the USB Grant Agency for the year 2024 (analogous to previous years)

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/opatreni-rektora/platna-opatreni/2023/r_526_ga-ju-2024-vyhlaseni.pdf

USB Rector's Ordinance R527 establishing the Principles of the USB Grant Agency for projects starting in 2024 (analogous to previous years)

https://www.jcu.cz/images/UNIVERZITA/Dokumenty/opatreni-rektora/platna-opatreni/2023/r_527_ga-ju-2024-zasady.pdf

Standard of supervisor in doctoral studies at USB

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

Standard of a doctoral student at USB

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

Principles of Integrity of Science and Research at USB

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

External documents in relation to the USB Research Strategy

UNESCO Recommendation on Open Science 2021

<https://en.unesco.org/science-sustainable-future/open-science/recommendation>

Agreement on Reforming Research Assessment

<https://coara.eu/agreement/the-agreement-full-text/>

How to factor in the gender dimension in the content of research, development and innovation

<https://www.msmt.cz/file/59796?highlightWords=chov%C3%A1n%C3%AD>

UCL Research Strategy

<https://www.ucl.ac.uk/research/strategy-and-policy>

Handbook of open science practices

https://opjak.cz/wp-content/uploads/2022/07/Prirucka_postupu_otevrene_vedy_v_OP_JAK_v1.0-1.pdf

How to engage with policymakers

<https://www.instituteforgovernment.org.uk/publication/report/how-engage-policy-makers>

How academia can work with government

<https://www.instituteforgovernment.org.uk/publication/report/how-academia-can-work-government>

Transforming our World: The 2030 Agenda for Sustainable Development

<https://sdgs.un.org/2030agenda>

Evaluating the societal relevance of academic research: a guide

<http://www.siampi.eu/Content/ERiC%20Guide%202010.pdf>