

Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Activities of the University of Pardubice for 2020

Content

Introduction

The Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Activities of the University of Pardubice for 2020 (the "Implementation Schedule" or "IS") is a strategic document prepared in accordance with 111/1998 Sb., On Higher Education and on Amendments and Supplements to Other Acts (Higher Education Act), as amended. The document specifies the activities for 2020 aimed at meeting the objectives of the Long-term Plan of Educational, Scientific, Research and Development, Artistic, and Other Activities of the University of Pardubice for the period 2016 - 2020 (the "Strategic Plan"). It is based on the Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Activities for Higher Education for 2020 prepared by the Ministry of Education, Youth and Sports of the Czech Republic and the development programmes for public universities announced by the Ministry.

In 2020, attention will be paid to all seven key areas of the University's development and the priorities identified therein, which complement and condition each other in order to achieve the overall positive development of the University. The purpose of this document is to define the main strategies and activities for 2020, by which the objectives of the individual priorities stated in the Strategic Plan will be gradually met.

This definition takes into account the links to the ongoing and submitted centralized development projects, the Institutional Plan of the University of Pardubice for 2019-2020 and the Internal Development Competition included therein, to the research projects of the largest providers of research-targeted support as well as to the OP RDE projects, in particular the ESF and ERDF strategic projects. The Implementation Schedule accentuates those activities that are closely related to the granting of UPa Institutional Accreditation in 2018 and, by their nature, predetermine the priorities of UPa development in the next ten-year period. The Framework of Research Activities of the University of Pardubice is newly elaborated (as mandatory Annex 3). Also evident is the link to the Investment Construction Plan for 2015 - 2020, updated and specified for 2020 in connection with the MEYS 133220 Investment Programme.

IS 2020 creates prerequisites for quality preparation and creation of conditions for the Strategic Plan 2021+ and the Institutional Plan 2021+ according to new parameters while reflecting the current development of the University.

PRIORITY 1: ENSURING QUALITY OF EDUCATION

Objective:

To ensure the improvement of the quality of the content of higher education at the bachelor, master and doctoral level together with the systematic support of gifted students studying at the University and developing their active involvement in professional activities. Maintain the number of students in the study programme in a structure consistent with the University's vision, along with the systematic linking of university education with research, development, innovation, artistic activity and application practice.

Strategy:

- A. Continuous improvement of educational activities at all faculties of the University of Pardubice.
- B. Capacity building for quality assurance at the University of Pardubice and support of academic leadership.
- C. Innovation of educational content in relation to new theoretical knowledge, development of social practice and labour market needs, teaching according to modern educational trends.

Activities planned for 2020:

- A1 Continuous quality assurance and verification in connection with new processes after obtaining the institutional accreditation - implementation of recommendations from national and international projects in the area of quality education and innovation in it.
- A2 Further development of data and analytical support mapping information and knowledge about the student's life cycle in its various phases (from applicant through student to graduate) as part of the evaluation of the quality of UPa study programmes. Developing a concept for the use of internal analytical tools for comprehensive and sustainable quality management of educational and scientific research activities and the creation of relevant infrastructure.
- B1 Identification of needs and creation of a concept to support the development of pedagogical competencies of UPa teachers - establishment of the Centre for the Development of Professional Competences.
- B2 Development of academic writing and its integration with specialized courses, verification of the use of the Turnitin tool for the development of academic integrity and prevention of plagiarism.
- B3 Increased care for the social aspect of work and the environment of academics and students alike.
- C1 Creation of a Qualifications Framework at the University, based on the Framework for Qualifications in Higher Education.

PRIORITY 2: DIVERSITY AND ACCESSIBILITY OF EDUCATION

Objective:

To fulfil the role of an open centre of education and to positively influence public attitudes towards education and research activities and to involve young people and other target groups in them as a prerequisite for the economic development of the country.

Strategy:

- A. Supporting the implementation of measures leading to the reduction of study failure rate and supporting the completion of studies in standard time.
- B. Continuously improving the study conditions for students with special needs, from socio-economically disadvantaged groups and from ethnic minorities.
- C. Encouraging the use of e-learning support for student education (including students with special needs).
- D. Creating functional and comfortable study facilities for students.

Activities planned for 2020:

- A1 Analysis of the study failure rate and identification of measures in individual SPs to reduce it with an emphasis on the quality of study in the first years of bachelor SPs. Analysis of factors affecting study failure/success rate in LMS-supported courses.
- A2 Individualization of counselling activities, provision of study information using modern information systems and tools while ensuring the administrative and legislative environment supporting the completion of studies in standard times, promotion of the activities of the APUPA Academic Counselling Centre and the Career Centre.
- B1 Adaptation of the learning environment for prospective students and students with special needs, from socio-economically disadvantaged groups. Removing obvious and hidden technical, health or social barriers.
- C1 Systematic development of LMS (Learning Management System) education, expanding the offer of e-learning support to make teaching available to all target groups - reflecting the needs of students fully exploiting the potential of digital education in all forms of study.
- C2 Development of support for mobile devices for study and related agendas in the University's information systems according to legislation.
- C3 Improving accessibility of websites.
- D1 Increased care for building and adapting premises for better study and social facilities for students.

PRIORITA 3: INTERNATIONALIZATION

OBJECTIVE:

- I. To deepen the process of internationalization of the University at the level of students and staff.
- II. To develop targeted educational, scientific research and other cooperation with foreign entities in order to expand and deepen educational activities, joint research and strategic cooperation in the field of management.

Strategy:

- A. Reflection of internationalization audit and identification of strategic foreign partners.
- B. Development of the so-called internationalization at home.
- C. Update of processes related to administrative support to internationalization.

Activities planned for 2020:

- A1 Creation of an internationalization strategy (R&D, study, development) for identified strategic territories and partners.
- A2 Updating and localization of information and promotional materials for study and scientific research cooperation in English.
- A3 Development of cooperation within international platforms: "European Industrial Doctoral School" and "Language and Culture Scheme".
- A4 Utilization of the OP RDE support for development of language and intercultural education and development of competencies of academic and administrative staff in the field of internationalization.
- B1 Development of the International Office to simplify the process of providing comprehensive and transparent care for incoming students and staff (Guide System).
- B2 Development and improvement of the Summer School concept for foreign students of the strategic partners.
- B3 Preparation of and support to the creation of double degree study programmes.
- B4 Supporting the integration of international students and staff. Providing Czech language lessons to foreign students and employees in order to create quality conditions for their cultural adaptation and social integration.
- B5 Development of bilingual environment.
- B6 Ongoing improvement of the UPa infrastructure and faculties for optimal provision of quality lessons to foreign students at all levels of study.
- B7 Increasing the language skills of academic and non-academic staff of the University as a prerequisite for integration into the international academic environment.
- C1 Revision of framework contracts with foreign universities with an emphasis on their implementation
- C2 Effective use of the Student Mode to enrol high-quality international students prepared to meet the quality standards of the UPa study.
- C3 Simplification of the processes of recognition of prior education to facilitate the permeability of higher education.

PRIORITY 4: RELEVANCE

Objectives:

- I. To reflect the current social development, the latest scientific knowledge and the needs of society.
- II. To cooperate with partners at regional, national and international level, with graduates, employers, scientific and academic institutions, public administration, the non-profit sector and the public.
- III. To expand applied research and interconnect it more intensively with innovative activities supporting the competitiveness of the economy and socio-economic development.

Strategy:

- A. Deepening cooperation between the public, academic and application spheres in the field of applied research. Maintaining a long-term knowledge-based competitive advantage.
- B. Emphasizing the relevance of educational activities in line with labour market needs.
- C. Developing conceptual work with external entities, employers and graduates.

Activities planned for 2020:

- A1 Development of UPa's innovative activities in cooperation with the business incubator.
- B1 Development of career guidance in order to strengthen the interconnection of studies with practice.
- B2 Support to the involvement of workers from the application sphere in teaching and supervision of student theses, support to assigning regionally relevant topics of theses.
- C1 Strengthening the third mission of the University and UPa's social responsibility to the region.
- C2 Involving the charity and club activities of students in the overall concept of education at UPa.

PRIORITY 5: QUALITY AND RELEVANT RESEARCH, DEVELOPMENT AND INNOVATION

Objectives:

- I. To systematically create an adequate number of high-quality, internationally recognized results of basic research.
- II. To deepen cooperation with foreign universities and other scientific workplaces.
- III. To actively extend mutual cooperation with the application sphere entities not only in the region, but throughout the Czech Republic, to intensify the application of the results of applied research in practice.
- IV. To raise awareness of the University's scientific research work and its results among the general public.

Strategy:

- A. Creating conditions for increasing the scientific performance of academic and researchers with an emphasis on the quality of the results achieved.
- B. Support to long-term research mobility, especially for young workers.
- C. Support to the activities of the Centre for Technology and Knowledge Transfer, in particular its role in cross-sectoral research cooperation.
- D. Development of tools to support the system of internal quality evaluation of creative activities.
- E. Creating conditions for presentations emphasizing the research role of the University.

Activities planned for 2020

- A1 Strengthening the strategic management of UPa in research. Preparation of strategic development plans for scientific, research, development and innovation activities.
- A2 Creation of the concept of distribution of funds for long-term conceptual development of research organization at the level of UPa faculties and sustainability of research centres in relation to the quality and performance of research.
- A3 Active application of motivational tools taking into account the creation of competitive results of creative activities of scientific teams and individuals. These tools will also be taken into account for more efficient financing (see also Priority 7).
- A4 Development of the existing infrastructure, reconstruction of premises and continuous modernization of instrumentation as a basic condition for increasing the scientific performance of academics and researchers.
- B1 Emphasizing the importance of scientific research mobilities and cooperation with foreign and other research institutes in the career development plan, especially in case of young science and research workers.
- C1 Updating the portfolio of responsibilities of the Centre for Technology and Knowledge Transfer to strengthen its role in cross-sectoral research cooperation and more effective use of science and research results in practice.
- C2 Practical use of centralized management of patents and utility models of UPa and development of employees' competencies in the areas of intellectual property protection.
- C3 Implementation of large OP RDE projects focused on pre-application research and long-

term cross-sector cooperation in accordance with innovated RI3 and ITI Strategies.

- D1 Evaluation of the implementation of Modules 3-5 of Methodology 17+ in the framework of R&D evaluation at UPa and elaboration of self-evaluation report for the evaluated period.
- D2 Finalization of the internal system to evaluate R&D results at UPa at the RO and faculty level. Development of information systems to support internal evaluation of quality of creative activities and identification of the most efficient scientific teams.
- D3 Establishment of the Science and Research Department within the framework of the restructuring of the Rector's departments.
- E1 Significant strengthening of media presentation of extraordinary scientific research results.
- E2 Participation in nationwide and regional promotional and infotainment events.
- E3 Creating overviews of the most important scientific outputs of basic and applied research and development for strategic partners in order to more easily identify and communicate the common interest in scientific cooperation

PRIORITY 6: STRATEGIC MANAGEMENT AND DEVELOPMENT OF SUPPORT PROCESSES

Objective:

To continuously improve the quality of strategic management focused on the evaluation of achieved results in relation to the set objectives and their use for the specification of tools for meeting the strategic goals.

Strategy:

- A. Continuous improvement of the quality of strategic management of all activities at the University of Pardubice.
- B. Innovation of internal information systems with regard to changing legislative requirements, development of modern ICT services and infrastructure.
- C. Providing quality back office processes to free up the capacities of expert research teams.
- D. Implementation of the University's communication strategy using innovative and modern tools and forms of promotion and communication.

Activities planned for 2020

- A1 Development of infrastructure to support and evaluate educational and creative activities, internal accreditation processes.
- A2 Regular collection and evaluation of data for the UPa internal quality assurance and evaluation system, modifications of processes in relation to new data evaluation requirements and their use.
- A3 Extension of data and process support of managerial decision-making.
- A4 Continuous development of transparent, motivational and evaluation processes within labour-law relations.
- A5 Support for the implementation of Centralized Development Projects in 2020 and preparation of strategic partnerships for the preparation of CRP 2021.
- B1 Development and updating of internal systems (MIS - Management Information System, IS VERSO, Internal Grant Agency, STAG, IFis, VEMA).
- B2 Effective deployment of cloud services usable in the computerization of higher education agendas.
- B3 Development of computerization of study administrative agendas and other electronic documents in accordance with valid legislation.
- C1 Improving support processes through activities supported by the Institutional Plan for 2019-2020.
- D1 Matching the identity and visual style of UPa.
- D2 Continuous provision of up-to-date and relevant information to all target groups within the University for the performance of their activities, using information systems and modern communication tools.

PRIORITY 7: EFFECTIVE FINANCING

Objective:

- I. To improve conditions and prerequisites for obtaining sufficient financial resources for all University's activities, including development activities.
- II. Ensure and control their effective spending at all parts of the University.
- III. Improve transparent funding rules to allow for further systematic and continuous development of the University in all areas of its activities.

Strategy:

- A. Use of transparent rules for the distribution of allocated funds, based on the current MEYS rules for institutional funding under Budget Heading I and the current number and financial demands of studies at individual faculties.
- B. Gradual involvement of new elements of quality evaluation of creative activities in the allocation of resources for long-term conceptual development of the research organization.
- C. Utilizing a stable, targeted and transparent calculation of the contribution of the University's parts to the different types of the University-wide common expenditure. Optimizing energy supply prices for next year, while working to reduce energy consumption and improve energy efficiency.
- D. Searching for alternative sources of the University's funding to reduce the dependence of the University's funding on the state budget.
- E. Utilization of funds obtained from the Operational Programme Research, Development and Education for the development of University's infrastructure, strengthening the capacities for quality education, research and development of human resources.

Activities planned for 2020:

- A1 Ongoing monitoring of compliance with the rules for drawing allowances and subsidies provided by MEYS through individual budget headings in 2020.
- A2 Setting up and verifying a new approach to the internal allocation of resources earmarked for the Long-term Conceptual Development of a Research Organization.
- A3 Support to CRC, Council of Universities and MEYS initiatives to ensure a growing volume of funds from the state budget of the Czech Republic to cover all activities of public universities.
- B1 Significant support of creative teams with long-term quality results of international importance.
- C1 Further growth of the average wage of UPa employees (assuming an increase in funds from the Ministry of Education, Youth and Sports) as a condition for the long-term competitiveness of UPa.
- C2 Preparation of investment projects, especially in the framework of the ongoing MEYS investment programme.
- C3 Buying energy at the best prices on the stock exchange.
- D1 Active steps by the University's management and that of faculties to encourage academics and researchers to submit projects to increase the share of funding earmarked for research, development and innovation, including funds from the EU Horizon 2020 Framework Program and funds obtained through contract research.
- D2 Support of activities aimed at increasing the awareness of academic, scientific and technical-economic workers about future possibilities of financing development and R&D

(prepared by Operational Programme Jan Amos Comenius at national level, within the agglomeration, Horizon Europe).

- E1 Thoughtful implementation of ESF and ERDF strategic projects financed from OP RDE.
- E2 Submission of further project proposals to the planned OP RDE calls, if this is in line with the strategic objectives of the University and their sustainability is ensured.