

Proposed implementation of the Strategic Plan for 2022

1. Study

1.1 Systematically prevent academic failure

1.1.1 Form a working group of academics to formulate tools aimed at preventing academic failure.

1.1.2 Cooperation with the Counselling Centre and the Information System to actively prevent academic failure.

1.2 Promote the interdisciplinary nature of teaching

1.2.1 Set up a system of sharing required elective courses to be offered across degree programs.

1.2.2 Create a minimum of 2 interdisciplinary courses in collaboration between at least two departments/programmes of study.

2. Internationalization

2.1 Have established, numerically stable and well-functioning English programmes at all levels of study.

2.1.1 Seek to optimise the admission process in English language Bachelor's degree programmes. Strengthen coordination and cooperation between departmental representatives and staff of Office for Studies and Office for International Relations staff in an effort to streamline and standardize the admissions process while maintaining the selection of quality and motivated applicants with a high probability of success. Establishing joint admissions committees in an effort to avoid duplication of efforts for applicants applying to multiple degree programs.

2.1.2 Intensively promote all study programmes in English. Especially Bachelor's programmes, whose graduates are a good reservoir of applicants for English Master's programmes.

2.1.3 Start teaching in two new interdisciplinary Bachelor's degree programmes.

2.2 Teach a high number of courses in a foreign (especially English) language, facilitating "internationalization at home", in all departments.

2.2.1 Support departments in their efforts to develop and offer Collaborative Online International Learning (COIL) courses to students in their programs.

2.2.2 Continue efforts to connect students in both Czech and English degree programs through the creation of a department-wide offering of required electives.

2.3 Achieve increasing numbers of student mobility for both incoming and outgoing students; achieve an increase in participation in international mobility programs among academic and non-academic faculty members.

2.3.1 Strengthen promotion and awareness of mobility opportunities for non-academic faculty staff and increase their motivation to travel.

2.4 Increase the number of foreign lecturers working in departments on a long-term basis.

2.4.1 Seek longer-term (semester) placements of established foreign lecturers using available grant schemes.

3. Science and doctoral studies

3.1 Increasing the success rate with an established standard of successful completion of studies in the standard time plus one year.

3.1.1 Discussion with Ph.D programme supervisors about the actions they are taking to increase the success rate and graduation in the standard time or in the normal time plus one year.

3.1.2 In the annual evaluation of doctoral programmes, work with data on student success rates in the past academic year - total number of students graduating, number of students graduating standard time and standard time plus one year, number of students in semesters 8 - 10, number of students in semester 11 and above.

3.2. Aiming to ensure that the financial income of each doctoral student from various faculty and university sources is such that it allows full concentration on doctoral studies without the need to earn extra income outside the academic environment.

3.2.1 Discussion with Ph.D program supervisors about the financial support that Ph.D students receive above and beyond the standard scholarship.

3.2.2 Gradually introduce the practice that part of the negotiation between a prospective Ph.D programme candidate and a potential supervisor is an agreement on the amount of financial support that the supervisor's department will provide to the student over and above the standard scholarship.

3.3 Promote good information and training on the submission and implementation of proposals and encourage the sharing of good practice.

3.3.1 Workshops organised by Dean's departments (Office for Research and Project Support, Finance Office, Central Library).

3.3.2 Courses offered to Ph.D students across the Faculty.

3.4 Encouraging the development of the potential of talented people.

3.5 Preparation of a functional system of support for researchers with excellent results.

3.4.1. and 3.5.1. Preparation of a grant competition for junior FSS researchers.

4. Social role

4.1 To link the research and educational activities of the Faculty with practice - either by promoting the applicability of research results or by presenting these results in a way that appeals to professional and general public.

4.1.1 Reform the approach to the Faculty's social networks and their targeting of specific audiences (professional public, media).

4.1.2 Creation of a press kit and setting up rules for its distribution.

4.1.3. Creation of a network of cooperating High Schools involved in offering training to teachers and students.

4.1.4. Editing the Faculty website.

4.2 Promote the dialogue between the different departments so that in the long term it leads to further strengthening of interdisciplinary cooperation, both in science and teaching.

4.2.1 Creation of a unified tool for sharing experiences in scientific activities.

4.2.2 Regular discussion with departmental appointees on best-practices in communication.

4.3 To foster long-term belonging among students, staff, and alumni based on shared values of dialogue, respect for and pursuit of truth, and the desire to move our discipline and community toward these values.

4.3.1 Engage students in managing and creating content on the Faculty's social media platforms.

4.3.2 Further support informal gatherings of academic and non-academic staff.

5. Internal culture and administration of the faculty

5.1 To be a prestigious employer with a shared internal culture and an open HR policy at the level of leading European faculties with appropriate HR management processes and tools.

5.1.1 Continue to develop and implement processes to maintain the HR Excellence in Research Award.

5.2 Create a motivating environment by rewarding outstanding and exceptional work performance, providing equal opportunities and conditions for individual development and career growth of employees as well as promoting work-life balance.

5.2.1. Introduce systematic individual evaluation of non-academic staff, introduce evaluation of managers by their subordinates.

5.3 Strengthen the efficiency of faculty operations with the goal of paperless tenure.

5.3.1 Continue to digitalization the administrative agenda.

5.3.2 Modify the rules of faculty budgeting taking into account the criterion of social contribution.

5.3.3 Deepening intra-faculty services leading to the maintenance and expansion of diversified funding sources.

5.4 Manage the development and renewal of faculty infrastructure in a sustainable and responsible manner to ensure adequate functional facilities for excellent research and quality teaching as well as a pleasant environment for students and staff.

5.4.1 Implement contactless unlocking of classroom and lecture hall doors.

5.4.2 Prepare for upgrading of water and waste water systems.

5.4.3 Preparation of IT upgrades (e.g. fibre optic network, new server room).

5.5 In line with the principles of sustainable development, manage energy, water and waste resources in a sustainable manner, strengthen informed management of the Faculty's operations and communicate examples of good practice to the public.

5.5.1 Seek further ways leading to environmentally friendly management and reduction of building energy consumption.