

Plan for the implementation of the FSS Strategic Plan 2021-2028 for the year 2024

1. Study

1.1. Effectively use large internal evaluation to inform potential curriculum changes (new goal).

- Implement the evaluation of 24 study programmes.
- Prepare proposals for new degree programmes - Human Resources Development and Employment (Bc.) and Human resources development and public policy (Nmgr.) - and submit them to faculty and university authorities.

1.2. Lead a discussion on the role of AI in the educational process (new goal).

- To lead a faculty-wide debate on the form of theses in relation to AI.
- Hold a faculty-wide meeting on the use of AI in teaching and methods of student evaluation.

1.3. Clarify study rules for FSS MU students (new goal, follow-up to SP 2021-2028 1.2.).

- Increase students' awareness of the rules of study in the single field studies, major and minor study plan.
- In cooperation with the communication and study department, develop a system of presenting the main rules of study on the website and in the FSS MU building.

2. Internationalisation

2.1. Have established, numerically stable and well-functioning English programmes in all levels of study (SP 2021-2028 2.1.).

- Support department heads with no or one English programme in implementing first/new English programs.
- Present FSS at fairs in countries of interest that target international secondary schools (especially UAE, Vietnam, Philippines, Korea, South America, Eastern Europe).
- Complete the English version of the website and upgrade the PR of the existing English programmes.

2.2. Teach a high number of courses in a foreign (especially English) language, facilitating "internationalization at home", in all departments (SP 2021-2028 2.3.).

- Targeted support for the development of new courses in English and/or the involvement of foreign teachers into existing teaching in departments with a low proportion of teaching in English.

2.3. Achieve increasing numbers of student mobility for both incoming and outgoing students; achieve an increase in participation in international mobility programmes of academic and non-academic staff of the Faculty (SP 2021-2028 2.4.).

- Maintain current numbers of student and staff mobility despite budget cuts Erasmus+ with an emphasis on the quality of mobility and the reliability of applicants.
- Promote at faculty level the submission of applications for Erasmus+ BIP (*blended intensive programmes*) for funding short-term student mobility.
- Advocate for the implementation of the long-term travel allowance for long-term travel abroad with a child or other dependent person in the rules for the use of the PPSŘ under Support for foreign trips PhD students.

3. Science and doctoral studies

3.1. Finding interdisciplinary research topics across all FSS disciplines to meet the needs of future international and domestic grant competitions (new 2022 target, but also SP 2021-2028 3.1. a 4.4.).

- Actively participate in the preparation of multiple projects for the SHUV OP JAK call, which is a unique opportunity to intensify interdisciplinary cooperation. Prepare also its own project within the faculty, where at least three disciplines will collaborate.
- Continued discussion with heads of departments on topics addressed in their departments, looking for new project opportunities, intensifying communication especially between research institutes in order to find long-term common interests.

3.2. Adjustment of the calculation of the distribution of DKRVO (SP 2021-2028 3.2.).

- Adjustment of the calculation of the distribution of the DKRVO towards greater simplicity and clarity with a stronger emphasis on excellent outputs.

3.3. Strive to ensure that the financial income of each PhD student from the various faculty and university sources is such that it allows full concentration on doctoral studies without the need for earning outside the academic environment (SP 2021-2028 3.5).

- Revise the employment practices of doctoral students in faculty departments so that correspond to the new requirements of MU and the prospect of an amendment to the Higher Education Act. In addition to scholarships, the employment relationship will be preferred instead of work performance agreements or work activity.

3.4. Discussion on the need, possibilities, tools and implementation of mentoring for PhD students and early career researchers (SP 2021-2028 3.4.).

- Discussions at the level of management, heads of departments and research institutes

as well as chairs and chairpersons of disciplinary councils on the possibilities of introducing mentoring tools so that they are effective and do not impose additional administrative and bureaucratic burdens.

4. Social role

4.1. To link the research and educational activities of the faculty with practice - whether by supporting the applicability of research results or presenting these results in a way that in an attractive way to reach the professional and general public (SP 2021-2028 4.2.).

- Motivate heads of departments and research institutes to increase the frequency of communicate scientific results more frequently and consistently to the professional and general public.
- Improve the communication of science to the professional and general public through the web and social faculty networks.

4.2. Be an active participant in societal debates that are directly or indirectly related to areas of faculty expertise, and to cultivate public debate (SP 2021-2028 4.1.).

- Enhance the "Social Relevance" module of the DKRVO subdivision to make it clearer and better reflect the social role of the faculty.

4.3. Encourage civic engagement and community care among both staff and students. (SP 2021-2028 4.3).

- Promote diverse swaps, further develop informal and formal gatherings (e.g., Faculty Day, Tea with the Dean), improving open and direct communication including sharing ideas for improving the working and learning environment (QR codes).
- Enhanced collaboration with student ambassadors, encouraging their direct involvement (thematic lectures, information about studying at the university, etc.).
- Creation of a set of short videos for teachers on basic topics in social sciences based on discussions with civics teachers at high schools

5. Internal culture and administration of the faculty

5.1. To be a prestigious employer with a shared internal culture and open staffing policy at the level of leading European faculties with appropriate processes and tools of HR management processes (SP 2021-2028 5.1.).

- Maintain the HR Excellence in Research Award.
- Conception of support for parents returning to work after maternity/parental leave.

5.2. Create a motivating environment by rewarding outstanding and exceptional performance, providing equal opportunities and conditions for individual development and career growth of employees and by supporting work-life balance. (SP 2021-2028 5.2.).

- Continue to reflect on the most appropriate ways of budgeting, including the distribution of DKRVO, how to calculate levies, etc., to further strengthen incentives for faculty departments to motivate them to excel.
- EVAK - call for departments and institutes to pool evaluations in the case of split time.
- Concept of performance appraisal at individual and group level.

5.3. Strengthen the efficiency of faculty functioning with the aim of paperless tenure (SP 2021-2028 5.3.).

- Review of administration process - assessment of current status.

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 welcoming environment for students and staff (SP 2021-2028 5.5.).

- Complete the implementation of contactless unlocking of classroom and lecture hall doors.
- Second phase of water and wastewater system upgrades.
- Continuation of IT upgrades (e.g. fibre optic network, new server room, adaptation of computer equipment to meet the higher standard of protection required).
- Gradual renovation of faculty premises to provide a pleasant environment for students and staff (e.g. renovation of the staff club, creation of additional seminar rooms in the library).

5.5. In accordance with the principles of sustainable development, manage energy and water resources in a sustainable manner. and waste, strengthen informed management of faculty operations and communicate examples to the public good practices to the public (SP 2021-2028 5.6.).

- Renew the composition of the FSS Sustainability Working Group.
- Seek further ways leading to environmental management and energy reduction of the building following the renovation of waste and water distribution systems (auditorium lighting etc.).