



# Plan for the implementation of the Strategic Plan for Educational and Creative Activities

Faculty of Science USB in České Budějovice

for the year 2026





## Introduction

The Faculty of Science submits, pursuant to Section 30, par. (1), letter (a) of Act No. 111/1998 Coll., on Higher Education Institutions, a draft Plan for the Implementation of the Faculty's Strategic Plan for 2026. This plan builds on the Strategic Plan for Educational and Creative Activities for 2021–2030, elaborating its objectives into specific measures and activities for the current year.

The plan is structured according to the same key areas that define the faculty's long-term strategic framework, namely Education, Research, Internationalisation, Openness, and Management. The aim of this document is to ensure the fulfilment of the faculty's strategic priorities in response to changing conditions in the higher education environment and in society.

The objectives of the Strategic Plan are formulated in general and cross-cutting terms. They cover a longer period and overlap with each other. There are no fixed boundaries between the individual objectives; they complement each other and form an interconnected whole, in which the individual areas reinforce one another. This approach enables a more effective connection and utilisation of available resources, knowledge, and experience, ultimately leading to a more effective fulfilment of the faculty's strategic goals. This interconnectedness also enables a flexible response to long-term challenges and needs in the field of education. By spreading the goals over a longer time horizon, it is possible to continuously adapt strategies and priorities to changing societal conditions and developments in the educational environment.

The implementation of the Strategic Plan will strengthen the quality of the faculty's educational and creative activities, supporting its long-term development in line with its mission to provide quality education, advance scientific knowledge, and contribute to societal development.



## 1 Strategic Area 1 – Education

### 1.1 Development and Innovation of Study Programmes of the FSc

(1) maintaining and improving the quality of existing study programmes  
(2) re-accreditation and preparation for re-accreditation of finishing study programmes

- consideration of the need to reduce the number of study programmes at the faculty in preparation for re-accreditation
- considering of science and research priorities, and the needs of society in the preparation of new study programmes
- incorporating modern approaches into teaching (e.g. the use of bioinformatics and artificial intelligence in science and research)
- gradual introduction of English courses into Czech study programmes

(3) development of professional study programmes

- BSc. Applied Informatics
- BSc. Sustainability Management
  - a study programme in which several USB faculties are involved
  - the need to set rules for the provision of trans-faculty programmes
- MSc. Artificial Intelligence and Data Science
- MSc. Bioanalytical Laboratory Diagnostics in Healthcare
- BSc. programmes for education will be prepared for accreditation as professional degree programs
- MSc. Upper Secondary School Teacher Training – FSc will join the Faculty of Education and the Faculty of Arts USB to create a five-year professional MSc. programme in teaching natural sciences for secondary schools

(4) completion of the transformation of the Centre for Science Education into the Department of Teacher Education

- personnel stabilisation of the new department

(5) international study programmes and internationalisation

- development of the MSc. study programme Environmental Archaeology
- support for the internationalisation of teacher training programs
- development of study programmes in a foreign language
  - BSc. and MSc. Biological Chemistry
  - MSc. Artificial Intelligence and Data Science
  - MSc. Ecology
  - MSc. Functional Genetics and Bioinformatics

(6) cooperation between the Faculty of Science, the České Budějovice Hospital and the Faculty of Health and Social Sciences for the development of biomedical disciplines according to the needs of the region

- development of the new professional MSc. study programme Bioanalytical Laboratory Diagnostics in Health Care



- involvement of doctors in teaching, primarily from the České Budějovice Hospital
- development of cooperation with the České Budějovice Hospital in connection with the OP JAK MEDDA project and cooperation on other projects

(7) preparation and development of lifelong learning courses

- creation of micro-certified lifelong learning courses according to the faculty's capabilities, e.g. in connection with the BSc. programme Sustainability Management
- preparation and ensuring the functioning of open courses for secondary school students or the public

## 1.2 Securing doctoral study programmes and the implementation of the amendment to the Higher Education Act

(1) updating of internal faculty standards carried out in connection with changes to internal regulations

(2) addition of administrative procedures for ensuring doctoral study income according to practical experience since its introduction (September 2025)

- contractual and administrative arrangements in cooperation with partner institutions, especially the Biology Centre of the Czech Academy of Sciences
- awareness of doctoral students (especially regarding the need for the student to apply for this income)
- financial provision of necessary funding, including participation of the supervisor and departments
- administrative and financial management of faculty doctoral positions (i.e. without the need for grant resources already at the time of student admission) associated with teaching

(3) financial and administrative support of the compulsory provision of doctoral internships

(4) unification of conditions for all students of doctoral study programmes regarding the abolition of final state examinations

(5) support for the USB School of Doctoral Studies

- Support for the participation of teachers, supervisors, and students in joint activities of the USB School of Doctoral Studies



## 2 Strategic Area 2 – Research

### 2.1 International projects, prestigious project competitions (ERC)

- (1) support for researchers in the preparation of applications for ERC calls
  - creation of the Senior Staff Advisory Group
  - set up a reward system
- (2) supporting researchers in the preparation of applications for other highly competitive calls
- (3) supporting the integration of research teams into large research infrastructures

### 2.2 Cooperation with the application sphere and cooperation in the field of medicine

- (1) deepening the cooperation of biomedical research groups with the České Budějovice Hospital and other medical facilities
  - strengthening cooperation in the field of biomedicine between the faculty and hospitals, focus on the diagnostic laboratory
  - joint research projects
  - doctoral research projects – doctors as PhD students
- (2) support of research teams in the implementation of applied and contractual research, and cooperation with practice

### 2.3 Support of key research infrastructures of the faculty

- (1) determination of a strategy for the renewal of demanding instrumentation and planning of its modernisation, including the determination of the participation of departments

### 2.4 Increasing the level of existing research

- (1) providing institutional support for the establishment of new research teams and the stabilisation of excellent research teams
  - support for new research teams only in priority areas of science and research in the Czech Republic/EU
- (2) implementation of the recommendations of the International Evaluation Panel to strengthen joint research plans and projects across university parts



### 3 Strategic Area 3 – Internationalisation

#### 3.1 Support for foreign employees and students

- (1) supplementation of existing measures for assistance and support to foreign employees (Human Resources Department) and students (Study Department), including mediation of negotiations with authorities, etc.
- (2) ensuring the translation of all measures, methodologies, and other relevant documents into English
- (3) creation of a full-fledged version of the faculty website in English
- (4) ensuring language readiness for all administrative staff

#### 3.2 Support for the mobility of students and employees of the Faculty of Science USB

- (1) provision of scholarships and support for students and staff in participation in mobility programmes abroad
- (2) support for participation in major international mobility programs and scholarship programs such as Erasmus+, International Credit Mobility, CEEPUS, etc.
- (3) preparation of a strategy to support foreign internships of doctoral students in view of the increasing costs of these internships

#### 3.3 Support for international research projects

- (1) institutional and administrative support in obtaining and implementing international cooperation projects
  - improve the quality of call monitoring within the Project Department
  - improve the quality of project support during project preparation and implementation
  - to provide a mechanism to support the preparation of projects by external consulting firms for large, administratively demanding projects





## 4 Strategic Area 4 – Openness

### 4.1 Alumni Club: support and use of experience for faculty development

#### (1) support for the Alumni Club to improve the environment

- creation of a network of successful graduates, including their current contacts, in cooperation with the Absolventi.cz platform
- organising meetings and activities for graduates to strengthen their involvement and bond with the faculty
- offering mentorship programs where graduates can share their experiences and advice with current students

#### (2) alumni feedback to strengthen the educational and research framework

- regular collection of opinions and feedback from alumni on the quality of teaching, infrastructure, and research programmes

### 4.2 The third role of universities

#### (1) innovation of the learning environment: DVPP, Lifelong Learning, and online teaching

- introduction and development of lifelong learning programmes for better access to quality education, even after the completion of primary studies
  - preparation of a micro-certified lifelong learning course, Sustainability Management, for those interested in state administration, local government, companies, etc.
  - Implementation of already approved micro-certified lifelong learning courses (Practical Basics of GIS for Spatial Landscape Analysis, Sustainability Across Sectors, and Ecological Restoration in Practice), preparation of additional micro-certified lifelong learning courses for interested parties from state and local government, companies, etc., as well as students of FSc, to increase their competitiveness in the labour market
  - Preparation and implementation of educational webinars for teachers (e.g., The World of Antibodies, Algae as Interdisciplinary Bridges)

#### (2) strengthening the role of the university in the life of society through the University of the Third Age (U3V)

- connecting the university with local communities and society through courses and lectures designed for the public (U3V courses for the public, courses for teacher training)
- opening of teaching to interested high school students and the public

#### (3) providing relevant information to the public on current problems of science and society

- preparation of workshops and information meetings; Follow-up to the submitted OP JAK project Support of Civic Education and Education for Democracy



(4) strengthening cooperation with local governments and the region

- increased involvement in regional initiatives, platforms and strategies aimed at the development of the region (e.g., by offering increased expertise through micro-certified lifelong learning courses)
- consultation and research for local authorities (e.g. environmental analyses)
- participation in expert groups and public debates

(5) sustainability support

- introduction and support of procedures to increase the sustainability of faculty activities
- promoting and informing the public about sustainability in all its aspects through popularisation events (e.g., Earth Day), websites, and social networks of the faculty
- support for the activities of the Faculty of Science Sustainability Group

#### 4.3 Increasing awareness of the faculty – PR and marketing support

(1) stabilisation of the PR department's personnel structure

(2) popularisation of study programs

- active participation in trade fairs (Gaudeamus, Science Fair)
- extension of the faculty's Open Day (DOD) to two days, optimisation and expansion of the DOD program
- preparation of content for the faculty's social networks, promoting study programs and life at the faculty
- targeted marketing campaigns through online campaigns on S-klik, Google, and paid ads on Instagram and Facebook, as well as contact campaigns at secondary schools
- targeted marketing campaigns
- creating a marketing strategy to promote the strengths of the faculty and study programs

(3) popularisation event for primary and especially secondary school students

- maintaining the scope and quality and increasing the range of activities within the existing popularisation events, June Day with the Faculty of Science for elementary and high school students, Earth Day, JuniUni, BudBio, Summer School with Natural Sciences
- expanding the range of lectures for high schools
- cooperating with the Biology Centre of the Czech Academy of Sciences on the OpenLab project
- evaluation of the dates of popularisation events and their concurrence with the activities of other faculties (especially other Faculties of Science), and the time possibilities of pupils and students

(4) new opportunities for the promotion of the Faculty of Science

- use of the mural and other works of art in the campus





- addition of information panels in the area (in connection with the FSP project)
- use of other areas within the complex, advertising space in public transport environments
- use of the multimedia centre in the USB Auditorium for recording podcasts
- increase the number of contributions in regional and national media



## 5 Strategic Area 5 – Management

### 5.1 Reorganization

- (1) implementation of the faculty reorganisation plan at individual departments in personnel issues
- (2) adjustment of the distribution of funds to departments, considering teaching, scientific and grant performance
  - considering the lack of scientific output at the Department of Languages and the Department of Teacher Education
- (3) preparation of a methodology for greater consideration of other employee activities in the evaluation of departmental and employee performance – PR activities and activities falling within the scope of applied research
- (4) preparation of measures for the creation of funds intended to support promising research groups, well-performing research groups in the event of sudden funding outages and ensuring the renewal of necessary instrumentation

### 5.2 Digitalization

- (1) modification or replacement of the existing application for the assignment of bachelor's and master's theses
- (2) support for further digitalisation of administrative procedures
- (3) preparation for, or the introduction of chatbots for communication between students and the administration (primarily the Study Department) and then employees with the administration
- (4) completion of the digitalisation of entrance examinations for bachelor's programs
- (5) expansion of the platform for registration and processing of requests (ServiceDesk) to other agendas

### 5.3 Subsidy measures

- (1) creating optimal working conditions for scientists with young children
  - use of the university project OP JAK Returns and support for employee participation in this project (start of support in 2026)
  - supporting flexible work schedules and supporting remote work for parents
  - provision of childcare and other forms of support for work-life balance
  - support for parents with small children as part of other activities of the faculty, e.g. in the form of suburban camps during the holidays
    - evaluation of the financial demands of these activities and the search for other financial sources to ensure them
- (2) promoting social integration and removing cultural barriers
  - implementation of programs for the social integration of workers and the creation of an inclusive work environment
  - increasing the awareness of students and employees from abroad about cultural customs in the region



#### 5.4 Further education of the administrative apparatus

- (1) support for language learning and communication skills development for administrative staff
- (2) financial and organisational support for the participation of administrative staff in professional courses and training

#### 5.5 Project Department

- (1) unification of project support – full integration of support for the Czech Science Foundation, AZV and similar projects under the Project Department
- (2) increasing the quality of call monitoring, monitoring of activities at individual departments, and subsequent targeted informing of employees about calls that are relevant to them
- (3) further development of cooperation with KTT USB
  - support in the preparation of patent applications and other forms of intellectual property protection
  - educating employees on the forms and procedures of intellectual property protection

#### 5.6 Safety

- (1) checking the completeness of OHS documentation and completing missing documents
- (2) creation of laboratory operating rules according to the needs of individual departments
- (3) in cooperation with a USB security technician, preparation of procedures in case of emergency situations and their publication and training of employees
- (4) evaluation of the safety of existing room and building locking systems and design for their modification

#### 5.7 Social security – Ombudsman

- (1) Complete the implementation of measures to increase social security
  - Implementation of the ombudsman institution at the faculty as an independent and impartial body that receives suggestions from employees and students and oversees fair and lawful procedures – allocation of workspace with the possibility of private conversations, publication of the ombudsman's schedule at the workplace
  - Introduction of a Methodological Handbook for the Promotion of Social Safety at the Faculty of Science, University of South Bohemia



## 6 Plan of significant investment activities of the Faculty of Science USB for 2026 and outlook for the future

- (1) modernisation of the premises of buildings A, B, C, O, and VTP (Building I) for research and teaching needs
- (2) completion of the new computer classroom (C6).
- (3) completion of the reconstruction of the VTP (Building I), including complete furnishing of the building and relocation of the Department of Informatics
- (4) completion of the reconstruction of Building O and reconstruction of the ground floor of Building A with the transfer of all parts of the Dean's Office (administration), the Department of Medical Biology and the Department of Molecular Biology and Genetics.
- (5) completion of the reconstruction of the atrium of Building B
- (6) creation of a relaxation and rest space for students in the lobby of Building C
- (7) preparation and implementation of reconstructions of vacated spaces in Building B and Building C (teaching spaces, computer room, new laboratories).
- (8) construction of a new access road to building C (new main entrance to the premises of the Faculty of Science USB) and construction of a fence around the premises.
- (9) preparation and start of the implementation of the roofing of the parking lot at Building C with photovoltaics
- (10) submission of a project for financing the reconstruction of the roof of Building B; project preparation for more extensive thermal insulation modifications of Building B (replacement of windows, insulation, installation of shading elements) in connection with the reconstruction of the roof
- (11) establishment of a backup power supply circuit and interconnection of electrical distribution systems in buildings A, B, C, and O, including connection to a backup power source (power generator).

Submitted by the Dean of the Faculty

Discussed by the Scientific Board of the Faculty pursuant to § 30, par. 1, letter a) of Act No. 111/1998 Coll. on Higher Education Institutions and on Amendments to Other Acts, per rollam on dates Dec 3<sup>rd</sup> – 15<sup>th</sup>, 2025.

Approved by the Academic Senate of the Faculty pursuant to Section 27, par. 1, letter h) of Act No. 111/1998 Coll. on Higher Education Institutions and on Amendments to Other Acts, on: Jan 14<sup>th</sup>, 2026.