



# Strategic plan of educational and creative activities

Faculty of Science USB in České Budějovice  
for the period 2021 - 2030





## Introduction

The strategic plan of the educational and creative activities of the Faculty of Science USB in České Budějovice is the basic document of the faculty, defining the direction of the faculty's development in the next decade. It was developed in accordance with the strategic plan of USB and reflects the specific position of the Faculty of Science USB as a research-oriented faculty. At the same time, it emphasises the social role of the faculty and its activities to meet the region's needs.

This intention builds on Czech and European strategic science and education policy documents and emphasises increasing flexibility in decision-making and implementation of new approaches, internationalisation and equal opportunities. It is based on the basic vision defined by the Strategic Plan of the Ministry of Education for the field of higher education for the period from 2021:

*"Universities, as the highest link in the educational system, are the top centres of education, independent knowledge and creative activity and play a key role in society's scientific, cultural, social and economic development."*

The strategic plan will be revised annually with regard to current developments, the needs of the faculty and the fulfilment of objectives through the Plans for the Implementation of the Strategic Plan of the Faculty for the relevant year and its subsequent evaluation as part of the Annual Activity Report.

The strategic plan is divided into key strategic areas of Education, Research, Internationalisation, Openness and Management, individual objectives of these areas and tools to achieve the set goals. The strategic plan also includes the Plan of Significant Investment Activities of the Faculty of Science USB for the given period.

## Milestones, Values and Visions – Introductory Word by the Dean and Chairman of the Academic Senate of the Faculty of Science USB

The Faculty of Science USB was established in 1991 by a resolution of the Academic Senate of the University of South Bohemia, shortly after its establishment by the Act of the Parliament of the Czech Republic 314/1991 Coll. (Act on the Establishment of the Silesian University, the University of South Bohemia, the University of West Bohemia, the University of Jan Evangelista Purkyně and the University of Ostrava) originally as the Faculty of Biology with the significant support of the biological institutes of the Czechoslovak Academy of Sciences in České Budějovice.

With regard to its strategic development and strengthening of other natural and technical fields of chemistry, physics, mathematics and informatics, it was renamed



the Faculty of Science USB on 1st August 2007. From its inception, the faculty has developed as an independent and self-confident institution and, over time, has become one of the leading faculties of science in the Czech Republic with high international credit.

The Faculty of Science continues the tradition of developing quality science and cooperation at the national and international levels. The key rule in the education of students is their inclusion in teams dealing with scientific, research and application-oriented projects or their participation in the implementation of social contracts within the framework of cooperation at the regional or state level. Although the Faculty of Science USB is primarily a scientific faculty, it also focuses on and develops the education of students in professionally oriented fields.

The Faculty of Science USB strives to be a modern, open institution providing its students with quality natural and technical sciences education. It supports cutting-edge fundamental and applied research, now an essential part of modern education. The main goal of the faculty is to teach students critical thinking and support their professional self-confidence. To provide them with basic theoretical and practical skills that will prepare them for a successful career in a changing world and allow them to influence its development positively.

prof. Ing. Hana Šantrůčková, CSc.  
Dean of the Faculty of Science USB

RNDr. Petr Nguyen, Ph.D.  
Chairman of the Academic Senate  
of the Faculty of Science USB



## Strategic Area 1 – Education

The primary mission of the Faculty of Science USB is to educate and educate the young generation in science, technology and teaching fields *relevant to life and practice in the 21st century*. The faculty emphasises the *development of quality study programmes* at all levels of university studies, from bachelor's and master's to *doctoral studies*, and includes the support of inter-faculty cooperation. In addition to academically oriented study programmes, the faculty will also develop professionally oriented study programmes according to the needs of society and the region.

- **Innovation in Teaching Biological Disciplines at the Faculty of Science USB**
  - Increasing emphasis on teaching aimed at evaluating and interpreting information and finding interdisciplinary connections
  - Introduction of a modular teaching system
  - Support for project-based and research-oriented teaching at the expense of frontal teaching
- **Development of other natural sciences of the faculty**
  - Interdisciplinarity and interconnection of educational and research activities between the individual fields of science of the faculty
  - Establishment of a centre for science and technical education of future teachers, including the expansion of the range of approbations (e.g. geography) and lifelong learning
  - Establishment of the Centre for Bioarchaeology, a joint interdisciplinary scientific research centre of the Faculty of Arts and the Faculty of Science USB
  - Support for the development of cross-border study programmes
  - Support for cooperation between the Faculty of Science, the hospital and the Faculty of Social Sciences in the development of biomedical disciplines
- **Solutions for the position, organisation and personnel of the IT fields**
  - Involvement in a university-wide platform for the development of IT disciplines supporting educational and research activities
  - Introduction and support of bioinformatics studies at the Faculty of Science USB
  - Reservation of the USB Science Park building (currently leased by JAIP) for the needs of the IT disciplines of the Faculty of Science USB
- **Strengthening the quality and efficiency of doctoral study programmes**
  - Deepening cooperation with institutes of the Academy of Sciences based on co-accredited doctoral study programmes, and support for the School of Doctoral Studies
  - Accreditation of new doctoral programmes



- **Development and renewal of the teaching infrastructure of the faculty**
  - Reconstruction and modernisation of Building O for teaching and research purposes
  - Restructuring of molecular biology and medical workplaces as part of their relocation to Building O
  - Reconstruction of part of Building B for teaching and research purposes
  - Construction of the Botany Pavilion on USB grounds within the Faculty of Science campus



## Strategic Area 2 – Research

The Faculty of Science USB is a research-oriented faculty that emphasises the interconnection of teaching and research, supports students in their research activities and creates conditions for cutting-edge research in all fields of its activities. The faculty will focus on *effectively using personnel and material capacities in research and development*.

- **Cooperation with practice, support for the region**
  - Deepening the cooperation of biomedical workplaces with the hospital and regional medical workplaces, and building a biomedical diagnostic laboratory, including its accreditation
  - Institutionalisation of joint research and educational workplaces with the Biology Centre of the Czech Academy of Sciences in České Budějovice
  - Support of research teams in the implementation of applied and contract research and cooperation with practice
  - Deepening cooperation with national parks and nature conservation organisations
- **Completion of the restructuring of polar research at USB**
  - Optimisation of financing and operation of the polar station's research infrastructure
  - Involvement of strategic partners after the operation of the polar station
  - Support for the development of the Centre for Polar Ecology
- **Support of key research infrastructures of the faculty**
  - Strategy and planning for the renewal of demanding instrumentation
  - Support for the purchase of new, financially demanding devices based on the needs of faculty development
  - Inclusion of strategic research units of the faculty on the Roadmap of the R&D of the Czech Republic and their definition as Large Research Infrastructures (RDI)
  - Extension of Building B on the site of the current greenhouse, construction of a menagerie
- **Increasing the level of existing research**
  - Institutional support for the creation and stabilisation of excellent teams
  - Avoiding fragmentation of research topics
  - Creation of a strategy for the support of contract and applied research, and increasing their social relevance under the conditions of maintaining the research focus of the faculty
  - Use of a wide range of motivational tools to increase the level of the research and education process



- Support for the establishment of interdisciplinary faculty and interfaculty scientific research centres
- In accordance with the recommendation of the International Evaluation Panel, strengthen joint research plans and projects across USB constituents



### **Strategic Area 3 – Internationalisation**

The Faculty of Science USB considers it crucial to cultivate an international environment at the faculty in the form of support for the mobility of its students and employees, as well as by supporting international students and employees from the EU and third countries, student exchanges or cross-border cooperation. *Strengthening the international dimension of research and its closer connection with educational activities is a way to further increase the quality of teaching and the competitiveness of the Faculty of Science USB graduates on the labour market.*

- **Support for foreign employees and students**
  - Scholarships for International Students
  - Post-doctoral internship programme for staff from abroad
  - Support for foreign employees and students on site, assistance in dealing with authorities, accommodation, a children's group, and an elementary school with teaching in a foreign language
- **Support for the mobility of students and employees of the Faculty of Science USB**
  - Scholarships and other mobility support programmes, Erasmus+, Internal Call, International Credit Mobility, CEEPUS
- **Support for cross-border study programmes**
  - Scholarships for students of cross-border study programmes
  - Language Skills of the Study Department and Administration
  - Organisation of the study agenda for students from abroad
- **Support for international research projects**
  - Institutional and administrative support in obtaining and implementing international cooperation projects and creating research networks
- **Support for the internationalisation of the Faculty of Science**
  - Establishment of the International Evaluation Board of the Faculty of Science
  - Virtual Mobility



## Strategic Area 4 – Openness

The Faculty of Science USB is an open faculty both in education and science, and towards society's and the region's needs. The faculty is aware of the need *to improve the accessibility and relevance of flexible forms of education.*

- **Alumni Club**
  - Support for the alumni club, use of their experience and feedback to improve the educational and research environment of the faculty
- **Lifelong Learning Development, University of the Third Age, Online and Distance Learning**
  - Development of the third role of the university for the needs of society and the region
- **Development of study programmes for the needs of the region**
  - Biomedicine, Teaching, Technical Fields, Informatics, Environmental Care
- **PR and marketing support**
  - Implementation of targeted marketing campaigns (summer schools, lectures for the public, participation in trade fairs, lifelong learning, etc.)



## Strategic Area 5 – Management

The Faculty of Science USB applies a systemic model of institutional management based on analysing processes and defining modern and progressive measures in *strategy and management systems*. The main emphasis is on *reducing the administrative burden on academic staff* and creating a friendly environment and optimal working conditions for its employees.

- **Career rules**
  - Introduction and setting up a career growth plan for academic staff of the faculty, including clearly defined conditions for young and beginning research and teaching staff
  - Stabilisation and support of the professional growth of administrative and technical staff
  - Stabilisation and support of the professional growth of academic staff
  - Strict adherence to transparent rules for hiring and career development of employees
  - Equal opportunities
- **Support measures**
  - Creating optimal working conditions for scientists with young children, which will enable them to reconcile work and personal life
  - Promoting social integration and removing cultural barriers
- **Cutting red tape**
  - Digitisation of administration and agenda related to research and teaching
- **Further education of the administrative apparatus**
  - Language skills of administrative staff
  - Support for professional courses
- **Project Department**
  - Support for teams in the preparation and implementation of research projects, with an emphasis on prestigious international projects
- **Development and renewal of the faculty infrastructure**
  - Establishment of the main entrance/entrance to the campus of the Faculty of Science USB from the newly built road from Branišovská Street to the western border of the plot
  - Termination and Financial Settlement of the Easement on Part B of Building B from the BC CAS
- **Support of social responsibility within the activities carried out at the Faculty of Science**
  - Support for the economic, social and environmental aspects of the development of the future society



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## **Plan of significant investment activities of the Faculty of Science USB for the given period**

In the years 2021-2030, the Faculty of Science USB plans to implement the following investment projects:

- Reconstruction of part of building A (building of the Faculty of Economics USB), vacated after the departure of the Faculty of Economics USB to new premises – priority 1
- Reconstruction of the "JAIP" building to provide IT fields at USB – priority 2
- Contractual termination of the easement on the accommodation capacities of the BC CAS in building B and their reconstruction – priority 3
- Gradual reconstruction of buildings A and B – priority 4
- Construction of the Botany Pavilion of the Faculty of Science USB on the USB campus – priority 5
- Reconstruction of the greenhouse of building B and creation of plant molecular biological workplaces – priority 5
- Establishment of an entrance to the faculty campus from the west side, depending on the construction of a ZTV/public road in the adjacent location west of the USB land boundary – priority 6

Submitted by the Dean of the Faculty

Discussed by the Scientific Board of the Faculty pursuant to Section 30, subsection 1, letter a) of Act No. 111/1998 Coll. on Higher Education Institutions and on Amendments to Other Acts, dated: 7th July 2021

Approved by the Academic Senate of the Faculty pursuant to Section 27, paragraph 1, letter h) of Act No. 111/1998 Coll. on Higher Education Institutions and on Amendments to Other Acts, dated: 2nd September 2021

*\* Quotes from the Vision and Priority Objectives of the Strategic Plan of the Ministry of Education, Youth and Sports for the period from 2021 are marked in italics*