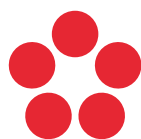


Implementation Plan of Strategic Plan

University of South Bohemia
in České Budějovice

2021-
2022



Jihočeská univerzita
v Českých Budějovicích
University of South Bohemia
in České Budějovice

www.jcu.cz

Vision

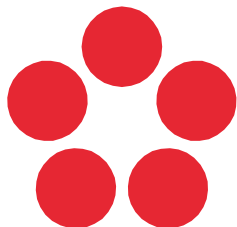
The University of South Bohemia aspires to be:

- a highly sought-after, friendly university offering motivational study and work environment
- a university able to compete at both the European and global levels
- a university with an unmistakable identity that is of benefit to the city as well as the region
- an academic institution supporting students as well as employees

Mission

As a prime centre of scholarship, independent knowledge, and creative activity, the University of South Bohemia in České Budějovice (USB) is oriented towards the scientific, cultural, social, and economic development of society, and fulfils its mission as a higher education institution by its activity according to Section 1 of the Higher Education Act: USB cultivates learning, supports independent knowledge and creative activity in research and development, and actively does its societal duty in cultural, economic, social, and environmental areas.

The core mission of USB as a research organisation is to independently perform basic and applied research or experimental development and publicly disseminate the results of these activities by instruction, publishing, or knowledge transfers. Educational and related scientific and research, developmental and innovation, artistic, or other creative activities are being cultivated at USB in natural, agricultural, social and healthcare fields as well as in humanities at the international level. Apart from educational and creative activities, USB also performs supplementary activities so that these activities aid in fulfilling the mission of USB.



Values

Professionalism

The University of South Bohemia relies on highly qualified and competent staff members in all areas of its activity.

Ambition

The University of South Bohemia is a perceptive institution, and its objectives are ambitious in all areas of its activity.

Responsibility

The University of South Bohemia is committed to social responsibility and principles of permanently sustainable life.

Integration

The University of South Bohemia connects internal as well as external partners and it is a free environment where their ideas can be expressed and accomplished.

Openness

The University of South Bohemia subscribes to principles of democracy and liberty, it is open to accepting and sharing new ideas and approaches as well as to establishing new partnerships.

Internationalisation

The University of South Bohemia builds upon international cooperation when fulfilling its mission.

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Fulfilling the vision for 2022

The Implementation Plan of the Strategic Plan of the University of South Bohemia in České Budějovice 2022 (IPSP 2022) represents an integral part of the strategic management of the University of South Bohemia in České Budějovice (USB).

It is based on the USB Strategic Plan of Educational and Creative Activity (Strategic Plan) 2021–2030 and its goal is to specify set priorities and the preparation of key measures for the second year of the Strategic Plan.

The Implementation Plan of the USB Strategic Plan 2022 is organised, just as the Strategic Plan, in five priority areas: education, research, internationalisation, openness, and management. The most important planned activities (anticipated measures) for 2022 at the University-wide level are added to the individual priority objectives. The USB Investment plan 2022 is a separate annexe to the IPSP 2022.

The Ministry of Education, Youth and Sports of the Czech Republic has declared the Programme to support the strategic management of public higher education institutions 2022–2025 (PSSM) to support the implementation of selected strategic measures in the field of education activity, management, internal processes, and to a lesser extent, the third role of universities. The selected activities to be funded from PSSM in 2022 are identified with 📍 symbol.

1 Education



Objective 1.1 Education quality

Activities planned for 2022

Developing a system of objective verification of education quality

- An analysis of admission procedure conditions being currently applied at the USB faculties will be performed, and the strengths and weaknesses of individual approaches will be evaluated.
- A proposal of an update of the internal regulation entitled 'Rules of the quality assurance system' will be prepared in conjunction with members of USB management as well as a Rector's ordinance concerning the regular evaluation of faculties and degree programmes.

Adjustment of the methodology of the USB budget for the area of education

- Implementation of quality criteria in the budget methodology followed by an evaluation of experience with the implementation of the criteria.
- Doctoral Studies School will be established, and a proposal for taking the quality of doctoral studies into account in the budgetary item for excellent teams for the next budgetary years will be submitted.

Bolstering personal responsibility for the quality and maintenance of standards in education

- The work on the project 'USB Development – ESF II' – the outputs of which (particularly in the context of the activity entitled 'Development of career counselling') have, among other things, impact on the creation of systemic support for guarantors of degree programmes in the area of promotion of degree programmes, care for graduates, and during communication with potential employers – will continue. In 2022, work will continue on creating annotations of degree programmes and related graduate profiles from the perspective of employability. A review of degree programmes annotations published on the new USB website will be performed, and the best practices and 'problematic areas' will be identified.

Accounting for the quality of pedagogical work as a criterium in habilitation and appointment procedures

- A material focused on possibilities of qualitative evaluation of education work for the needs of habilitation and appointment procedures will be prepared in the context of the group of quality coordinators. Special emphasis will be put on the possibility of an objective approach to applicants from USB and other institutions. In the case that the USB management assesses the material as a relevant basis for introducing specific measures into the practice of scientific boards at USB, a corresponding ordinance will be prepared, or a modification of the internal regulation of habilitation, and appointment procedures will be proposed.

Bolstering the objective importance of the institute of an academic community

- Existing communication on sharing and evaluating examples of best practices in the context of quality coordinators will continue.

Development of care for students threatened by drop-outs

- The project entitled 'USB Development – ESF II' focused on support and counselling services for students will end. One of the outputs of the activity will be, among others, the career counselling conception, psychological counselling conception, including support for the students with special needs (a catch-up course for secondary school students with special needs focused on achieving the minimum competencies for studies at a HEI). Among other things, the course of study skills for students with study difficulties is proposed for the portfolio of services of the University Psychological Counselling Centre.

Systemic support of educators

- The strategic project entitled 'USB Development – ESF II', which, inter alia, deals with the tutoring innovations at the USB Faculty of Science, will continue (the tutoring innovation was supported by the 'USB Development – ESF' project, while the relevant activity was completed in 2021).
- The activities focused on bolstering the educational skills and abilities of educators using experience gained in the context of the execution of the strategic project 'USB Development – ESF' will be supported while emphasis will be put particularly on bolstering the skills necessary for instruction in foreign languages (Teaching Skills in English module) and skills needed for distance instruction.
- The technical and methodological support for academic staff when using flexible forms of education will also continue. Following the creation of the technical and methodological support position within CIT in 2019, it is keeping this position and its systemic use, particularly when creating study support materials and courses for distance forms of education (IS STAG, LMS Moodle, MS Teams, eKnihovna, etc.). A CIT staff member will be the administrator of newly introduced technical tools for flexible forms of education and will provide academic staff with technical as well as methodological support focused particularly on the efficient use of technologies employed to support either distance instruction or part-time instruction.

Effective organisation supporting the intent of educational activities

- The discussion concerning the possibilities of a gradual streamlining of these dates across the entire USB will continue, including a potential update of the structure of the Rector's ordinance on the timetable of the academic year supporting the convergence of study conditions across USB.

In connection with the announced amendment of the Higher Education Act, an update to the USB Study and Examination Regulations aiming at a simplification and clarity of conditions to studies across USB will be executed.

Responsibility Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.2 Connection to practical training

Activities planned for 2022

Framework of qualifications and learning outcomes as a part of standards

- In the context of the preparation and updates of the annotations of degree programmes, specifications of graduate profiles from the perspective of the expected outputs of learning will be included on the new USB website.

Linking academically-oriented degree programmes with the research experience

- Activities of the strategic project entitled 'USB Development – ESF II' focused on the innovation of instruction at FSC USB will continue in 2022 (module organisation of instruction supporting active learning of students and bolstering the research orientation of instruction).
- Cooperation with the Czech Academy of Sciences will be supported, e.g. joint lecturing activities, involvement of experts in newly prepared accreditations, etc. will be developed.

Linking professionally-oriented degree programmes with institutions allowing professional application

- In the context of internal University reflection on the approach to professionally-oriented academic programmes, an inter-faculty comparison of various types of the given cooperation will be performed, how it is implemented at individual faculties or areas of education.

Integrating issues of results of prior learning into the USB SER

- An update of the USB Study and Examination Regulations will take place, which will include a more comprehensive and flexible solution to issues of recognising results of prior learning.

Development of professionally-oriented bachelor's studies

- Following the NAB inspection, the experience with distinguishing between academic and professional programmes and their implementation (with emphasis on the use of experts from the sphere of application and experience with practical training) will be discussed in the context of USB management, quality coordinators, the Rector's Board and the Internal Evaluation Board.

Bolstering the relevance of profiles of degree programme graduates

- The topic will be a part of the methodology of regular evaluation of faculties and degree programmes.

Active learning support

- The activities of informal student learning (particularly support for entrepreneurial spirit and club activities of students to the extent that restrictions arising from the Covid-19 allow) will be supported. Active learning support is also the objective of the instruction innovation as above.

Responsibility Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.3 Modern education infrastructure

Activities planned for 2022

Development of information, counselling, and support services for prospective students and students

- In the context of work on the project entitled 'USB Development – ESF II', the conception of career counselling at USB will be finalised and the portfolio of services will be delineated (information for users, principles of providing services, goals, content of services, and the organisationally-methodological framework, model of sustainable funding).
- In the context of work on the project entitled 'USB Development – ESF II' (activity entitled 'Support for education of students with special needs'), a pilot assessment of a selected degree programme with respect to its accessibility for SSN for counselling intended to secondary school students with special needs will be processed, a methodology of career counselling and study stays and a social and career counselling guide at USB for students with special needs will be prepared. An interactive electronic guide for USB as a new service for the students with special needs will be made accessible.
- In the context of work on the project entitled 'USB Development – ESF II' (activity entitled 'Development of psychological counselling'), the conception of the functioning of the University Psychological Counselling Centre will be completed (goals, delineation of responsibility and competence; delineation of provided services, methodological framework for providing services, communication strategy; coordination and ensuring the quality of services within USB; a model of sustainable funding).
- In connection with the announced amendment of the Higher Education Act, an update of the USB Scholarship, Bursary, and Grant Regulations will be executed, and an update of the system of scholarship support for USB students will occur.

Building, modernisation, and innovation of premises/equipment for degree programmes

- Building, modernisation, and innovation of premises/equipment for degree programmes will be supported in 2022, particularly in accordance with INP (e.g. start of the renovation of the USB Lecture Hall), start of the construction of the FAG Chemistry Pavilion, start of the work on the renovation of the Mlýnská stoka building, renovation of FED USB buildings, etc.).
- Specification of further instruments at the level of investments of USB faculties is contained in the annexe of the USB IPSP USB Investment Plan 2022.
- Support and development of infrastructure executed under PO4 OP R&DI will be provided by faculties that own the infrastructure (FFPW USB, FSC USB, FAG USB) in the form of modernisation of instruction, projects for infrastructure development, or by re-investments in instrumentation and infrastructure equipment for educational purposes.

Digitalisation of remits related to studies

- Implementation and testing of tools allowing remote enrolment in studies and performing the steps necessary for the launch of remote studies (introductory mandatory training, etc.).
- A pilot implementation of electronic study enrolment will take place.
- Digitisation of the introductory mandatory training needed for the launch of studies for their implementation in the distance form will be initiated.
- Based on the pilot run, which took place at FCS USB, electronic requests in IS STAG for all USB faculties will be implemented.
- The implementation of the Single Digital Gateway (SDG) will take place.
- Transfer of documents from the existing website to the USB intranet will be initiated.
- The connection of IS STAG to the University repository DSpace (publishing graduation theses) will be further developed.
- The connection of IS STAG to the Erasmus Without Paper (EWP) system will continue further.

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Internal Management and Public Affairs, Vice-Rector for Development, Bursar

Objective 1.4 Efficiency and quality of doctoral studies

Activities planned for 2022

Financial stability of DDPs

- Based on the documents and impulses from discussions collected in 2021, the discussion on the system and conditions for disbursing scholarships to DDP students with consensual adjustments potentially included towards harmonisation of financial conditions for DDP study across USB, including an update of the USB Scholarship, Bursary, and Grant Regulations, if needed.

Harmonisation of norms addressing the execution of DDPs at USB

- In connection with the anticipated update of the USB Study and Examination Regulations as required by amendment to the Higher Education Act in preparation, an update of conditions of studies in DDPs in the SER USB will be considered and potentially implemented, among other things, based on impulses collected in 2021 (e.g. the matter of termination of studies due to exceeding of maximum length of studies).

Responsibility Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.5 Flexible forms of education

Activities planned for 2022

Distance learning development

- Activities aimed at the extension of the portfolio of the forms of study at USB by distance learning, both towards the preparation of pilot degree programmes in the distance form of study and towards the provision of the adequate administrative framework (e.g. enrolment in studies and other, see above).
- The distance learning standard implementation at USB will continue (following IP 2021 and CDP 2021 outputs).

Flexible organisation of studies

- An update to the USB Study and Examination Regulations forced by the announced amendment of the Higher Education Act will be utilised – among other things – for searching for opportunities for increasing the flexibility of the organisation of studies and seeking a systemic solution to the permeability and transition between various forms of studies and between studies and lifelong learning programmes. Potential functional proposals will be worked into the updated SER USB.

Instruction/study materials and support materials

- Increasing the accessibility, relevance, and quality of instructional and study materials supporting flexible forms of education is pursued under PSSM. Specifically, it will be about preparing and innovating study support materials for selected courses, expanding the offer of high-quality study materials utilisable in the distance form of education or in combination with the full-time form of education (blended learning), building shared know-how across USB (as regards the substance, and the didactic as well as technical aspects). The goal is – among other things – a broader utilisation of technical options of creation and publication of online study support materials (LMS Moodle, eKnihovna, web portals of fields of study, MS Teams, and Office 365), the creation and innovations of which were supported or implemented in the context of strategic projects 'USB Development – ESF' and 'USB Development – ESF/ERDF'.
- The discussion and clearing up the requirements on the form, content, and quality of instructional/study materials and study support materials, as shown in the practice of the USB Internal Evaluation Board and from the perspective of NAB, will continue. After that, a discussion will take place among quality coordinators and the Internal Evaluation Board for the purpose of considering a formulation of the University standards in the area.

Responsibility Vice-Rector for Student Affairs

Objective 1.6 Development and professionalisation of LLL

Activities planned for 2022

Development of the LLL system and LLL programmes for the public

- USB plans to support the development of a system of LLL and LLL programmes for the public with an emphasis on improving the accessibility and relevance of LLL programmes, particularly using flexible forms of education (creating a programme of an online university, component online courses) and including expanded use of interactive instructional and study materials.
- From the perspective of a systemic connection of LLL activities and degree programmes, further development of DVPP programmes and other qualification programmes will belong among development activities; and among others, an important step will be the preparation of the new MBA and MNA programmes.
- The development of the USB Goethe Centre will be purposefully supported in newly furnished premises, among other things, bolstering language and intercultural competencies of students and participants to LLL programmes (refer also to objective 3.1).
- The LLL module will be furthermore developed in IS Verso on a new platform allowing more effective administration and connection to the USB business centre, LMS Moodle, and new USB website), the LMS Moodle portal will also be updated on an ongoing basis under the development of flexible forms of education in the LLL programmes.

Further learning for students and employees of USB

- Support for further education of USB staff will be implemented particularly in the context of PSSM, particularly with emphasis on bolstering professional competencies of staff given the options of using information and other support systems (IS STAG, LMS Moodle, eKnihovna, Merlingo, MS Teams, etc.) with the aim to expand their use as well as improve the efficiency and quality of their use.
- Activities aimed at the development of a system of language education and education in the area of digital skills, particularly with respect to the need for the implementation of flexible forms of education, will also continue.
- Activities aimed at bolstering pedagogical competencies (see section 1.1) are also a part of the development of the area of education.

Bolstering cooperation of USB constituent parts in the context of LLL activities

- On the basis of experience from the previous period, the support for positions of LLL coordinators continues in the context of IP 2022, which is showing to be an effective tool of bolstering cooperation of constituent parts of USB in the context of LLL activities. The goal is to maintain, and in some cases to reinforce positions supported in IP 2019-2020 and IP 2021 in terms of the devoted FTE. The support for these staff members will be provided with respect to the capacities of USB constituent parts and new demands arising from the need to use flexible forms of education to a greater extent.
- Support for the cooperation of constituent parts of USB in executing LLL programmes will also continue (inter alia, due to the active participation of all constituent parts of USB in the LLL Board) as well as increasing the clarity and efficiency of the system of LLL programmes in connection with other educational and cultural activity of USB, sharing cases of good practices, sharing and developing tools for evaluating the quality of LLL programmes will continue; and among others, an important step will be the preparation of the MBA and MNA programmes in cooperation with FEC USB and FTH USB.

Responsibility Vice-Rector for Student Affairs

Objective 1.7 Graduates

Activities planned for 2022

Increasing interaction with graduates

- Services provided by the USB Career Centre including services for graduates, and/or for students in the transition between studies and the job-seeking process will be pilot-verified and further expanded.
- Expansion of the benefit offered to the graduates and provided through USB commercial centre.

Responsibility Vice-Rector for Internal Evaluation, Vice-Rector for Internal Management and Public Affairs

Expected funding sources

- Operational Programmes for the Czech Republic 2014–2020, European Territorial Cooperation programmes, Supra-national and international Cooperation programmes
- Operational Programmes for the Czech Republic 2021–2027, European Cross-Border Cooperation programmes, Supra-national and international Cooperation programmes
- Horizon 2020 (programme nearing its end) and new Horizon EUROPE (9.RP; EU research and innovation programme 2021-2027)
- Fair Transformation Fund, Invest EU, Recovery and Resilience Facility/National Recovery Plan for 2020-2030; EC's community programmes, including Digital EU; React-EU, etc.
- Programme to support the strategic management of public higher education Institutions for 2022–2025
- National Recovery Plan for higher education institutions
- Centralised development programmes for public higher education institutions for 2022
- MEYS programme funding
- Institution's own sources
- Institutional and special-purpose resources
- Other additional sources (local government/city/region funds, gifts, foundation, etc.)
- Resources from "Integrated Territorial Investment of České Budějovice Agglomeration" (ITI)



2 Research

Objective 2.1 Research excellence

Activities planned for 2022

Bolstering the international standing of research performed at USB

- An 'audit' of the system of administration of the grant support, which took place at the end of 2021 at individual faculties, will be evaluated. All faculties involved will be informed about the results.
- In 2022, the appointment and action of newly established international councils at FA USB, FAG USB will take place under the implementation of the OP VVV 'USB Development – Capacities for R&D II'. In addition, international boards of FEC USB, FFPW USB, and REC USB meet.

Support for excellent teams

- A part of LCDRO is expected to be earmarked in support of excellent teams in 2022.

HRS4R implementation

- In 2022, the EC will have approved an updated Action Plan until 2024 in connection with the HRS4R USB development.

Responsibility Vice-Rector for Research, Vice-Rector for Internal Evaluation, Vice-Rector for Development

Objective 2.2 Social relevance of research

Activities planned for 2022

Open science

- The completion of the project registration system implementation and filling its database with projects currently being executed. Activation of the use of the DSpace USB (database of publications) including training of corresponding administrators.

Support for projects related to the region and the socio-economic needs of society

- Continued preparation of the strategic document on the social relevance of science and research performed at USB. The identification of regional as well as nation-wide themes USB can speak to (potentially with link to megatrends) will be included in the document.

Responsibility Vice-Rector for Research, Vice-Rector for Internal Evaluation

Objective 2.3 Supporting and developing research infrastructures

Activities planned for 2022

Development, modernisation, and upgrade of research infrastructure

- Support and further development of research infrastructures CENAKVA and Centre for Polar Ecology are conceptually secured by earmarking a part of LCDRO specifically for the development of these research infrastructures.

Scientific incubator

- Earmarking a part of LCDRO in support of establishing new promising teams.

Responsibility Vice-Rector for Research, Vice-Rector for Development

Objective 2.4 Systemic support for young research staff

Activities planned for 2022

Systemic support for the creation and maintenance of work positions for young research staff, university postdoctoral positions

- Continuing development and support of the system of University postdoctoral positions for obtaining young scientific staff from places outside USB.
- Selected faculties will traditionally announce internal grant competitions just as the University as a whole.

Young researcher award

- A systematic discussion on the format of the Award, its rules and method of funding will take place at various levels (USB management School of Doctoral Studies, vice-deans with the science and research remits).

Development of doctoral studies

- USB will hold a University-wide conference of doctoral study students.
- The launch of the School of Doctoral Studies, appointment of bodies, approval of fundamental documents, and materials for operation.

Responsibility Vice-Rector for Research, Vice-Rector for Internal Evaluation

Objective 2.5 Technology (knowledge) transfer

Activities planned for 2022

Systemic support for cooperation with the sphere of application

- Continued preparation of the strategic document on the social relevance of science and research performed at USB. Included in the document will be the identification of regional as well as nation-wide themes USB can speak to (potentially with link to megatrends).

Development of the application potential at USB

- Functional, professional, and systemic support for the administration of protection of intellectual property, the whole process of commercialisation and cooperation with the practice will continue to be ensured by the activity of the Technology Transfer Office (TTO USB) and technology scouts.
- The University will continue to pay attention to the development of competencies in the area of intellectual property protection, specifically by individual education of all TTO USB employees who will then raise awareness of intellectual property protection among scientific and research staff members as well as through the 'C' type course entitled 'Intellectual property protection' guaranteed by TTO USB and available to all students in master's and doctoral studies.
- In 2021, TTO USB prepared Current Environment Analysis with respect to international conventions, standards, and options for adopting the needed processes towards the development of USB with respect to technology transfer. In 2022, the analysis will be verified and implemented.
- With the inclusion of faculties, Rector's ordinance will be finished (with the involvement of faculties) that specifies rules for incorporation of spin-off companies at USB.
- TTO USB will further develop systemic support for the promotion of R&D results into practice through their own website, social media networks, databases of the national platform *Transfera.cz*, and other international databases (e.g. IPI Singapore, HKTDC, DEIP).
- TTO USB will support and develop PoC activities through obtained funding from TA CR GAMA for the development of Proof-of-concept activities, and additional funds received in connection therewith for Covid-19-related disease research.
- TTO USB will complete and further develop internal tools – software for ODV monitoring for additional modules.
- TTO USB will develop networking with regional, national as well as foreign innovative partners.

Responsibility Rector, Vice-Rector for Research, Vice-Rector for Development

Expected funding sources

- Operational Programmes for the Czech Republic 2014–2020, European Territorial Cooperation programmes, Supra-national and international Cooperation programmes
- Operational Programmes for the Czech Republic 2021–2027, European Cross-Border Cooperation programmes, Supra-national and international Cooperation programmes
-  Programme to Support the Strategic Management of Public Higher Education Institutions for 2022–2025
- Institution's own sources
- Institutional (long-term conceptual development of research organisations) and special-purpose funds (CSF, TA CR, MEYS, MA, other agencies); system support (e.g., big research infrastructures)
- Foreign funds
- Horizon 2020 (programme nearing its end) and new Horizon EUROPE (9.RP; EU research and innovation programme 2021-2027)
- Fair Transformation Fund, Invest EU, Recovery and Resilience Facility/National Recovery Plan for 2020-2023; EC's community programmes, including Digital EU; React-EU, etc.
- Other additional sources (local government/city/region funds, gifts, foundations, etc.)
- Resources from "Integrated Territorial Investment of České Budějovice Agglomeration" (ITI)



3

Internationalisation

Objective 3.1 Development of global competencies of students and staff

Activities planned for 2022

Support for language and inter-cultural preparation of students and staff of USB

- The bolstering of the language proficiency of academic as well as non-academic personnel will be secured through language courses as well as language courses abroad in the context of LLL for USB employees, including online lessons.
- Implementation of courses focused on multi-cultural preparation for USB students.

Development of international mobilities of students and staff of USB

- Erasmus Without Paper will be implemented and the European Student Card will be introduced at USB.
- Departures of students on study stays and internships abroad will continue to be supported as well as the mobilities of students studying in double degree programmes at USB faculties. Funding will be primarily provided from the Erasmus+ programme or allocated institution's own resources from the Institutional Plan, FPP (so-called Internal call of the International Relations Office in support of international cooperation in 2022), and the Scholarship fund.
- Courses (and obtained credits) undertaken at foreign universities will be recognised for students departing for mobilities.
- Cooperation with partner universities under the so-called credit mobilities will continue.
- Departures of USB employees and arrivals of international professors at USB will be supported from resources of the Erasmus+ programme, the Institutional plan and FPP (so-called Internal call of the international relations offices in 2022). USB will be utilising the entire spectrum of sources of funding such as the Institutional Plan, Erasmus+, OP RDE projects, Horizon 2020 and the new Horizon EUROPE.
- Increasing the number of international academic staff members will be executed through the support for arrivals of international postdoctoral students and senior research staff members to USB from resources of OP RDE projects and the Erasmus+ programme ('USB Development – International mobilities' and 'USB Development – International mobilities – MSCA-IF').
- The activity of established positions of the international unit will continue and will be developed in the context of professionalisation of provided services, specifically the activities of the Welcome officer and the Go abroad officer. Concurrently, the activity of the staff member for IT in support of international mobilities and the digitalisation of the Erasmus+ programme will continue in the new period.

Development of expert skills of staff in the area of the internalisation

- Support of holding of so-called International Staff in 2022.

Responsibility Vice-Rector for International Relations

Objective 3.2 Internationalisation of USB degree programmes

Activities planned for 2022

Increasing the number and quality of degree programmes (DP) offered in foreign languages

- Support for new foreign language degree programmes, particularly in the form of foreign language versions of current degree programmes.

Increasing the number and quality of joint degree programmes in foreign languages

- The cooperation with the Bavarian-Czech Academic Agency will continue and joint Czech-Bavarian projects will be executed at faculties.

Internationalisation of degree programmes in the Czech language

- Support of language skills for USB's foreign students through Czech language courses for foreigners.
- Systematic creation of subjects offering being taught in foreign languages for incoming students.

Responsibility Vice-Rector for International Relations

Objective 3.3 Simplification of the process of recognising foreign education

Activities planned for 2022

Irrelevant for 2022.

Objective 3.4 Creating an international environment and promotion abroad

Activities planned for 2022

Development of international marketing

- Acquisition journeys and online meetings with the purpose of developing cooperation will take place in 2022. Conclusion of several University-wide memoranda of understanding in support of educational and research activity and mobilities of USB students are planned.
- Multi-language documents, or needed foreign language versions of texts, will continue to be created in 2022. Concurrently, foreign language courses offered to international students will be supported.
- In the context of harnessing the potential of the European region Dunaj-Vltava, the cooperation with the Bavarian-Czech Academic Agency will continue.
- Cooperation with AIESEC (using the offer of international AIESEC internships) will continue to be supported as well as the integration of their services into the system of managed internships.

Development of services for international students and staff

- The support for activities of the European student network (ESN USB Budweis) at USB under the aegis of the administrator in the position of the Welcome officer will continue.
- For the support of USB foreign students and foreign staff, the guidebooks in foreign language versions for students and staff will be updated in 2022.
- The prepared electronic mandatory training in English will be used required for the start of the studies for the implementation of the distance form of study.

Bolstering of cooperation with foreign students and graduates

- A potential analysis for a systematic involvement of foreign students and graduates into USB activities, based on which a concept of systematic cooperation with foreign students and graduates will be established.

Responsibility Vice-Rector for International Relations, Vice-Rector for Internal Management and Public Affairs

Objective 3.5 Strategic management of internationalisation

Activities planned for 2022

Support for comprehensive internationalisation at the institutional level

- The start of the work related to the inclusion into the consortium of European universities and the development of further cooperation with selected EU and non-EU universities will occur in 2022.
- The support of a special administrator of the USB Rectorate for coordination of translations will also continue.
- In 2022, a project with the aim of increasing the number of bilingual information systems within the IT infrastructures of USB will be prepared.

Responsibility Vice-Rector for International Relations, Vice-Rector for Internal Management and Public Affairs, Vice-Rector for Development

Expected funding sources

- Operational Programmes for the Czech Republic 2014–2020, European Territorial Cooperation programmes, Supra-national and international Cooperation programmes
- Operational Programmes for the Czech Republic 2021–2027, European Cross-Border Cooperation programmes, Supra-national and international Cooperation programmes
- Programme to Support the Strategic Management of Public Higher Education Institutions for 2022–2025
- Centralised development programmes for public higher education institutions for 2022
- Institution's own sources
- Institutional (long-term conceptual development of research organisations) and special-purpose funds (CSF, TA CR, MEYS, MA, other agencies)
- Horizon 2020 (programme nearing its end) and new Horizon EUROPE (9.RP; EU research and innovation programme 2021-2027)
- Fair Transformation Fund, Invest EU, Recovery and Resilience Facility/National Recovery Plan for 2020-2023; EC's community programmes, including Digital EU; React-EU, etc.
- Other additional sources (local government/city/region funds, gifts, foundation, etc.)
- Resources from "Integrated Territorial Investment of České Budějovice Agglomeration" (ITI)

4 Openness

Objective 4.1 Marketing

Activities planned for 2022

Advancing the reputation of the University

- The implementation of set communication strategies and their updating will continue in 2022, chiefly it will be a unification of the visual as well as content presentation of constituent parts of the University on the website or the update and visual change of materials for the promotion of studies at USB. In 2022, the University will be executing marketing and promotion activities arising from the updated action plan of the marketing strategy that was created at the end of 2020 with the aim of building the USB brand as a modern provider of quality education and increasing the awareness of this brand. One of its parts is also the unification of the materials for the promotion of studies at USB.
- Technical equipment purchased in 2021 will be used in 2022 for the University TV studio as well as for the production of in-house video sequences that support individual degree programmes.
- The University will continue cooperating with PSch, SSch, and HPS through the promotion of university studies at schools, planning events with the support of USB, organising the event 'Den otevřených dveří' [Open Day]. Attention will be paid to maintaining a high standard of quality of professional activity provided to schools (e.g. activities of the MEVPIS centre, lectures and seminars, personal visits from experts to schools, children's or junior universities).
- To improve the promotion of the University also in 2022, the cooperation of the Marketing Office and the USB Technology Transfer Office with the aim of creating a coherent B2B presentation of the USB offer in the following years will continue to be developed this year as well.
- The University will continue to maintain as well as develop mutual cooperation with key partners with influence on the development of education, such as the City Authority of České Budějovice, Regional Authority of the South Bohemian Region, local authorities, ministries, SSch, HPS, HEI, Chamber of Commerce, JAIP, SBSTP, LAG Associations, Institut certifikace účetních ČR [Institute of Certification of Accountants of the Czech Republic], Association of Chartered Certified Accountants, etc.
- Even in 2022, the use of social media networks with the focus on building a profile on the professional network LinkedIn and more intensive use of the social media network Twitter will be developed.
- The University will continue to develop the cooperation in the context of communication platforms with employers with the aim of supporting the employability of graduates of the University (cooperation under projects, student professional activities, summer schools, engaging practitioners in LLL programmes, assessment centre for students with ČSOB, management shadowing, professional internships, EURES European Jobday as well as professional events).

Internal communication as an instrument of bolstering the positive attitude towards USB

- Concurrently, traditional as well as new informal social events intended for USB employees as well will be organised this year, e.g. Maypole celebration, Commencement of the academic year, Advent concert, etc.

Responsibility

Rector, Vice-Rector for Internal Management and Public Affairs

Objective 4.2 Public Relations

Activities planned for 2022

Development of communication with the public

- The University will continue to improve the accuracy of communication with the public and its surroundings, e.g. through creating a uniform website presentation of USB, campaigns promoting the LLL web portal, regularly issuing press releases, regularly publishing articles about science and research at USB on www.sciencezoom.cz/ or regularly publishing University magazines.
- Long-term cooperation with regional and national media will continue through the USB Marketing Office

Open science

- Prestigious professional monographs will be published by the USB Publishing House as well as texts intended for instruction. Its own activity will be co-creating an awareness of the results of research work at USB among the professional as well as the non-professional public. The University will continue its publishing activity of specialised web portals (e.g. www.sciencezoom.cz/; elearning.jcu.cz/; eknihovna.jcu.cz/; czv.jcu.cz/; www.jctt.cz/).
- In 2022, popularisation events, such as e.g. Europe-wide Researchers' Night, Akademické půlhodinky [Academic Half-hours] (popularisation lectures for the public), Den s univerzitou [A Day with the University] will be organised.

Development of communication with graduates

- The University will continue to build a University-wide coordination platform for communication with its own graduates, inter alia, through the strategic project 'USB Development – ESF' and an update of the database of graduates and employers, questionnaire surveys, roundtables, and primarily through targeted communication and presentation. Newsletters for graduates will continue to be used within the University-wide graduate club; the web platform for the needs of graduates will be maintained in the current state in 2022 and its connection with systems and databases of the University will be further optimised.
- Discounts for members of the Alumni Club will be provided through the commercial centre.
- Graduate licences of the office system will continue to be available to members of the Alumni Club and they will be provided with a University email account.

Responsibility Vice-Rector for Internal Management and Public Affairs

Objective 4.3 Fundraising

Activities planned for 2022

Improvement in the fundraising conception

- In 2022, the University will coordinate fundraising activities of faculties and the University on the basis of an analysis of the current situation and current activities executed at individual constituent parts in this area.
- Cooperation with the Student Union of the University of South Bohemia will further continue, in cooperation with which the University applies the Statutory City of České Budějovice for grants for organising social events for the general public. The Statutory City of České Budějovice will also financially participate in the operation of the University's Goethe Centrum in 2022.
- The University will also continue to maintain and develop the cooperation with partners in this area, such as Budějovický Budvar, n. p. Concurrently, the University will be proactively approaching the expansion of the network of such partners by, e.g. renting advertising space, in individual media that are available, or in the context of social events that are organised, etc.

Responsibility Vice-Rector for Internal Management and Public Affairs

Objective 4.4 Social responsibility

Activities planned for 2022

Bolstering of activities arising from the social responsibility of USB

- The University will continue to support new technologies in the area of building management (intelligent management of lighting reacting to the intensity of the daylight and the current use of rooms, etc.). In addition, an instrumentation system will be developed to achieve as high energetic efficiency of USB buildings as possible.
- Public panel discussions on society-wide themes will be organised.
- The organisation of Academic Games 2022 at USB will be supported.
- Additional learning applications will be implemented in the virtual reality environment in order to use them effectively in the process of education.
- Furthermore, USB will be promoting the creation of optimal conditions for the employment of disadvantaged citizens, including the facilitation of employment opportunities.

Responsibility Rector, Vice-Rector for Development, Vice-Rector for Internal Management and Public Affairs, Bursar

Expected funding sources

- Operational Programmes for the Czech Republic 2014–2020, European Territorial Cooperation programmes, Supra-national and international Cooperation programmes
- Operational Programmes for the Czech Republic 2021–2027, European Cross-Border Cooperation programmes, Supra-national and international Cooperation programmes
- Programme to Support the Strategic Management of Public Higher Education Institutions for 2022–2025
- Centralised development programmes for public higher education institutions for 2022
- Institutional and special-purpose resources
- Foreign funds
- Horizon 2020 (programme nearing its end) and new Horizon EUROPE (9.RP; EU research and innovation programme 2021-2027)
- Fair Transformation Fund, Invest EU, Recovery and Resilience Facility/National Recovery Plan for 2020-2023; EC's community programmes, including Digital EU; React-EU, etc.
- Other additional sources (local government/city/region funds, gifts, foundation, etc.)
- Resources from "Integrated Territorial Investment of České Budějovice Agglomeration" (ITI)

5

Management

Objective 5.1 Change of the environment and process setting in connection with the strategic management of the institution

Activities planned for 2022

Financial stability

- The University will continue to develop the current methodology of allocating the institutional part of resources of the budget through the implementation of the methodology of monitoring performance and quality, R&D evaluation, etc. A methodology of allocating the institutional part of resources for 2022 and 2023 will be prepared in relation to the methodology of R&D evaluation in the segment of higher education institutions and in relation to the development of strategic tools formulating R&D (M17+, institutional accreditations, quality evaluations, evaluation of infrastructures, grants, etc.).
- Effective use of financial instruments of a development potential (e.g. SF EU, programme funding, programmes in support of strategic management, centralised development programmes, foreign grants and projects, etc.).
- Systemic use and updates of the Fund of strategic priorities as a long-term and conceptual instrument of USB development, incl. the support for interdisciplinary cooperation and joint projects of multiple constituent parts.
- Creation of the concept of the USB fund focused on the support for innovations of degree programmes that will contribute to the modernisation of instruction, improving support services, and the implementation of initiatives coming from students or individual staff members in an administratively non-burdening manner.
- Preparation of analyses and subsequently the conditions for the use of innovative technologies in the system of management, strategic planning, and the effective management of activities in the areas of funding and economic activities (decision-making based on data, the development of SW for the administration of immovables).
- Creation of rules for drawing on reserves and managing central strategic instruments (Fund of strategic priorities, etc.) and the continuing centralisation and digitalisation of activities of management and administration of USB.
- Development of an electronic commercial centre of USB with the aim of including further commodities including the immaterial ones (e.g. LLL).
- Further centralisation of activities of management and administration of USB, in particular in the field of power engineering management, e.g. development of an instrumentation system for premises of USB.
- Integration of conferences and electronic lessons into the electronic USB commercial centre.

Automation/digitalisation of activities and operational remits

- Introducing an electronic organisational structure including the structure of workplaces that is the necessary prerequisite for the digitalisation of further processes.
- Digitalisation of remits of travel orders and holiday/attendance sheets in relation to the organisational structure.
- Update of the current state of internal regulations from the perspective of crisis management of USB.
- Development of a database of USB projects, its connection with systems IS Stag, Verso, and the preparation of an accompanying methodology for users.
- Update of business electronic systems.
- Digitalisation of study agendas and training, in particular in the field of OHS. Active cooperation with South Bohemia innovation companies.
- Digitalisation of the accreditation process.
- Digitalisation of evaluation of other staff members.

Data-based decision-making

- Development of the data warehouse will be further supported, particularly in the area of science and research in connection with the project registration system.
- Existing SW (e.g., MaR, EZS, EPS, Revisio, AMI, etc.) will be used and updated in order to expand the functionality and efficiency of building management.

Quality system

- Development of instruments for monitoring and ensuring quality (IEB USB activity, greater engagement of the AS USB and BT USB in the preparation and discussion concerning strategic management of USB).
- Implementation of recommendations of evaluation panels (IEP M17+), preparation of further development of activities of international boards at USB, development of foreign language documentation at USB. A working group consisting mainly of project managers of individual constituent parts will be established and a discussion will be initiated on possible reorganisation/optimisation of the project support system (especially in the project preparation phase) at USB.
- Preparation of internal mechanisms for distribution of funds supporting priority areas of development, creation of own mechanisms for remuneration of academic staff members.

Responsibility

Rector, Vice-Rector for Internal Management and Public Affairs, Vice-Rector for Internal Evaluation, Bursar

Objective 5.2 Human resources

Activities planned for 2022

Incentive system

- Implementation of a new USB Career Regulations into the evaluation of academic and non-academic staff members, and the evaluation of the efficiency of the ASPE and PEOS systems.
- Creating an attractive environment for current and potential USB employees (stabilisation and incentive programmes, pay conditions, objective and transparent evaluation of staff, employee care, gender policy, benefits, etc.), making the transfer from the private sphere to academic careers easier.
- The offer of benefits including measures for the possible support of its development will be stabilised.

Staffing policy

- Updates to the internal regulations and measures in relation to the amendment of legislation (Labour Code).
- Implementation of new wage regulations for academic and non-academic staff members and USB Career Regulations.
- Men and women equality strategy solution, active gender policy forming.
- Implementation of HR Award Action Plan.

Responsibility

Rector, Vice-Rector for Internal Evaluation, Bursar

Objective 5.3 Infrastructure development and renovation

Activities planned for 2022

Technological development and upgrade of IT, ICT, etc.

- Continual development of the electronic support for instruction including, e.g. increasing the efficiency of administration of online education by connecting IS Verso LLL and LMS Moodle, the development of eKnihovna at USB (expanding the portfolio of electronic study materials).
- Continuous recovery of the obsolete IT equipment for the needs of support for distance forms of instruction and studies, particularly part-time forms of studies, lifelong learning or employee development.
- Support of distance learning through a system of electronic training courses for students and employees on OSH, fire safety, etc.
- Development of data and management reporting in accordance with the 5.1 objective – Decision-making based on data.
- Further upgrade and development of the server and computer infrastructure, infrastructure of the computer network and the infrastructure of the wireless network of USB, the mobile application for IS STAG, all in accordance with the needs of the operation and current technological trends, upgrade and development of data repository infrastructure.
- Next phase of phone network upgrade through switching to VoIP technology.
- The development of the identity management system at USB (IDM) in relation to the introduction of the digital organisational structure will continue (see objective 5.1).
- Technical development of the digital commercial centre of USB.
- Expanding of USB Internet and intranet presentation – pilot implementation of remits.
- Development of editing system at USB for electronic journals, conference model expansion.
- HR and SW support for the implementation of measures resulting from mandatory provisions on cyber security.
- Further expansion of electronic applications in IS/STAG, digital student certificate.
 - Preparation of materials for the Single Digital Gateway.
- Revision of connecting IS STAG to the University repository of DSpace outputs, IS STAG and EWP link implementation.
- Stabilisation and development of staffing for IT services.
 - Further informatics development as a degree programme in cooperation with relevant faculties.

Implementation of the investment strategy

- Development, building, and modernisation of educational and research premises in accordance with the strategic development of USB.
- Implementation of investments in accordance with the INP (primarily the K4 dormitory renovation, start of the renovation of the USB Lecture Hall (Bobík), start of the construction of the Chemistry pavilion of FAG, initial work on the renovation of the Mlýnská stoka building, gradual revitalisation of the USB campus, renovation of buildings of FED).
- A material-technical upgrade of equipment used in individual USB constituent parts will be implemented, including the purchase of machinery and devices.
- Upgrade and renovation of immovables in accordance with current needs and barrier-free operation.
- Periodical evaluations of the energy optimisation of operations through the system of building administration in relation to the energy management ('green university') will be performed.
- Creating conditions for the establishment and operation of the USB Primary School at FED USB.

Responsibility
Student Affairs, Bursar

Rector, Vice-Rector for Internal Management and Public Affairs, Vice-Rector for

Expected funding sources

- Operational Programmes for the Czech Republic 2014–2020, European Territorial Cooperation programmes, Supra-national and international Cooperation programmes
- Operational Programmes for the Czech Republic 2021–2027, European Cross-Border Cooperation programmes, Supra-national and international Cooperation programmes
- Horizon 2020 (programme nearing its end) and new Horizon EUROPE (9.RP; EU research and innovation programme 2021-2027)
- Fair Transformation Fund, Invest EU, Recovery and Resilience Facility/National Recovery Plan for 2020-2023; EC's community programmes, including Digital EU; React-EU, etc.
- Programme to Support the Strategic Management of Public Higher Education Institutions for 2022–2025
- National Recovery Plan for higher education institutions
- Centralised development programmes for public higher education institutions for 2022
- MEYS programme funding
- Institution's own sources
- Institutional and special-purpose resources
- Foreign funds
- Other additional sources (local government/city/region funds, gifts, foundation, etc.)
- Resources from "Integrated Territorial Investment of České Budějovice Agglomeration" (ITI)

Allocation of PSSM funds for 2022

Tables below specify the allocation of PSSM funds for 2022

Table No 1 – Summary of the expected use of funds with respect to priority goals SZ2021+

PRIORITY GOAL SZ2021+ AND APPLICABLE OPERATING GOALS RELEVANT FOR SUPPORT FROM PROGRAMME FUNDS	Allocation of funds (CZK, thousands)	Allocation of funds (%)
1. Developing competencies directly relevant for the life and practice in 21st century	4 665	12.2
2. Improving the availability and relevance of flexible forms of education	7 720	20.2
3. Increasing the efficiency and quality of doctoral studies	610	1.6
5. Building capacities for the strategic management of higher education	5 800	15.1
6. Reducing the administrative burden of the staff of higher education institutions so they may engage in their core mission	6 325	16.6
Internationalisation of higher education institutions	8 290	21.8
Other priority goals	4 770	12.5
Total	38 180	100
Share of capital expenditures in the total allocation	9 545	25
Share of internal competition in the total allocation	0	0

Table No 2 – Summary of the expected use of funds with respect to guarantors of priority goals set in USB strategic plan

USB MANAGEMENT GUARANTOR <i>Name of measure/strategic project of applicable guarantor</i>	Allocation of funds (CZK, thousands)	Allocation of funds (%)
doc. Ing. Luděk Berec, Dr. <i>University-wide conferences of USB postdoctoral students in 2022 and 2023</i> <i>International doctoral workshops of FTH USB</i> <i>System support for young scientists at FAR USB</i> <i>Panel discussions focused on the current society-wide topics in 2022 and 2023</i> <i>Public debates on current social and ethical issues at FHSS USB</i> <i>Tools and reviews of internal processes in the evaluation of the creative activity of the academic staff members at FAR USB</i>	946	2.5
doc. PaedDr. Radka Závodská, Ph.D. <i>USB internationalisation support</i> <i>USB student mobilities support</i>	6 645	17.4
Ing. Jiřina Valentová <i>Centralisation of instrumentation, electronic security system, electronic fire system, and CCTV system across USB</i> <i>USB Rectorate's multi-purpose operation and warehouse building</i> <i>Improved safety at the parking lot on Dukelská street</i> <i>Establishment and operation of the USB Primary School at FED USB</i>	3 086	8.1
Ing. Michal Hojdekr, MBA <i>Renovation of the building O for the needs of FSC USB</i> <i>Upgrade of sports equipment for selective physical education of USB students</i> <i>Innovation of FAR USB spaces (study room of post-doctoral students, lecture room)</i> <i>Academic Games 2022</i> <i>Reduction of the energy demand of Vltava Dean's Office</i> <i>Effective use of financial tools (in particular SF EU and ITI Strategy) with respect to increased potential of the Project Office of the Rectorate in 2022, 2023</i>	3 550	9.3

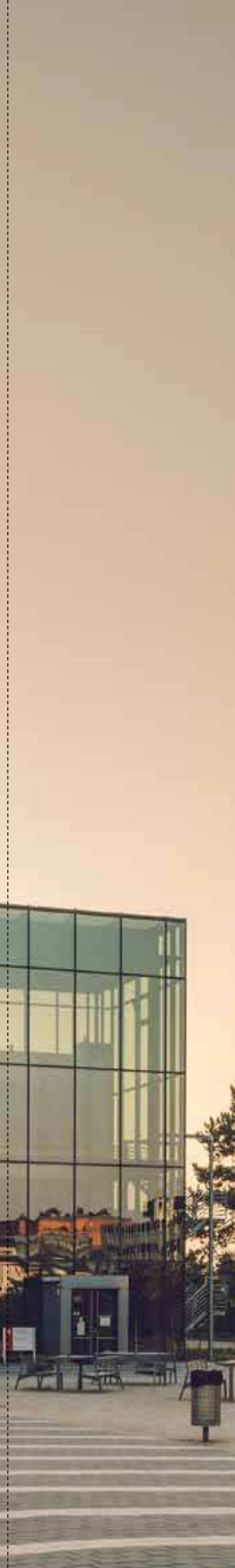
Implementation Plan of the USB Strategic Plan 2022

<i>Development of professional project services across USB</i> <i>HR development of Ph.D. students in CENAKVA centre</i> <i>Modernisation of the facilities and services of D&R USB – safety measures K1 and the relocation of the reception desk K5</i>		
Ing. Ludvík Friebel, Ph.D. <i>Portal of practical training of FED USB – module for continuous practical training</i> <i>Marketing support for the internationalisation of the University</i> <i>Marketing support for the activities of the University and faculties</i> <i>Development of central information systems at USB</i> <i>Development of IT infrastructure at USB</i>	14 050	36.8
PaedDr. Petr Bauman, Ph.D. <i>Education support and development at USB 2022–2023</i>	6 353	16.6
prof. PhDr. Bohumil Jiroušek, Dr. <i>Analyses, reporting, and data management 2022–2023</i>	430	1.14
prof. Tomáš Machula, Ph.D., Th.D. <i>Quality 2022–2023</i> <i>Improved focus on practical training and instruction focused on science through deepening cooperation of FAR USB with the Czech Academy of Sciences</i> <i>Managed practical training in businesses</i> <i>Preparation of the NMgr. programme Helping Professions in Civil Society</i> <i>Support for new and improving the efficiency of the existing joint degree programmes at FAR USB</i>	3 120	8.16
TOTAL	38 180	100

Abbreviations and acronyms

AIESEC	Association Internationale des Étudiants en Sciences Économiques et Commerciales
AS	Academic senate
ASPE	Academic staff performance evaluation
B2B	Business to Business
BT	Board of Trustees
CAS	Czech Academy of Sciences
CDP	Centralised development programme
CENAKVA	South Bohemian Research Centre of Aquaculture and Biodiversity of Hydrocenoses
CIT	Centre of Information Technologies
CSF	Czech Science Foundation
D&R	Dormitories and Refectories
DDP	Doctoral degree programme
DP	Degree programme
EC	European Commission
ERDF	European Regional Development Fund
ESF	European Social Fund
ESN	European Student Network
EU	European Union
EWP	Erasmus Without Paper
FAG	Faculty of Agriculture
FAR	Faculty of Arts
FEC	Faculty of Economics
FED	Faculty of Education
FFPW	Faculty of Fisheries and Protection of Waters
FHSS	Faculty of Health and Social Sciences
FOP	Fund for operational purposes
FS	Fire safety
FSC	Faculty of Science
FTH	Faculty of Theology
HPS	Higher professional school
HRS4R	Human Resources Excellence in Research Award
ICT	Information and communication technologies
IDM	Identity management
IEB	Internal Evaluation Board
IEEAIC	International Environmental Educational, Advisory and Information Centre of Water Protection Vodňany
IEP	International Evaluation Panel
INP	Investment plan
IP	Institutional plan
IPP	Intellectual property protection
IPSP	Implementation Plan of the Strategic Plan
IS	Information system
ISC	International student club
IT	Information technologies
ITI	Integrated territorial investments
JAIP	South Bohemian Agency for Support for Innovative Entrepreneurial Activities
JVTP	South Bohemian Science and Technology Park

LAG	Local action group
LC	Labour Code
LCDRO	Long-term conceptual development of a research organisation
LLL	Lifelong learning
LMS	Learning Management System
M17+	Methodology for the evaluation of research organisations and programmes of targeted support for research, development and innovation
MA	Ministry of Agriculture
MEYS	Ministry of Education, Youth and Sports
NAB	National Accreditation Bureau for Higher Education
OHS	Occupational health and safety
OP RDE	Operational Programme Research, Development and Education
OP RDI	Operational Programme Research and Development for Innovation
PEOS	Performance evaluation of other staff
PSch	Primary school
PSSM	Programme to support the strategic management of public higher education institutions
REC	Rectorate
SER	Study and Examination Regulations
SGD	Single Digital Gateway
SP	Strategic Plan
SSch	Secondary school
STAG	Study remit information system
SW	Software
SZ2021+	Strategic plan of the Ministry for higher education from 2021
TA CR	Technology Agency of the Czech Republic
TTO	Technology Transfer Office
UNI	University
USB	University of South Bohemia in České Budějovice



The Implementation Plan of the Strategic Plan of the University of South Bohemia in České Budějovice for 2022:

- 1) was discussed by the Scientific Board of the University of South Bohemia in České Budějovice on 6 October 2021
- 2) was approved by the Academic Senate of the University of South Bohemia in České Budějovice on 19 October 2021
- 3) was approved by the Board of Trustees of the University of South Bohemia in České Budějovice on 20 October 2021

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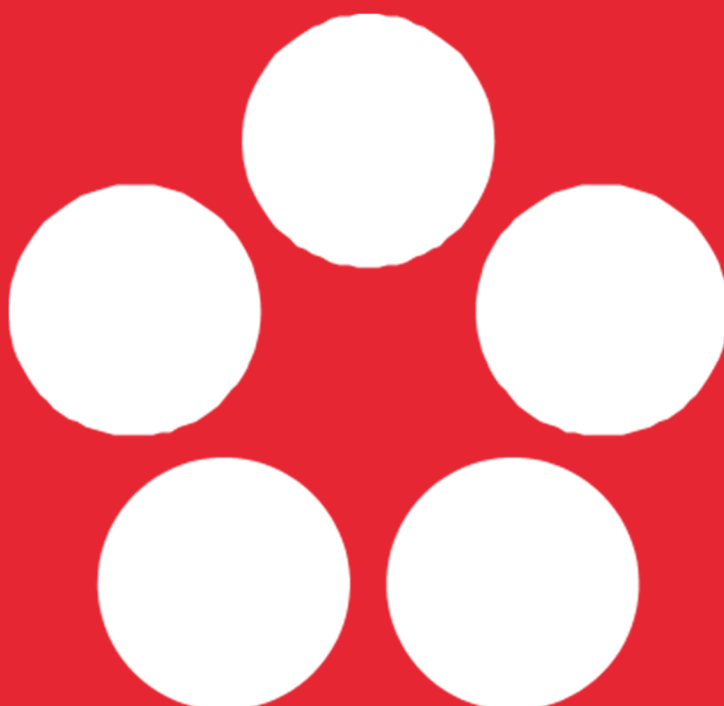
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