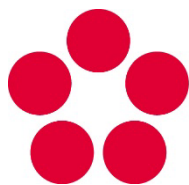# Addendum to the Report

on Internal Quality Evaluation of Educational, Creative and Related Activities for

2024

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

University of South Bohemia
in České Budějovice

Addendum to the Report on Internal Quality Evaluation of Educational, Creative and Related Activities for 2024

The submitted Addendum to the Report on Internal Quality Evaluation of Educational, Creative and Related Activities of the University of South Bohemia in České Budějovice for 2024 was:

- prepared by the USB Internal Evaluation Board;
- discussed by the USB Scientific Board on 13 June 2025;
- approved by the USB Academic Senate on 17 June 2025;
- discussed by the USB Board of Trustees on 27 June 2025.

CONTENTS

1   INTRODUCTION

The University of South Bohemia in České Budějovice (hereinafter referred to as 'USB'), as a top centre of education, independent knowledge and creative activity, is oriented towards the scientific, cultural, social and economic development of society and its activities fulfil the mission of a university higher education institution according to Section 1 of Act No 111/1998, on higher education institutions and amendments and supplements to other acts (Higher Education Act): it develops education, supports independent knowledge and creative activity in research and development and actively fulfils its social responsibility in the cultural, economic, social and environmental fields.

The main **mission of USB** as a research organisation is to independently conduct basic and applied research or experimental development and to publicly disseminate the results of these activities through teaching, publication or knowledge transfer. Educational and related scientific and research, development and innovation, artistic and other creative activities are developed at USB in natural sciences, agriculture, humanities, social sciences and health-oriented fields at an international level. In addition to educational and creative activities, USB also carries out complementary activities so that these activities help to fulfil the mission of USB. The vision and values of the USB are built on these foundations.

USB's vision is to be:
- A sought-after, friendly university providing a motivating learning and working environment;
- A competitive university on a European and global scale;
- A university with an unmistakable identity, benefiting the city and the region;
- An academic institution that supports students and staff.

USB values:
- **Professionalism –** USB relies on highly qualified and competent staff in all areas of its activities.
- **Ambition –** USB is a responsive institution and sets high goals in all areas of its activities.
- **Responsibility –** USB is committed to social responsibility and the principles of sustainable living.
- **Integration –** USB connects internal and external partners and is a free environment for the expression and implementation of their ideas.
- **Openness –** USB subscribes to the principles of democracy and freedom, and is open to accepting and sharing new ideas and approaches, as well as forging new partnerships.
- **Internationalisation –** USB relies on international cooperation to pursue its mission.

To support its activities, USB creates and provides:
- Working and study conditions appropriate to its financial, material and spatial capabilities;
- Information services, library collections and access to them, access to electronic information and information technology, editorial services, counselling services and other services for students related to their studies;
- Conditions for sports and cultural activities related to the fulfilment of the USB mission, including support for the activities of associations and societies bringing together members of the USB academic community whose activities help to fulfil the USB mission;
- Social conditions, including student accommodation and meals for students and staff in its own purpose-built facilities;
- Conditions for creating and maintaining relations with alumni.

Quality assurance and its evaluation are considered to be one of the basic tools of USB management, in accordance with the USB Strategic Plan for Educational and Scientific, Research, Development and Innovation, Artistic or Other Creative Activities (hereinafter referred to as the 'USB Strategic Plan') and the annual Implementation Plans of the USB Strategic Plan.

In accordance with the requirements of Section 77b(3)(a)(3) of the Higher Education Act, the Internal Evaluation Board of USB (hereinafter referred to as 'IEB USB'[1]) prepared the second five-year Report on the Internal Evaluation of the Quality of the Educational, Creative and Related Activities of USB (hereinafter referred to as the 'Report') in 2023, which retrospectively summarised the most important quality outcomes of USB in the individual monitored areas from 2018, when USB was granted institutional accreditation, until the end of 2022 with partial overlaps until the beginning of 2023, as well as measures taken to eliminate any identified shortcomings.

The form of this Report was discussed in the USB management and the IEB USB, which also resulted in its structure and content, which responded primarily to those circumstances of the internal evaluation that are not specified in detail in the USB Annual Activity Report. The USB management and the IEB USB consider these documents to be complementary. Therefore, in some areas, the Report referred to the USB Annual Activity Report or the USB Annual Financial Management Report, especially in terms of financial resources, the economical use of which is given great attention by the USB management and the USB Academic Senate. In the structure of the submitted Report and using the same approach, the individual annual addenda to this Report are also prepared, i.e. not only the addendum for 2023 submitted last year and the currently submitted addendum for 2024, but also future addenda for 2025 and 2026.

The 2024 addendum mainly refers to changes in the setup of the internal quality assurance system of USB, especially with regard to the implementation of recommendations resulting from external evaluations carried out at USB in recent years (mainly external evaluations of the educational, creative and related activities of USB carried out by the National Accreditation Bureau for Higher Education, external evaluations of science and research carried out by the International Evaluation Panel and evaluations carried out within the framework of the first meeting of the USB International Board). Much attention is also paid to the new system of internal evaluation of degree programmes, faculties and constituent parts of USB, which was applied for the first time in 2023 and underwent partial modifications in 2024, a summary of the experience and the main findings of the evaluations carried out so far, a description of the already implemented or planned changes in the setup of this system, including its connection to the USB accreditation system. Attention is also paid to the activities and functioning of the IEB USB, including a description of the new remits that the IEB USB started to deal with for the first time in 2024, as well as a description of the main activities, measures and innovations implemented in the field of quality assessment of educational, creative and related activities of USB in 2024, with partial overlaps to the beginning of 2025.

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[1] Since November 2024, the abbreviation IEB USB [RVH USB] has been used to designate the USB Internal Evaluation Board, replacing the existing abbreviation IEB USB [RpVH USB], in order to unify this abbreviation with other higher education institutions or institutions in the Czech Republic that use this abbreviation.

2 INTERNAL QUALITY ASSURANCE SYSTEM

2.1 Internal regulations, other standards and measures for quality assurance and evaluation of educational, creative and related activities

During the year 2024, some regulations were created or significantly innovated, which have a direct or indirect impact on the overall setting and functioning of the internal system of quality assurance of educational, creative and related activities and internal quality assessment of educational, creative and related activities of USB (hereinafter referred to as the 'internal system of quality assurance and assessment'). These are mainly internal regulations of the University and Rector's ordinances. Some of them are described in more detail in the relevant chapters of this Addendum, but for the sake of clarity, a recapitulation is given here. Where these regulations have been updated repeatedly during 2024, only the most recent version in force is given here. Their common denominator is an effort to define, describe and develop the internal quality assurance and evaluation system of USB, its individual processes, tools and elements in accordance with the mission of USB. The basic principle of the development of the internal quality assurance and evaluation system of USB is a coordinated and cross-cutting approach, seeking common and uniform solutions and tools for USB.

The overview of University regulations issued in 2024 is also supplemented by selected strategic and other materials in the field of quality assurance and evaluation that were developed or approved during 2024. In addition to the Report on Internal Quality Assessment of Educational, Creative and Related Activities of the USB and annual supplements to this Report, the quality assessment of the USB is also reflected in summary documents, annual activity reports and annual financial reports of USB, as well as, where appropriate, in the strategic documents of the faculties and annual reports on the activities and financial management of the faculties.

Overview of the main regulations, ordinances, strategic, and other materials created or updated in 2024

Title	Link
Internal regulations[2]	
USB Statutes (registered by MEYS on 21 October 2024 and 31 January 2025, respectively, effective 1 January 2025 and 31 January 2025)	ONLINE
USB Wage Regulations (registered by MEYS on 29 November 2024, effective 1 January 2025)	ONLINE
Rector's ordinances[3]	
Rector's Ordinance R 582 of 28 January 2025)	ONLINE
Supplement to Rector's Ordinance R 533 regulating the processes of internal evaluation of doctoral degree programmes, evaluation of substantive plans and evaluation of proposals for doctoral degree programmes at USB in 2025 (R 579 of 7 January 2025)	ONLINE
Rector's Ordinance on the scope of powers delegated to the Cybersecurity Management Committee (R 575 of 11 December 2024)	ONLINE
Rector's Ordinance on the administration of the USB website content (R 574 of 6 December 2024)	ONLINE
Rector's Ordinance to secure the operation of the academic VoIP telephone network and the GSM mobile network (R 573 of 6 December 2024)	ONLINE

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[2]   An overview of all current internal regulations of USB is available at:
https://www.jcu.cz/cz/univerzita/dokumenty/vnitrni-predpisy-usb

[3]   An overview of all current ordinances of the Rector including their annexes is available at:
https://www.jcu.cz/cz/univerzita/dokumenty/opatreni-rektora/platna-opatreni

Title	Link
Rector's Ordinance on the reform of the information security management system at USB (R 572 of 6 December 2024)	ONLINE
Rector's Ordinance regulating the rules of operation of the CCTV system (R 571 of 6 December 2024)	ONLINE
Rector's Ordinance on the USB scientific, research and educational cloud (R 570 of 6 December 2024)	ONLINE
Rector's Ordinance laying down rules for the operation of electronic mail at USB (R 569 of 6 December 2024)	ONLINE
Rector's Ordinance on personnel policy determining the classification of work of non-academic staff into job groups – Job Catalogue (R 568 of 6 December 2024)	ONLINE
Rector's Ordinance on the use of artificial intelligence in the production of written theses and other types of graduation theses by USB students (R 567 of 28 November 2024)	ONLINE
Rector's Ordinance on strengthening resistance to illegitimate influence at USB (R 566 of 21 November 2024)	ONLINE
Rector's Ordinance issuing the USB Filing Regulations (R 565 of 21 November 2024)	ONLINE
Rector's Ordinance on the rules for equipping the facilities of the USB Rectorate with computer technology (R 563 of 13 November 2024)	ONLINE
Rector's Ordinance on the commencement of the procedure for awarding grant projects of the USB Grant Agency for 2025 (R 559 of 29 August 2024)	ONLINE
Rector's Ordinance on the initiation of the procedure for awarding USB Grant Agency projects for 2025 (R 559 of 29 August 2024)	ONLINE
Rector's Ordinance R on occupational health and safety inspections in 2024 (R 557 of 12 August 2024)	ONLINE
Rector's Ordinance on the process for approving contract proposals at USB (R 556 of 23 July 2024)	ONLINE
Rector's Ordinance regulating the use of distance learning elements in full-time studies (R 554 of 26 June 2024)	ONLINE
Rector's Ordinance R on the USB Information and Communication Technology Board (R 553 of 26 June 2024)	ONLINE
Regent's Ordinance on electronic signing and sealing electronic documents (R 549 of 8 April 2024)	ONLINE
Decision of the USB Rector on the number of vice-rectors of USB and their areas of competence (R 546 of 1 April 2024)	ONLINE
Strategic and other materials	
Implementation Plan of the USB Strategic Plan for 2024 + USB Investment Plan for 2024 (approved or discussed by the last required board on 1 November 2023)	ONLINE
Implementation Plan of the USB Strategic Plan for 2025 + USB Investment Plan for 2025 (approved or discussed by the last required board on 20 November 2024)	ONLINE
USB Sustainability and Green Transformation Strategy for the period 2025–2030 (approved or discussed by the last required board on 20 November 2024)	ONLINE
Carbon and water footprint audit at the level of USB's direct consumption of electricity, thermal energy and cold water (prepared in 2024)	ONLINE
USB Gender Equality Plan 2025–2028 (approved or discussed by the last required board on 20 November 2024)	ONLINE
Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of the USB for the year 2023 (approved or discussed by the last required board on 26 June 2024)	ONLINE

Title	Link
USB Annual Activity Report for 2023 (approved or discussed by the last required board on 26 June 2024)	ONLINE
USB Annual Financial Management Report for 2023 (approved or discussed by the last required board on 26 June 2024)	ONLINE
USB Collective Agreement for 2025–2027 (concluded on 13 December 2024)	ONLINE

3 INTERNAL EVALUATION BOARD OF USB

3.1 Activity of the USB Internal Evaluation Board

Since its establishment in June 2017, the IEB USB has been meeting regularly almost every month (except for summer or academic holidays). This was also the case in 2024, when a total of 8 regular meetings of the IEB USB were held. Unlike in previous years, no per rollam voting of the IEB USB took place in 2024.

Overview of the ordinary sessions of the IEB USB in 2024

IEB USB meetings	Date
52nd meeting of the IEB USB (in-person)	6. 2. 2024
53rd session of the IEB USB (in-person)	19. 3. 2024
54th session of the IEB USB (in-person)	23. 4. 2024
55th session of the IEB USB (in-person)	21. 5. 2024
56th session of the IEB USB (in-person)	18. 6. 2024
57th session of the IEB USB (in-person)	15. 10. 2024
58th session of the IEB USB (in-person)	19. 11. 2024
59th session of the IEB USB (hybrid)	10. 12. 2024

Overview of the IEB USB per rollam voting in 2024

IEB USB per roll call vote	Date
There were no per rollam votes of the IEB USB in 2024.	

The IEB USB meetings are usually held in person, or in a hybrid format or fully online with fully online IEB USB meetings in the past taking place mainly due to unfavourable epidemiological conditions related to the Covid-19 pandemic. Currently, in-person meetings are preferred, and the hybrid format is used only in case of a higher rate of illnesses among IEB USB members or for other serious reasons. In 2024, the hybrid form was used in only one case (59th meeting); the other meetings were held in person. The meetings of the IEB USB are held in the meeting room of the USB Rectorate (Branišovská 31a, door No 03 003), which is equipped with high-quality computer and audiovisual equipment. The dates of the IEB USB meetings are always set six months in advance and published on the IEB USB website.

In addition to the standard agendas that the IEB USB has been dealing with since its establishment, it has also started to deal with some new agendas in the last two years. These include the assessment of substantive plans and subsequently proposals (full accreditation applications) of USB degree programmes that were originally accredited for 5 years and in 2023 and 2024 it was necessary to start the process of their 're-accreditation', as well as the assessment of proposals for the extension of accreditation of degree programmes to allow current students to complete their studies (the first such proposal was assessed by the IEB USB in 2024) and last but not least, internal evaluation of the quality of degree programmes during their accreditation, or five years after their accreditation, internal evaluation of faculties and internal evaluation of other constituent parts and other units of USB.

In 2024, the IEB USB specifically dealt with the following activities:

- It discussed 12 substantive plans of applications for accreditation of degree programmes – of this number, the IEB USB approved 7 substantive plans (without reservations) and approved 5 with reservations (see **Annexe 1**).
- It discussed 3 substantive plans of applications for extending the validity of accreditation of degree programmes – the IEB USB approved all submitted substantive plans (see **Annexe 2**).
- It discussed 4 proposals (full accreditation applications) of degree programmes submitted within the framework of institutional accreditation – the IEB USB approved all submitted proposals; in

the case of two-degree programmes, it formulated requirements for the submission of a monitoring report (see **Annexe 3**).

- It discussed 4 proposals (full accreditation applications) of degree programmes subsequently submitted to the NAB for consideration within the framework of the so-called programme accreditation. Of this number, the IEB USB approved 3 submitted proposals, one was returned to the submitting faculty for completion (see **Annexe 5**).

- It discussed 1 proposal for the extension of the validity of the accreditation of a degree programme (full accreditation application) submitted to the NAB for consideration under the so-called programme accreditation – the IEB USB approved the submitted proposal (see **Annexe 6**).

- It discussed 1 proposal to extend the validity of accreditation of a degree programme to allow current students to complete their studies submitted for consideration to the NAB under the so-called programme accreditation – the IEB USB approved the submitted proposal (see **Annexe 7).**

- It discussed 15 proposals to change the guarantors of newly accredited degree programmes (i.e. degree programmes accredited after 1 September 2016) – the IEB USB approved all submitted proposals (see **Annexe 11**).

- It discussed 3 proposals for making other substantial changes in the implementation of accredited degree programmes (i.e. changes other than changes of degree programme guarantors) – the IEB USB approved all submitted proposals (see **Annexe 12**).

- It discussed 8 monitoring reports of degree programmes accredited under institutional accreditation – the IEB USB approved all submitted monitoring reports, one of them after its completion and resubmission for discussion (see **Annexe 13).**

- It conducted internal evaluations of 154 ending degree programmes, i.e. degree programmes/fields of study accredited before 1 September 2016 (see **Annexe 16** and **Annexe 17).**

- It conducted internal evaluations of 50 degree programmes in the course of their accreditation, i.e. degree programmes accredited after 1 September 2016 (see **Annexe 18**)**.**

- It prepared and approved the Addendum to the Report on Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB for the year 2023 (Addendum 2023).

- Approved the draft system of internal quality assessment of degree programmes that are not planned to be re-accredited, or programmes that are accredited only to allow current students to complete their studies.

The agenda of the IEB USB also includes consideration of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) submitted under institutional accreditation. All degree programmes, the original accreditation of which had expired, were reaccredited during 2023 (a total of 3 degree programmes). In 2024, no proposal for reaccreditation of a degree programme under a valid institutional accreditation was submitted to the IEB USB (see **Annexe 4).**

A complete summary of all applications, proposals, materials and other important issues or matters discussed by the IEB USB in 2024 is provided in **Annexe 19.** The summary also includes information on key topics that were discussed (often repeatedly) within the IEB USB and items of an informative nature that had a significant impact on the activities and functioning of the IEB USB or the University as a whole. If the IEB USB repeatedly returned to certain items during its deliberations, these items are also mentioned repeatedly in the above summary, within the relevant IEB USB meeting at which these items were discussed. On the other hand, information on the discussion of accreditation materials (substantive plans and proposals for degree programmes, including proposals for extending the validity of accreditation of existing programmes), proposals for changes in the guarantors of accredited degree programmes, proposals for other substantial changes in the implementation of accredited degree programmes, information on the discussion of monitoring reports of degree programmes approved by the IEB USB within the framework of valid institutional accreditation, and information on internal evaluation of degree programmes during their accreditation (accredited after 1 September 2016) is not included in the above overview. This information is presented separately in the relevant chapters of this Addendum.

Basic information on the mission, scope and staffing of the IEB USB is available on the IEB USB website.[4] Here, the dates and agendas of IEB USB meetings and brief reports summarising the most important outcomes of individual meetings, the so-called public reports, are also published on an ongoing basis. With these reports, USB fulfils its information obligation.

3.2   Composition of the USB Internal Evaluation Board

The IEB USB has 21 members, its chair is the Rector, the vice-chair is appointed and dismissed by the Rector from among the academic staff of USB who are professors or associate professors of USB. If this condition is fulfilled by a Vice-Rector whose competence includes the area of internal quality assessment, this Vice-Rector is appointed as the Vice-Chair of the IEB USB. The chair of the USB Academic Senate is a member of the IEB USB. The Vice-Chair and other members of the IEB USB are appointed and dismissed by the USB Rector with the prior consent from the USB Academic Senate, with one third of the members appointed at his/her discretion, one third on the proposal of the USB Academic Senate and one third on the proposal of the USB Scientific Board. One of the members of the IEB USB is always appointed from among the students, from candidates proposed by the USB Academic Senate, but the student representative on the IEB USB must always be a USB student. The other members of the IEB USB need not be USB employees, with the exception of the chair and Vice-Chair of the IEB USB and the chair of the USB Academic Senate.

The IEB USB shall be composed to include experts in all fields in which USB has received institutional accreditation. It is an unwritten principle that each faculty is represented by at least one member among the members of the IEB USB, but otherwise there is no emphasis on parity or numerical balance of members of different faculties because IEB USB is not intended to be an arena for faculties but a board pursuing the strategic goals of the University as a whole. External members (with respect to academic and professional programmes) are also part of the IEB USB.

Nominations for members of the IEB USB, which are submitted by the USB Academic Senate, the USB Scientific Board and the USB Rector, take into account, among other things, the opinion of the rapporteur of the main evaluation committee for the assessment of the USB application for institutional accreditation, which recommended, that the emphasis on the aspect of faculty management representation within the IEB USB is reduced in favour of the construction of the IEB USB as a professional, fully independent self-governing academic body, and the recommendation of the NAB Evaluation Commission for External Evaluation of USB regarding the selection of candidates for IEB USB members.[5] On the basis of these recommendations, USB set the condition that a USB academic staff member who holds the position of Vice-Rector (except for the Vice-Chair of the IEB USB), Dean or Vice-Dean of a Faculty at the time of the planned appointment as a member of the IEB USB cannot be appointed as a member of the IEB USB. However, if he/she starts to hold this position after his/her appointment as a member of the IEB USB, the concurrence of these positions shall not be considered as

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[4]   https://www.jcu.cz/cz/univerzita/organy/rada-pro-vnitrni-hodnoceni-usb

[5]   Based on the evaluation, the NAB External Evaluation Commission of USB formulated the following findings in relation to the IEB USB, which should be addressed by the USB management:

- Composition of the IEB USB: It can be perceived as problematic that the IEB USB – despite the positive changes that have taken place since institutional accreditation was granted – has a significant number of functionaries, vice-deans, heads of institutes, heads of departments, etc. The appointment of only two external members of the IEB USB seems to be insufficient, not only because of the wide range of areas in which USB is involved, so that these external members cannot cover them sufficiently professionally, but also because there is a lack of representation from other higher education institutions (it is common practice that members of the IEB are representatives of other HEIs). There is a strong dominance of executive management considerations over the aspects of relatively independent evaluation, feedback and quality control. This problem is underlined by the composition of the evaluation committees of the IEB USB, which assess individual degree programmes. The evaluation committee noted that although the rules provide for the use of external evaluators to assess applications for approval of degree programmes, this option is not used to any significant extent at USB.

- There is a lack of feedback and checks by independent experts outside the University. The commission recommends that such experts should either be more represented in the IEB USB or be involved as experts in working groups as a matter of course. External experts should be more involved in the evaluation of individual degree programme proposals and in the formulation of the IEB USB statement.

a reason for resigning from the IEB USB. This decision was applied for the first time in 2021; since then it has been reflected as a standard in all personnel changes within the IEB USB.

In 2024, there were three personnel changes within the IEB USB, which were mainly triggered by a change in the IEB USB leadership and therefore also the praesidium of the IEB USB, as well as the resignation of one external member of the IEB USB.

Composition of the IEB USB as of 31 December 2024 with the personnel changes made in 2024 (for the sake of clarity, former members of the IEB of the USB are marked in grey)

Chair[6]	
prof. Ing. Pavel Kozák, Ph.D. (from 1 April 2024)	USB Rector
prof. Bohumil Jiroušek, PhD (until 31 March 2024)	USB Rector
Vice-Chair[7]	
doc. ThDr. Rudolf Svoboda, Th.D. (from 1 April 2024)	Vice-Rector for Internal Evaluation and Accreditation of USB
prof. Tomáš Machula, Ph.D., Th.D. (until 31 March 2024)	Vice-Rector for Internal Evaluation of USB
Chair of the USB Academic Senate	
PhDr. Petr Dvořák, Ph.D.	Faculty of Education, USB
Student representative	
Ing. Michaela Hana Votruba	Faculty of Agriculture and Technology, USB
Internal members	
prof. Ing. Vladislav Čurn, Ph.D.	Faculty of Agriculture and Technology, USB
doc. Ing. Ivana Faltová Leitmanová, CSc.	Faculty of Economics, USB
doc. Ing. Milan Jílek, Ph.D.	Faculty of Economics, USB
doc. RNDr. Šárka Klementová, CSc.	Faculty of Science, USB
prof. Mgr. Ivana Kutá Smatanová, Ph.D.	Faculty of Science, USB
doc. Mgr. Lenka Martínková, Ph.D.	Faculty of Arts, USB
prof. PaedDr. Vladimír Papoušek, CSc.	Faculty of Arts, USB
doc. Ing. Martin Pšenička, Ph.D.	Faculty of Fisheries and Water Protection, USB
doc. Jakub Sirovátka, Dr. phil.	Faculty of Theology, USB
doc. Ing. Pavel Smetana, Ph.D.	Faculty of Agriculture and Technology, USB
prof. RNDr. Vítězslav Straňák, Ph.D.	Faculty of Science, USB
prof. PaedDr. Iva Stuchlíková, CSc.	Faculty of Education, USB
prof. PhDr. Valérie Tóthová, Ph.D.	Faculty of Health and Social Sciences, USB
doc. Mgr. et Mgr. Jitka Vacková, Ph.D.	Faculty of Health and Social Sciences, USB
External members[8]	

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[6] With effect from 1 April 2024, the newly elected USB Rector, prof. Ing. Pavel Kozák, Ph.D., who replaced the current USB Rector, prof. Bohumil Jiroušek, PhD., became the Chair of the IEB USB.

[7] With effect from 1 April 2024, the newly appointed USB Vice-Rector for Internal Evaluation and Accreditation, doc. ThDr. Rudolf Svoboda, Th.D., who replaced the former Vice-Rector for Internal Evaluation of USB Prof. Tomáš Machula, Ph.D., Th.D., became the Vice-Chair of the IEB USB.

[8] With effect from 7 February 2024, Doc. RNDr. Stanislav Kozubek, DrSc., who worked at the Institute of Biophysics CAS in Brno, resigned from his membership on the IEB USB for health reasons. RNDr. Jiří Peterka, Ph.D., Director of the Hydrobiological Institute of the Biological Centre CAS, was appointed to the position vacated by doc. S.

Ing. Vladimír Jandík	Czech National Bank, České Budějovice Branch (former Director)
doc. RNDr. Stanislav Kozubek, DrSc. (until 6 February 2024)	Institute of Biophysics of the CAS, v. v. i., Brno
RNDr. Jiří Peterka, Ph.D. (from 13 March 2024)	Biology Centre CAS, v. v. i., České Budějovice
prof. RNDr. Ivo Šauman, Ph.D.	Biology Centre CAS, v. v. i., České Budějovice

3.3 Administrative support for the remit of the USB Internal Evaluation Board

Administrative, material and technical support for the activities of the IEB USB is provided by the USB Rectorate or the Rectorate's Internal Evaluation Office. It is headed by the Vice-Rector for Internal Evaluation (from 1 April 2024 by the Vice-Rector for Internal Evaluation and Accreditation), who is also the Vice-Chair of the IEB USB. The administrative remit of the IEB USB is handled by the Secretary of the IEB USB, who is one of the two employees of the Rectorate's Internal Evaluation Office. No personnel changes were implemented within this unit in 2024. The person in charge of performing the function of the Secretary of the IEB USB is appointed by the USB Rector from among the USB employees in consultation with the Vice-Chair of the IEB USB. The Secretary is not a member of the IEB USB but is entitled to attend IEB USB meetings.

The costs related to the activities of the IEB USB are covered by the budget of the Rectorate's Internal Evaluation Office and by internal projects submitted and administered by the Rectorate's Internal Evaluation Office on a regular basis. These projects cover not only the material costs related to the activities of the IEB USB but also part of the salary costs of the IEB USB Secretary, remuneration for IEB USB members, remuneration for external evaluators and remuneration for faculty quality coordinators and other Rectorate and faculty collaborators involved in the development of the internal quality assurance and evaluation system. From 2023 onwards, the same source also covers costs related to internal quality assessment of degree programmes during their accreditation, internal evaluation of faculties and internal evaluation of other constituent parts of USB.

In order to improve the two-way communication between the USB Rectorate, or the Rectorate's Internal Evaluation Office, and individual faculties of USB, a new regime of regular meetings with faculty quality coordinators has been set at the initiative of the Vice-Rector for Internal Evaluation and Accreditation from autumn 2024. These meetings are held in the first week following an IEB USB meeting so that the faculty quality coordinators have up-to-date information and outputs from the IEB USB meetings and can also bring any comments, questions or suggestions they may have, which are then transmitted to the IEB USB meeting.

In the second half of 2023, the repository of the supporting materials and the entire archive of the IEB USB was transferred from the old USB website to the MS Teams environment. The new repository, which started to be routinely used from the end of 2023 or the beginning of 2024, was prepared in such a way that it respected the structure of the original repository operating on the old USB website to the maximum extent possible, and thus work with it would be as simple and intuitive as possible, of course respecting all the limitations that are associated with the use of MS Teams. The new repository is regularly used to upload supporting materials not only for regular meetings but also for possible per rollam votes of the IEB USB. The background materials for the individual IEB USB Evaluation Committees, including information on the staffing of these committees, an archive of all materials discussed (both within individual IEB USB Evaluation Committees and within the IEB USB as a whole), minutes of all regular IEB USB meetings,[9] dates of scheduled meetings, and an overview of the terms of office of IEB USB members are also available there.

Kozubek with effect from 13 March 2024. Dr. J. Peterka was appointed a member of the IEB USB until the end of the original term of office of doc. S. Kozubek, i.e. until 6 June 2029.

[9] The minutes of the IEB USB are not public and are available in full only to the members of the IEB USB. The members of the IEB USB are always informed of the results of the per rollam voting by e-mail after the end of the

The transfer of the repository of supporting materials and the entire archive of the IEB USB to MS Teams is a positive development, especially in terms of managing access permissions, the possibility of linking with other repositories (teams) within MS Teams or in terms of automatic backup of uploaded data. For example, the members of the IEB USB gain the possibility to connect from the IEB USB repository directly to the faculty repositories (also available within MS Teams), which were created by the Rectorate's Internal Evaluation Office for the purpose of recording complete accreditation files of all degree programmes (accredited under the institutional accreditation and programme accreditation of the NAB) and for the purpose of recording so-called substantial changes made within these accredited degree programmes. Each member of the IEB USB has access to the new repository on the basis of their own login information, which is identical to the data used for logging into the USB network or the IS STAG system. In the case of external members of the IEB USB who have no employment relationship with USB, the login information is newly generated and sent to these members by e-mail. These newly generated login details can, of course, be changed at any time.

On the basis of the USB Rector's Ordinance R 504 on the registration of members of USB bodies, all members of the IEB USB are now compulsorily registered in the organisational structure of USB. The registration of members of collective bodies of USB in the organisational structure of USB is carried out by the staff of the Human Resources Office of the USB Rectorate, or the human resources offices of the constituent parts of USB; in the case of members of the IEB USB, the request for registration or deletion of a member of the IEB USB from the electronic register is submitted by the Secretary of the IEB USB. After registering a member of the IEB USB in the system for registering the organisational structure, the IEB USB member gains access not only to the repository of supporting materials and the IEB USB archive within MS Teams but also to the repository of complete accreditation files of accredited degree programmes and to the records of so-called substantial changes made within these programmes.

The management of the repository of supporting materials and the entire archive of the IEB USB within MS Teams, the repository of complete accreditation files of accredited degree programmes, the records of all accredited degree programmes and the electronic records of so-called substantial changes made within these programmes is provided by the Rectorate's Internal Evaluation Office, which also manages the IEB USB website.

In connection with the new remits that the IEB USB has started to deal with since 2023 (in particular internal evaluation of degree programmes during their accreditation and extension of the validity of the existing accreditation of degree programmes), new forms have been prepared by the Rectorate Internal Evaluation Office for use both within the IEB USB plenary and within the individual IEB USB Evaluation Committees. In order to reduce the administrative burden of the IEB USB Evaluation Committees, the Secretary of the IEB USB Evaluation Committee has also been pre-filling the basic identification data of the evaluated degree programmes in all evaluation forms since mid-2023 so that the members of the Evaluation Committees can fully concentrate on the substantive assessment of the submitted materials. These forms underwent partial modifications in 2024, mainly in response to the experience of the first year of use of these 'new' forms.

The NAB's prescribed accreditation forms and related NAB guidance material were also amended in 2024 (with effect from 4 April 2024). These modifications responded to the previously issued methodological material of the NAB defining the conditions for the use of distance learning elements in full-time studies and also to the new methodological material of the MEYS concerning the preparation of degree programmes aimed at preparing for the profession of teaching staff. At the same time, the NAB Council established a transitional period during which, in 2024, applications for accreditation, monitoring reports and information on changes in accredited programmes would still be accepted on the forms still in force.

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respective vote, and a recapitulation of the vote is also included in the minutes of the next regular meeting of the IEB USB, which takes place after the date of the electronic voting. Separate minutes of the per rollam voting of the IEB USB are not processed.

With effect from 10 December 2024 (59th session of the IEB USB), the minutes of the IEB USB are prepared in a modified form that is more in line with the style in which the minutes of the NAB Council meetings are prepared. The minutes of the IEB USB thus no longer repeat the facts that are subsequently stated in the opinions of the IEB USB (these opinions are still an integral part of the minutes) but mainly record the results of the discussion of the submitted materials and the relevant resolutions of the IEB USB. The reports for the public, which are used by USB to fulfil its information obligation, are still prepared in their original form.

This transitional period ended on 31 October 2024. With regard to the deadlines for the submission of accreditation and other materials to the IEB USB and also with regard to the planned meetings of the IEB USB until the end of the transitional period set by the NAB, it was necessary to determine the conditions and deadlines until which the IEB USB would accept accreditation and other materials still on the existing forms and from which only on the new or modified forms. These conditions and deadlines were set by the USB, i.e. the IEB USB, in such a way that the transition to the new accreditation forms was as free of issues for individual USB faculties as possible, and at the same time the transition period was utilised as much as possible. Based on feedback from individual faculties, the transition to the new accreditation forms can be assessed as essentially problem-free.

Following the methodological material issued by the NAB defining the conditions for the use of distance learning elements in full-time studies, in the 2024 USB Rector's Ordinance (subsequently issued on 26 June 2024 as Rector's Ordinance R 554) was prepared, in which this issue was regulated accordingly. This ordinance, which is based on the relevant NAB methodological guideline, also applies to distance learning assessment methods to an appropriate extent. This ordinance applies to all USB degree programmes accredited after 1 September 2016, i.e. after the amendment to the Higher Education Institution Act, both degree programmes accredited under institutional accreditation and degree programmes accredited by the NAB under programme accreditation. In accordance with this ordinance, when a new degree programme is accredited, a description of the planned use of distance learning elements in instruction is included in the accreditation file of the programme. In the case of already accredited degree programmes, a description of the use of distance education elements and an evaluation of their usefulness with respect to the educational objective and expected learning outcomes will be part of the self-evaluation report of the degree programme during its accreditation. The USB Rector's ordinance in question was designed not to exceed the requirements set by the NAB, but at the same time, to clearly delineate under which conditions, in which cases and to what extent distance learning elements can be used in full-time studies, and it also clearly defined these elements.

In 2023, USB, as a co-host higher education institution, joined the CDP project 'IEB – PDO – Practice, Development and Organisation. Analysis of current practices and further development of the work of Internal Evaluation Boards.' The aim of this project, in which a total of 15 higher education institutions from the Czech Republic cooperated and which was coordinated by Charles University, was to support the development of the work of Internal Evaluation Boards as one of the key bodies within Czech universities involved in their decision-making and strategic direction, as well as in the overall development of a quality culture within the institution. Within the framework of the CDP project, the results of which were presented in the spring of 2024, an extensive questionnaire survey was carried out, among others, in which members of the Internal Evaluation Boards of the participating higher education institutions, representatives of faculty management and guarantors of degree programmes were contacted. The project questionnaires were prepared and electronically processed by Charles University, and their subsequent distribution was already under the care of the individual participating higher education institutions. Through this questionnaire survey, which also involved USB, the individual higher education institutions received valuable feedback on the functioning of their Internal Evaluation Boards and the administrative apparatus that supports the activities of the Internal Evaluation Boards. The findings gathered in this way were captured in the form of a description of current practice, which was complemented, where relevant, by concrete examples showing how the functioning of Internal Evaluation Boards has developed at higher education institutions (including identification of potential problems, examples of good practice, generalisation of existing experience, etc.). The material thus produced also includes methodological recommendations on how to set up Internal Evaluation Boards and how to further develop their activities, both in terms of their day-to-day functioning and in terms of the overall development of a quality culture at the higher education institution. Within this material, attention is paid to the key themes identified in the previous phases of the project. Specifically, these themes are:

- Composition of Internal Evaluation Boards (number of members and internal structure, involvement of students, involvement of external individuals, remuneration of members, setting of conflicts of interest, changes in members).
- Facilities and support for the work of the Internal Evaluation Boards (administrative support, technical facilities, organisation of meetings).

- Definition of the remit of the Internal Evaluation Boards (curricula, creative and other related activities).
- Approval and evaluation processes (differentiation of processes within/outside institutional accreditation, differentiation of approval phases, setting of timetables, involvement of other bodies, boards or departments, use of external experts, assessment and decision-making, requirements for faculties).
- Communication (levels of communication, direct contact, issuance of decisions and remedies, feedback).

USB greatly appreciates being able to be part of this CDP project, which, in addition to very practical outputs, recommendations and suggestions for concrete measures, has provided valuable feedback not only from faculty management and degree programme guarantors but also from IEB USB members themselves. After the evaluation of the project output questionnaires (the questionnaires were provided to the participating higher education institutions in the form of 'raw' data), these outputs were actively worked with by the USB management, the IEB USB presidium and the Rectorate's Internal Evaluation Office and were used as an important source of suggestions for the further development of the IEB USB activities, for the improvement of the administrative service provided to the IEB USB members and for the overall development of the quality culture at USB. Some of the selected recommendations were also implemented at USB in 2024 with the support of the follow-up project 'Development of Internal Quality Assessment', funded under the support programme for the development of higher education (SPDHE).

An important source of inspiration for the development of the university quality assurance and evaluation system, its individual elements and tools is, among others, the annual conference on Quality Assessment of Higher Education Institutions, organised by MU at the University Centre in Telč. In 2024, when the 24th edition of this conference was held, attention was paid to the topic of flexibility in higher education.

4 EVALUATION OF THE QUALITY OF EDUCATIONAL ACTIVITIES

4.1 Discussion of substantive plans and proposals for degree programmes

The internal approval process of each degree programme submitted for discussion to the IEB USB includes a number of standardised steps, which are largely common to degree programmes assessed within the scope of the authorisation resulting from the granted institutional accreditation, and degree programmes which are subsequently (after approval by the IEB USB) submitted for assessment by the NAB within the framework of so-called programme accreditation, i.e. degree programmes falling within the area or areas of education or types of study for which the USB has not applied for or obtained institutional accreditation.

In 2023, the standard accreditation remits of the IEB USB were expanded by two new remits, which are the assessment of applications for the extension of the validity of the accreditation of a degree programme and the internal evaluation of a degree programme in the course of its accreditation. In addition, in 2024, the remit of the assessment of proposals for the extension of the validity of accreditation of degree programmes to allow current students to complete their studies was added.

The internal evaluation of a degree programme during its accreditation is carried out prior to any consideration of an application for the extension of the validity of the accreditation of a degree programme or no later than five years after the accreditation of the degree programme in question, unless the IEB USB or the Dean of the Faculty decides that the internal evaluation of the degree programme will be carried out earlier. Further information on the internal evaluation of degree programmes is given in **Chapter 4.4.**

Detailed information on the submission and approval of the application for the extension of degree programme accreditation is provided in the USB Rector's ordinance, which regulates not only the standard extension of degree programme accreditation but also the extension of degree programme accreditation for the completion of existing students. This Rector's ordinance was amended in 2023 following the modifications to the Rector's ordinance on the internal evaluation of degree programmes, faculties and constituent parts of USB and subsequently issued as Rector's Ordinance R 534 on 11 December 2023. This ordinance applies to all USB degree programmes accredited after 1 September 2016, both degree programmes accredited under institutional accreditation and degree programmes accredited by the NAB under the so-called programme accreditation.

The process of extending the validity of degree programme accreditation is, like the accreditation process, a two-stage process: first, the substantive plan of the application for extending the validity of the degree programme accreditation is approved; if the substantive plan is approved by the IEB USB, the submitting faculty prepares a complete draft application for extending the validity of the degree programme accreditation, which is subsequently approved by the IEB USB.

The substantive plan of the application for the extension of the validity of the accreditation of a degree programme is not submitted to the deans of other faculties of USB for their opinion (the so-called 'dean's process') but is forwarded directly to the IEB USB. The IEB USB approves the substantive plan submitted in this way without prior discussion within the IEB USB Evaluation Committees. After the approval of the substantive plan by the IEB USB, the submitting faculty prepares a complete draft application for the extension of the accreditation of the degree programme in the same scope and structure of the accreditation forms as in the case of a completely new degree programme accredited for the first time within USB. The complete draft application for the extension of the accreditation of a degree programme shall also include a self-evaluation report of the degree programme during its accreditation, prepared in the structure and manner specified in the USB Rector's Ordinance on internal evaluation of degree programmes, faculties and constituent parts of USB. Although the Rector's ordinance stipulated that the

self-evaluation report should always be submitted together with the application for the extension of the accreditation of a degree programme, in 2024, based on a proposal from some USB faculties and taking into account the dates of planned reaccreditations, it was made possible to submit these documents separately, with the self-evaluation report now being submitted and discussed within the IEB USB even before the actual application for extension of the accreditation of the degree programme is submitted.

In the case of degree programmes accredited by the NAB under the so-called programme accreditation, the complete application for the extension of the degree programme accreditation is also included in the self-evaluation report (Annexe E) prepared in the structure and manner specified by the NAB within the Methodological material for the preparation and evaluation of the application for degree programme accreditation. This self-assessment report does not replace the self-assessment report defined in the USB Rector's Ordinance on internal evaluation of degree programmes, faculties and constituent parts of USB.

The complete draft of the application for the extension of the validity of the accreditation of a degree programme is submitted by the faculty implementing the programme, after discussion in the faculty bodies established for quality assessment (the degree programme board or the discipline board or the faculty accreditation committee), after discussion in the academic senate of the faculty, and after subsequent approval by the scientific board of the faculty.

The complete proposal for the extension of the validity of the accreditation of a degree programme and the proposal for the accreditation of a completely new programme are forwarded to the IEB USB only after an initial check of formalities carried out by the Rectorate's Internal Evaluation Office and after incorporation of the comments raised by this unit. The evaluation of the submitted complete draft application for the extension of the validity of the accreditation of a degree programme is carried out within the IEB USB by similar procedures as in the case of the evaluation of the establishment of a completely new degree programme. In addition to the summative evaluation of the fulfilment of individual standards, the IEB USB may also add formative recommendations and suggestions regarding the further development of the degree programme under evaluation. The evaluation of the draft application for the extension of the validity of the accreditation of a degree programme is preceded by an internal evaluation of the degree programme during its accreditation, which is carried out by the IEB USB according to the procedure set out in the USB Rector's Ordinance for the internal evaluation of degree programmes, faculties and constituent parts of USB. The IEB USB will evaluate the submitted draft application for the extension of the validity of the accreditation of a degree programme only if the current implementation of the degree programme does not show serious deficiencies that would prevent its further implementation.

The statement of the IEB USB on the draft application for the extension of the validity of the accreditation of a degree programme is sent in electronic form to the dean of the submitting faculty and the faculty quality coordinator, who ensures its transmission to the guarantor of the relevant degree programme. Subsequently, after incorporation of the comments raised by the IEB USB during the discussion of the draft application for extension of the validity of the accreditation of the degree programme and the comments resulting from the mandatory exit formal check of the draft (this check is of course also carried out for degree programmes that are accredited for the first time), in the case of an approved draft, a resolution of the IEB USB is issued on the extension of the authorisation to carry out the degree programme in question within the framework of valid institutional accreditation (in the case of a degree programme assessed within the framework of institutional accreditation). This resolution is sent by internal mail to the dean of the submitting faculty after being signed by the USB Rector. It includes, among other things, requirements for possible corrective measures, requirements for improving the quality of the degree programme and requirements for submitting an audit report. If the authorisation to implement a given degree programme is extended for a period of less than 10 years, a justification for this decision is also included in the resolution of the IEB USB. In accordance with the NAB Methodological material on the information obligation of higher education institutions with institutional accreditation, information on the extension of the validity of the accreditation of a previously accredited degree programme is sent to the NAB at the same time as the issuance or sending of the resolution of the IEB USB.

If the IEB USB returns the submitted draft application for extension of the accreditation of a degree programme to the faculty for completion, it is possible to submit the completed draft directly to the USB for reconsideration. If the IEB USB does not approve the draft application for the extension of the degree programme accreditation, the approval process returns to the beginning and the application for the extension of the degree programme accreditation must be submitted first in the form of a substantive plan and then (after approval by the IEB USB) in the form of a complete proposal. At the same time, however, when the proposal is reconsidered by the IEB USB, the internal evaluation of the degree programme during its accreditation is no longer repeated.

In the case of a degree programme that is subsequently (after approval by the IEB USB) submitted to the NAB for assessment within the framework of the so-called 'accreditation procedure', the programme is not subject to the same procedure. The procedure for its assessment within the IEB USB is the same as for a degree programme assessed within the framework of institutional accreditation, with the only difference that after approval within the IEB USB, the draft application for the extension of the validity of the degree programme accreditation is sent to the NAB for further assessment after incorporating the comments raised by the IEB USB during the discussion of the draft and the comments resulting from the final formal review of the draft.

The deans of the faculties concerned, faculty quality coordinators, guarantors of relevant degree programmes, or other relevant persons may also participate in the discussion of substantive plans, degree programme proposals and other materials submitted by faculties within the IEB USB. IEB USB may also invite some of these persons to attend the meeting or invite them to prepare and present additional materials and documents. This option is used especially in the case of degree programmes that have been subject to serious comments, uncertainties or repeated discussions within the IEB USB by members of the Rector's Board, members of the IEB USB or the relevant IEB USB Evaluation Committees. The above procedure also applies, to a reasonable extent, to degree programmes for which an extension of their accreditation is requested.

In the case of degree programme proposals (full accreditation applications) approved within the framework of valid institutional accreditation, the authorisation to implement degree programmes was granted until the end of 2021, up to a maximum of the term of validity of the USB's institutional accreditation. Therefore, the so-called interim principle of determining the period of validity of accreditation of degree programmes approved under valid institutional accreditation was not applied, for reasons of caution. A certain risk of determining the duration of the authorisation to implement degree programmes on the basis of this interim principle is that if the higher education institution fails to defend its institutional accreditation for all areas of education and levels of study in which the higher education institution's degree programmes were accredited under previous institutional accreditation, it will only be possible to continue to implement these programmes to allow current students to complete their studies.

Although the NAB Evaluation Committee, which conducted an external evaluation at the USB in 2021, did not question the current method of granting authorisation to offer degree programmes under the valid institutional accreditation, or did not comment on it in its report, it asked the USB to obtain an opinion on this matter directly from the NAB in order to verify the correctness of its current procedure, with the promise that if the possibility of granting accreditation on a rolling basis by the NAB is confirmed, efforts will be made to extend or postpone the validity of authorisations already issued to implement degree programmes for all USB degree programmes currently accredited under institutional accreditation. However, this extension would not be automatic but would be linked to the results of a planned evaluation of the degree programmes five years after the date of their accreditation.

In response to the USB's inquiry, the NAB stated that the Higher Education Act does not imply that the period of validity of a degree programme approved by a higher education institution within the scope of the authorisation granted by institutional accreditation is limited to the period of validity of the institutional accreditation. At the same time, it was stated that although the approval of degree programmes for a period exceeding the period of validity of the institutional accreditation granted represents a certain degree of risk, higher education institutions can influence a significant part of this risk through consistent and regular evaluation of the functioning of the system for ensuring the quality of educational, creative and related activities (in accordance with Section 77b of the Higher Education

Act) and by drawing the appropriate conclusions in order to improve this system but also by submitting applications for new institutional accreditation in a timely manner. Based on this response, the NAB, i.e. the IEB USB, has been applying the principle of determining the period of validity of the authorisation to implement approved degree programmes within the framework of institutional accreditation since the beginning of 2022. At the same time, the decision-making practice of the IEB USB regarding the determination of the duration of this authorisation, which is now granted for only 10 or 5 years, was also established.

In the case of degree programmes accredited under institutional accreditation until the end of 2021, the possibility of extending or postponing the validity period of already issued authorisations to implement the degree programmes in question is also assessed individually in relation to the results of the internal evaluation of these degree programmes in the course of their accreditation, in accordance with the procedure set out in the USB Rector's ordinance on the internal evaluation of degree programmes, faculties and constituent parts of USB. It is possible to extend or postpone the period of validity of already issued authorisations to carry out given degree programmes up to the maximum period for which the degree programme would have been originally accredited if the so-called continuous principle of determining the period of validity of accreditation had been applied at the time of its accreditation. This option applies only to degree programmes for which the IEB USB has previously decided to accredit until the end of the USB's institutional accreditation, i.e. until 16 November 2028. A request to postpone the expiry date of the current accreditation of a degree programme can be submitted together with the self-evaluation report of the degree programme during its accreditation (more on the internal evaluation of degree programmes in **Chapter 4.4**).

Since the establishment of the IEB USB until the end of 2024, the following have been **approved**:
- 236 substantive plans for applications for accreditation of degree programmes (including the extension of existing degree programmes with new specialisations),[10] of which 12 in 2024.
- 7 substantive plans for applications for extension of the validity of accreditation of degree programmes, 3 of which in 2024 (this is a relatively new remit, which was first dealt with by the IEB USB in 2023).
- 138 proposals (full accreditation applications) for degree programmes under current institutional accreditation (including extension of existing degree programmes with new specialisations),[11] of which 4 in 2024.
- 3 proposals (full accreditation applications) to extend the validity of accreditation of degree programmes under valid institutional accreditation (this is a relatively new remit, which was first addressed by the IEB USB in 2023).
- 122 degree programme proposals (full accreditation applications) subsequently submitted to the NAB for assessment under the so-called programme accreditation, of which 3 in 2024.
- 2 proposals (full accreditation applications) to extend the validity of the accreditation of degree programmes subsequently submitted to the NAB for assessment under the so-called programme accreditation (this is a relatively new remit, which was first addressed by the IEB USB in 2023).
- 1 proposal to extend the validity of the accreditation of a degree programme for the completion of existing students subsequently submitted for NAB's consideration under the so-called programme accreditation (this is a new remit, which was first addressed by the IEB USB in 2024).

Number of accreditation materials approved by the IEB USB by 2024

Year of approval	2017	2018	2019	2020	2021	2022	2023	2024
Substantive plan for an application for a degree programme accreditation	38	44	68	31	21	9	13	12

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[10] The total number of approved substantive plans for applications for accreditation of degree programmes includes those approved with reservations. This remark also applies to the subject-matter plans of applications for the extension of the validity of the accreditation of degree programmes.

[11] The total number of approved proposals (full accreditation applications) for degree programmes also includes proposals that have been approved for a shorter period than the duration of the institutional accreditation, i.e. for less than 10 years.

Year of approval	2017	2018	2019	2020	2021	2022	2023	2024
Substantive plan for an application for an extension of degree programme accreditation	x	x	x	x	x	x	4	3
Proposal (full accreditation application) for a degree programme under the current IA	x	27	37	36	22	6	6	4
Proposal (full accreditation application) to extend the validity of the accreditation of a degree programme under the current IA	x	x	x	x	x	x	3	0
Proposal (full accreditation application) for a degree programme subsequently submitted to the NAB for consideration in the framework of programme accreditation	x	48	16	22	22	5	6	3
Proposal (full accreditation application) to extend the validity of the accreditation of a degree programme subsequently submitted to the NAB for consideration within the framework of programme accreditation	x	x	x	x	x	x	1	1
Proposal for extension of the accreditation of a degree programme to allow current students to complete their studies subsequently submitted to the NAB for consideration as part of programme accreditation	x	x	x	x	x	x	x	1

In 2024, the NAB decided, or its decision came into force, to grant the so-called programme accreditation to a total of 2 new degree programmes of USB and to extend the validity of the accreditation of 1 existing degree programme of USB. In the case of 1 degree programme of USB, the NAB decided to discontinue the accreditation procedure on the basis of a request from USB. A complete list of accreditations of USB degree programmes granted by NAB in 2024 (new accreditations, extensions of existing accreditations, including extensions for completion of existing students) is presented in **Annexes 8, 9 and 10.**

Number of USB degree programme proposals assessed by the NAB under programme accreditation by 2024

Year of entry into force of the NAB decision	2017	2018	2019	2020	2021	2022	2023	2024
Accreditation of a USB degree programme granted by NAB under programme accreditation	x	8	11	17	20	6	9	2
Extension of the validity of an accreditation of a USB degree programme granted by the NAB under programme accreditation	x	x	x	x	x	x	0	1
Accreditation of an USB degree programme to allow current students to complete their studies granted by the NAB within the framework of programme accreditation	x	x	x	x	x	x	x	1[12]

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[12] The process of evaluation of the submitted proposal started at the end of 2024, however, the actual decision (which was positive) was issued only on 23 January 2025 (based on the NAB Council resolution adopted at the meeting No 1/2025).

Year of entry into force of the NAB decision	2017	2018	2019	2020	2021	2022	2023	2024
Suspended NAB proceedings for accreditation of a USB degree programme under programme accreditation	x	0	0	4	0	6	0	1
Suspended proceedings of the NAB for the extension of the validity of the accreditation of a degree programme of the USB within the framework of programme accreditation	x	x	x	x	x	x	0	0
Discontinued NAB proceedings for extension of the validity of the accreditation of a USB degree programme to allow current students to complete their studies under programme accreditation	x	x	x	x	x	x	x	0

An overview of all accredited degree programmes of the University of South Bohemia can be found on the USB website[13] (section 'What to study at the University of South Bohemia') and also in the Register of Higher Education Institutions and Study Programmes (register of the MEYS).[14]

4.2   Discussion of substantial changes in the implementation of accredited degree programmes

The obligation to monitor significant changes that have or may have an impact on the implementation of activities in relation to accredited degree programmes is based on the Higher Education Act, the NAB Methodological material on the obligation of higher education institutions to inform about changes in the implementation of accredited activities and the NAB Methodological material on the information obligation of higher education institutions with institutional accreditation.

Substantial changes are defined in Section 85(c) of the Higher Education Institution Act, in both of the above-mentioned NAB methodological materials, as well as in Article 25 of the Rules and Article 20 of USB Rector's Ordinance R 410, which issues the standards for accreditation and implementation of degree programmes of USB. The significant changes in the implementation of the degree programme framework include:

- Change of degree programme guarantor.
- Changes in the composition of more than one-third of the members of the doctoral degree programme's disciplinary board.
- A change in the objectives of the programme or a change in the graduate profile.
- Changes to the study plan (changes to the courses of the profiling basis, softening of the conditions for individual study plans in the case of doctoral programmes, changes to the components of the state final examination or the state doctoral examination or their content if they have a significant impact on the graduate's profile or if they change the basic theoretical areas on which the profiling knowledge or skills are tested).
- Reductions in the overall scope or changes in the type of professional experience.
- Changes in the provision of the degree programme (guarantors of courses of the profiling basis, reduction in course reading or specialist databases, change of location or addition of another location for the degree programme, substantial reduction in the overall capacity of instruction rooms, substantial changes to the contract with the legal entity or foreign higher education institution cooperating in the implementation of the degree programme).

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[13]   http://www.jcu.cz/uchazec-o-studium/co-u-nas-studovat

[14]   https://regvssp.msmt.cz/registrvssp/csplist.aspx

- Changes in the number of students enrolled if the increase is more than 30 %.
- Changes consisting in the intention to carry out an accredited degree programme in cooperation with a foreign higher education institution, including possible extension to cooperation with other higher education institutions, or in the intention to terminate cooperation in the implementation of a degree programme with a foreign higher education institution.

Substantial changes are not changes at the level of the parameters of a specific course or changes in the current offer of compulsory elective or elective courses. These changes are fully within the competence of the HEI quality assessment bodies.

Proposals for substantial changes in the implementation of accredited degree programmes are submitted to the IEB USB with the consent of the degree programme guarantor and after prior discussion within the faculty quality assessment bodies, within a reasonable period of time before their effect, respectively. They should be submitted to the IEB USB before the date of their planned implementation, except for changes in degree programmes that are assessed cumulatively (changes in the composition of more than one third of the members of the doctoral programme board, changes in more than half of the guarantors of courses of the profiling basis, changes in the number of students enrolled by more than 30%). Proposals for these changes are submitted only after the cumulative threshold has been reached or exceeded.

A change of the degree programme guarantor and, in the case of a doctoral programme, of the chair of the field board is possible only after a reasoned proposal for such a change has been discussed within the IEB USB; the proposal includes relevant information about the new degree programme guarantor, which is submitted to the same extent as in the case of a new accreditation.

With the exception of the proposal to change the degree programme guarantor, all other proposals for substantial changes are first assessed by the IEB USB Evaluation Committee for the area of education to which the accredited degree programme with the proposed substantial changes belongs. Subsequently, these proposals, supplemented by the opinion of the relevant evaluation committee, are considered at the level of the entire IEB USB.

Substantial changes in the implementation of an accredited degree programme, as defined in Article 2 of the NAB Methodological material on the information obligation of higher education institutions with institutional accreditation and Article 2 of the NAB Methodological material on the obligation of higher education institutions to inform on changes in the implementation of accredited activities, are notified to the NAB after approval by the IEB USB in the manner and within the time limits set out in the relevant methodological materials. This notification is ensured by the Rectorate's Internal Evaluation Office, with the appropriate cooperation of the faculties of USB.

Substantial changes in the implementation of accredited degree programmes approved by the IEB USB are registered and archived by the Rectorate's Internal Evaluation Office, together with the relevant opinions of USB. Upon receipt of the outcome of the discussion of the proposed substantial changes, the submitting faculty shall ensure that they are reflected in the IS STAG study remit information system.

Since the establishment of the IEB USB until the end of 2024, the following have been **approved**:
- 90 proposals to change the guarantors of ending degree programmes/fields of study.
- 33 proposals for change of guarantors of newly accredited degree programmes, i.e. degree programmes accredited after 1 September 2016,[15] of which 15 in 2024.
- 15 proposals to make other substantial changes to the delivery of accredited degree programmes (i.e. other than changes of degree programme guarantors), of which 3 in 2024.

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[15] The total number of approved proposals to change the guarantors of newly accredited degree programmes includes both proposals to change the guarantors of degree programmes accredited under institutional accreditation and proposals to change the guarantors of degree programmes approved by NAB under the so-called programme accreditation.

Number of proposals for substantial changes in the implementation of accredited degree programmes approved by the IEB USB by 2024

Year of approval of substantial changes	2017	2018	2019	2020	2021	2022	2023	2024
Change of the guarantor of the current degree programme/field of study	x	32	39	4	3	5	7	0
Change of guarantor of a degree programme accredited after 1 September 2016	x	0	1	2	2	6	7	15
Other substantial changes in the implementation of an accredited degree programme	x	0	0	0	1	3	8	3

All changes of guarantors of accredited degree programmes, a complete list of which is given in **Annexe 11,** were reported to the NAB after approval by the IEB USB. All other substantial changes made to degree programmes accredited by the NAB under the so-called programme accreditation were also reported to the IEB USB after approval by the IEB USB. In 2024, this reporting concerned a total of 2 USB degree programmes. In the event that any additional questions or requirements are raised by the NAB regarding the substantial changes reported in this way, the faculties concerned or the guarantors of the respective degree programmes are provided with appropriate assistance. With the gradual 'ageing' of degree programmes, it can be expected that the frequency and extent of substantial changes to be made to accredited degree programmes will gradually increase. A complete list of proposals for other substantial changes (i.e. other than changes of degree programme sponsors) to be discussed by the IEB USB in 2024 is presented in **Annexe 12.**

The issue of substantial changes in the implementation of accredited degree programmes is given great attention by USB and the IEB USB. Following the internal audits of degree programmes from 2021 and 2022, which mainly included the audit of changes made to the guarantors of the basic theoretical subjects of the profiling basis for all the previously accredited degree programmes of USB (accredited both under institutional accreditation and under the so-called 'institutional accreditation'), the internal audit of the degree programmes of USB has been carried out. In the context of the institutional accreditation of the NAB (as well as the programme accreditation of the NAB), and the check of the compliance of the substantial changes reported by the faculties with the reporting data in the IS STAG study remit information system, the IEB USB initiated a change in the existing method of recording especially other substantial changes, i.e. changes other than changes of degree programme guarantors. In this context, the IEB USB also requested that substantial changes in degree programmes be recorded continuously, using a suitable electronic tool, and thus succeeded in significantly reducing the amount of 'manual' work associated with the reporting and checking these changes.

To this end, Rector's Ordinance R 503 was prepared and issued in June 2022, setting out the procedure for the submission, assessment and recording of substantial changes in the implementation of accredited degree programmes. The procedure defined in this ordinance applies to both degree programmes accredited under institutional accreditation and degree programmes accredited by the NAB under the so-called programme accreditation. This ordinance was updated in September 2022 (following an update of the relevant NAB methodological materials) and reissued as Rector's Ordinance R 509. Rector's Ordinance R 509 modifies the definitions of some substantial changes in degree programmes and, in particular, lists exhaustively the changes to some basic attributes of degree programmes that cannot be addressed through change reports but only through the accreditation procedure. In accordance with the USB Rector's Ordinance R 509, it is also possible to submit proposals for changes in degree programmes to the IEB USB that are not substantial in terms of their impact on the implementation of the degree programme and thus would not need to be discussed within the IEB USB, but the submitting faculty will actively request an assessment of the intended changes itself. In this case, and also in the case of cumulatively assessed changes in the implementation of degree programmes, submitted to the IEB USB before the cumulative threshold has been reached or exceeded, the submitted proposals are assessed within the IEB USB in the same way as proposals for substantial changes, with the understanding that only those changes in degree programmes that meet the definition of substantial changes (according to

the relevant methodological materials of the USB) are subject to the subsequent information obligation in relation to the NAB.

Following the Rector's Ordinance R 503 and Rector's Ordinance R 509, the Rectorate's Internal Evaluation Office created shared change forms in the second half of 2022 in the MS Teams environment for all accredited degree programmes of USB, in which the faculties continuously record all cumulatively assessed substantial changes in degree programmes and the Rectorate's Internal Evaluation Office then records all substantial changes approved by the IEB USB or NAB within the framework of the requested monitoring reports. These changes are recorded in revision mode so that changes made against the final application for accreditation of the relevant degree programme can be tracked. For each accredited degree programme of USB, a separate folder is created in the MS Teams application environment, where, in addition to the change form, the final version of the accreditation application of the respective degree programme (for the purposes of possible checks) and also the approved version of the monitoring report (if the monitoring report has been requested by the IEB USB or NAB) are uploaded.

On the basis of this record, the Rectorate's Internal Evaluation Office then submits a summary of the substantial changes made to accredited degree programmes to date once a year to the IEB USB, including information on the status of the cumulative changes under review. The first such comprehensive overview, which concerned significant changes made to accredited degree programmes up to and including the 2021/2022 academic year, was discussed by the IEB USB at its 45th meeting on 7 February 2023. The second overview, which concerned significant changes made by the 2022/2023 academic year (inclusive), was then discussed at the 52nd meeting of the IEB USB on 6 February 2024. At the same time, ways are being sought to further automate the recording of significant changes using the IS STAG system and the gradually built and expanded data warehouse.

An overview of all substantial changes made to accredited degree programmes, including their evaluation by the IEB USB or the NAB, together with the results of the discussion of these substantial changes, is an integral part of the regular internal evaluation of accredited degree programmes five years after their accreditation.

4.3 Discussions of review reports on accredited degree programmes

Monitoring reports form an integral part of the quality assurance and evaluation system of USB, and the following basic types of monitoring reports are distinguished in terms of their focus:

- Monitoring reports requested by the NAB in connection with the granting of institutional accreditation.
- Monitoring reports requested by the IEB USB in connection with the accreditation of degree programmes granted under the current institutional accreditation.
- Monitoring reports requested by the NAB in connection with the accreditation of degree programmes under the so-called programme accreditation.
- Monitoring reports requested by the NAB in connection with reported facts arising from the information obligation of higher education institutions with institutional accreditation and the obligation of higher education institutions to inform about changes in the implementation of accredited activities.
- Monitoring reports requested by the NAB in connection with the accreditation of habilitation and professorship appointment procedures.

In connection with the granting of institutional accreditation to USB, the NAB requested a total of four monitoring reports, including one monitoring report on the institutional environment of the University and three monitoring reports on selected areas of education for which USB received institutional accreditation. The audit report on the institutional environment was submitted to USB in 2022, and was also noted by the NAB Council in the same year without any comments (see NAB Council Minutes No 10/2022 of 24 November 2022). By the deadline of 31 August 2023, USB still had to submit three audit reports on selected areas of education for which it had received institutional accreditation. Specifically,

these were the areas of education in Philosophy, Religious Studies and Theology, as well as Historical Sciences and Social Work. Since these monitoring reports were largely related to degree programmes accredited on the basis of the authorisation resulting from the granted institutional accreditation, they were first discussed or agreed within the IEB USB at the 48th IEB USB meeting on 13 June 2023 before being sent to the NAB. The NAB Council considered these reports later in 2023 and took note of all three reports submitted without any comments (see NAB Council Minutes No 7/2023 of 19 October 2023 and No 8/2023 of 23 November 2023). No further reports of this type were requested by the NAB in 2024.

Monitoring reports are also required in the framework of accreditation of degree programmes, both programmes accredited by the IEB USB under valid institutional accreditation and by the NAB under the so-called programme accreditation. In the event that a monitoring report is required for a newly accredited degree programme, the content of the report and the deadline for its submission are determined by the IEB USB or the NAB. Monitoring reports for degree programmes accredited under valid institutional accreditation shall be submitted to the IEB USB. Monitoring reports for degree programmes accredited by the NAB under programme accreditation shall be submitted directly to the NAB through the Rectorate's Internal Evaluation Office. All other types of monitoring reports and other requested information and supplements are also submitted through this office, with the exception of monitoring reports for habilitation and professorship appointment procedures, which are submitted to the NAB through the Rectorate's Science and Research Office.

Since the establishment of the IEB USB until the end of 2024, audit reports on a total of 17 degree programmes accredited under institutional accreditation have been submitted by the deadlines as requested by the IEB USB, of which 8 audit reports were submitted and discussed in 2024. An overview of these audit reports is given in **Annexe 13.** In the same period, a total of 42 monitoring reports on degree programmes accredited under 'programme accreditation' were submitted at the request of the NAB, of which 8 were submitted in 2024. A complete overview of the monitoring reports submitted by USB in 2024, together with monitoring reports that were submitted in 2023 but not acted upon by the NAB Council until 2024, is provided in **Annexe 14**.

Number of monitoring reports submitted for accredited degree programmes by 2024

Year of submission of the monitoring report	2017	2018	2019	2020	2021	2022	2023	2024
Monitoring report requested by the IEB USB on degree programmes accredited under institutional accreditation	x	0	0	4	0	3	2	8
Monitoring report requested by the NAB on degree programmes accredited under programme accreditation	x	0	0	5	3	7	19	8

Another type of monitoring report consists of monitoring reports requested by the NAB in connection with reported facts resulting from the information obligation of HEIs with institutional accreditation and the obligation of HEIs to inform about changes in the implementation of accredited activities. These are mainly monitoring reports or requests for supplementation or clarification of reported facts, such as information on changes in the guarantors of accredited degree programmes, information on changes in the list of degree programmes (i.e. information on degree programmes newly accredited under institutional accreditation), information on changes in the composition of doctoral degree boards and information on other significant changes in the implementation of accredited degree programmes. The majority of the information reported in this way was noted by the NAB Council in the period under review from the establishment of the IEB USB until the end of 2024, without any comments. In some cases, some additional information or more detailed justification was requested. In some cases, the NAB Council also requested the submission of additional audit reports. USB or the faculties concerned responded to the NAB's requests within the deadlines and provided the NAB with all the requested documents and, where appropriate, further information and explanations.

As the failure to prepare or submit monitoring reports on time may have unpleasant consequences for the faculties or the entire USB, an early warning system was introduced at USB from the second half of

2020, under which the Rectorate's Internal Evaluation Office regularly informs the faculties or faculty quality coordinators of the obligation to submit the relevant monitoring reports. An overview of all required monitoring reports, including their content, is also available to faculty quality coordinators within the MS Teams environment. This overview is regularly updated by the Rectorate's Internal Evaluation Office following the meetings of the NAB Council and the IEB USB. Requests for the submission of monitoring reports and any calls for additional data or other documents are naturally also sent to individual faculties immediately after they are received from the NAB, or after they are published in the minutes of the relevant NAB Council meetings, and immediately after the IEB USB meetings at which these requests were formulated. This established practice was also followed in 2024.

An overview of all requested monitoring reports and the results of their evaluation are also an integral part of the regular internal evaluation of accredited degree programmes five years after their accreditation. In this evaluation, not only the monitoring reports are monitored, but also any requests from the NAB to provide additional information based on USB's notification of the accreditation of new degree programmes under the authority of the granted institutional accreditation. In the case of degree programmes accredited under NAB programme accreditation, in addition to the monitoring reports and their evaluation, any requests from NAB for additional information before the accreditation process begins are also recorded.

4.4 Evaluation of accredited degree programmes during their implementation

The quality of individual fields of study (programmes) has always been the subject of internal evaluation at USB, especially at the level of individual faculty scientific boards (in the context of accreditation, or renewal of accreditation), as well as at the level of faculty academic senates and faculty accreditation committees, which, on behalf of the deans, have ensured that minor adjustments are made during the period of validity of the accreditation (change of course guarantor, modification of course content, etc.) so that the quality of the implemented field of study (programme) is maintained.

All USB degree programmes with active studies in a bachelor's, master's and doctoral type of degree programme are subject to regular internal quality assessment, while both degree programmes accredited after 1 September 2016 (i.e. after the previous amendment to the Higher Education Act) and the so-called ending fields of study (programmes) accredited before 1 September 2016 are assessed. Depending on the date of accreditation (i.e. before and after 1 September 2016) and the type of degree programme, different evaluation mechanisms are set up.

In recent years, including the year 2024, all so-called ending fields of study (programmes) whose accreditation expired on 31 December 2024 have been evaluated in a uniform manner, regardless of the type of field of study or programme. The basis for this evaluation was a report prepared annually by the guarantor of the field of study (programme), in which the guarantor assessed the change in the quality of the field of study (programme) since the previous evaluation. This report was called the 'Addendum to the Self-Evaluation Report of the Field of Study (Programme)' because it was a follow-up to the comprehensive evaluation of the quality of all accredited fields of study (programmes), which was carried out at USB in connection with the preparation of the application for institutional accreditation in 2017, or was completed in early 2018. This evaluation, which covered the years 2012–2016, covered all accredited fields of study or programmes at USB, with the exception of fields (programmes) which at that time were intended only to allow current students to complete their studies or fields (programmes) which were not opened or in which no students were studying during the five-year period under evaluation. The basis for this evaluation was the self-assessment report of each accredited field of study (programme), and it was to this report that the annual addenda were prepared.

Addenda to the self-evaluation report of a field of study (programme) were not prepared for the year in question for those fields of study (programmes) in which no students were studying in the year under review. On the basis of this condition, the number of assessed ending fields of study (programmes) continued to gradually decrease. In the year 2024, when the addenda to the self-evaluation report of the field of study (programme) for the year 2023 were evaluated, 'only' 124 ending bachelor's and master's

fields of study (programmes) passed this evaluation. A complete list of ending bachelor's and master's fields of study (programmes) evaluated by the IEB USB in 2024 is presented in **Annexe 16**. More detailed information on the evaluation of doctoral degree programmes is provided in **Chapter 4.5**.

Number of ending bachelor's and master's fields of study (programmes) evaluated by the IEB USB by 2024

Year of evaluation	2018	2019	2020	2021	2022	2023	2023	2024
Pedagogical-psychological / common basis	3	3	3	3	3	3	3	3
Bc. fields of study (programmes)	109	108	102	98	91	81	81	67
Mgr. and NMgr. fields of study (programmes)	95	93	89	85	80	72	72	54
TOTAL	**207**	**204**	**194**	**186**	**174**	**156**	**156**	**124**

For each of the fields of study (programmes) evaluated in the annual addenda, the IEB USB formulated a brief verbal evaluation, which was structured according to the individual sub-requirements/areas defined in the form of the addendum to the self-evaluation report of the field of study (programme) for the relevant year. The structure of this form has undergone a gradual transformation, which has settled down to this form in recent years:

- Response to the evaluation of the addendum to the self-evaluation report of the field of study (programme) for the previous year, formulated by the IEB USB.

- Changes in the staffing of the field of study (programme) and other significant changes affecting the fulfilment of the relevant requirements of the field of study (programme) over the last year.

- Other information, comments and suggestions which, in the opinion of the guarantors of the fields of study (programmes), should be taken into account in connection with the implementation of the field of study (programme) and its evaluation.

The verbal evaluations formulated in this way were sent to the deans of the individual faculties, to the respective faculty quality coordinators and, through them, to the guarantors of individual ending fields of study (programmes) after their approval by the IEB USB.

The annual addenda for the ending fields of study (programmes) were last processed and evaluated in 2024 (evaluation for 2023), due to the fact that the accreditation of all these ending fields of study (programmes) ended on 31 December 2024. Theoretically, it would be possible to evaluate these ending fields of study (programmes) in 2025 (2024 evaluation), but as no students will be enrolled in the fields of study (programmes) at that time, such an evaluation would be pointless.

In the case of newly accredited degree programmes, i.e. those accredited after 1 September 2016, the internal evaluation of all degree programmes with active studies in the bachelor's and master's degree type is carried out in accordance with the USB Rector's Ordinance regulating the internal evaluation of the quality of degree programmes and constituent parts of USB (R 533). This Rector's ordinance applies to degree programmes accredited under institutional accreditation as well as to degree programmes accredited by the NAB under the so-called programme accreditation. This ordinance does not affect the internal evaluation of doctoral degree programmes and the internal evaluation of the so-called ending fields of study (programmes) completed in 2024.

The subject of the internal evaluation of the quality of a degree programme according to Rector's Ordinance R 533 is, in particular, the assessment of the fulfilment of the set quality standards over a longer time series and the evaluation of trends in the development of the degree programme during its accreditation. The internal evaluation of the quality of a degree programme during its accreditation shall be carried out prior to any assessment of an application for the extension of the validity of the accreditation of a degree programme or no later than five years after the granting of accreditation to a given degree programme, unless the IEB USB or the dean decides that the internal evaluation of the degree programme shall be carried out earlier. The internal evaluation of the quality of a degree programme during its accreditation is not carried out in the case of degree programmes for which the intention of their cancellation is being processed, and degree programmes for which no application for

re-accreditation (extension of the validity of accreditation) is submitted at the end of the validity of their accreditation. In 2024, the above list was extended to include degree programmes for which the extension of the validity of the accreditation has been granted only to allow current students to complete their studies. At the same time, the IEB USB also agreed on a system of internal evaluation of these degree programmes, whereby on an annual basis, substantial changes made will continue to be monitored and basic data on the development of these degree programmes will be submitted, with the understanding that these data will be processed by the Rectorate's Internal Evaluation Office. The guarantors of these ending degree programmes will no longer be obliged to prepare self-assessment reports, as is the case for other degree programmes.

The schedule of planned internal evaluations of degree programmes for a given calendar year is published by the IEB USB no later than the end of the previous calendar year so that the guarantors of the evaluated degree programmes can prepare for the evaluation in advance. At the same time, the schedule of internal evaluation of degree programmes also sets deadlines for each accredited degree programme for the implementation of individual stages of this evaluation, which indicate not only when the programme will be evaluated but also when selected data documents are to be delivered by the Rectorate's Internal Evaluation Office and when the self-assessment report is to be submitted by the guarantor of the evaluated degree programme. This timetable should also be seen as a framework. If there is a need to evaluate a degree programme earlier on the part of the faculties of USB or degree programme guarantors (e.g. due to the acceleration of the planned re-accreditation), this schedule can be adjusted operatively. In this respect, we strive to meet the needs of individual faculties and their accreditation needs as much as possible.

The basis of the internal evaluation of the quality of the degree programme is a self-assessment report, which is prepared by the guarantor of the degree programme in cooperation with the heads of the departments providing the teaching under the degree programme and the guarantors of individual courses of the degree programme. In this context, it should be mentioned that the preparation of the self-assessment report does not exempt the degree programme guarantor from the obligation to submit the monitoring reports required by the NAB or the IEB USB in connection with the assessment of the accreditation application. At the same time, the self-assessment report or the subsequent internal evaluation of the degree programme does not replace the mandatory discussion or approval of any substantial changes made to the degree programme in question. In the event that substantial changes have been made or will be made in the programme in question, which, due to their nature or scope, require approval by the IEB USB (and possibly also subsequent reporting to the NAB), a separate proposal for the implementation of these substantial changes must be submitted to the IEB USB.

The self-evaluation report of the degree programme framework includes:
- An evaluation of the submitted monitoring reports.
- Evaluation of the fulfilment of the basic quality standards of the degree programme.
- An evaluation of the substantial changes implemented in the degree programme.
- An evaluation of the implementation of the degree programme, including an assessment of the success rate in the admission procedure, the success and failure rates, the completion rate and the employability of graduates.
- Evaluation of the staffing and material and technical support of the degree programme.
- Evaluation of the international dimension of the degree programme.
- Evaluation of feedback, i.e. results of student and alumni surveys, evaluation by employers, partners (for joint degree programmes), or other relevant evaluations.
- Identification of strengths, weaknesses, opportunities and threats for further development of the degree programme (SWOT analysis).
- Proposal for a curriculum development plan for the next five-year period.
- A plan for the development of the degree programme in the following year.

The self-assessment report also includes data documents, including selected statistical and other data on the degree programme, and the preparation of these data documents is coordinated by the Vice-Rector, who is responsible for internal evaluation. For this purpose, not only primary University databases

and systems, but also Business Intelligence[16] tools are used to the maximum extent possible. This data support is not only used for the evaluation of degree programmes but permeates all University activities that cannot do without good quality data. In this context, however, it should be noted that the development of Business Intelligence tools and data support for internal assessment in general is a long-term task that still needs to be worked on.

If the expected renewal date of the accreditation of a degree programme falls in the year in which the internal evaluation of the degree programme is planned, the current accreditation file of the relevant degree programme is also attached to the self-assessment report. In the case of extension of the accreditation of a degree programme accredited under institutional accreditation, all relevant documents are submitted to the IEB USB no later than 6 months before the end of the accreditation validity of the degree programme, and in the case of extension of the accreditation validity of a degree programme accredited by the NAB under programme accreditation, no later than 9 months before the end of the accreditation validity of the degree programme.

The self-evaluation report is approved by the degree programme board at its meeting, which is usually attended by the head of the department at which the degree programme is implemented, prior to its submission to the IEB USB. The self-assessment report so approved is forwarded to the IEB USB through the faculty quality coordinator.

The evaluation of the submitted self-assessment report or degree programme is carried out within the IEB USB by similar procedures as in the case of the evaluation of the establishment of a degree programme. In addition to the summative evaluation of the fulfilment of individual standards, the IEB USB may also attach formative recommendations and suggestions for further development of the evaluated degree programme. If the implementation of the degree programme shows serious deficiencies in certain areas or standards, the IEB USB may also establish binding measures and a mechanism for monitoring the implementation of these measures, including a deadline for verifying the successful correction of the state of affairs, or decide to carry out an in-depth review of the evaluated degree programme.

The dean of the faculty and the faculty quality coordinator are informed about the result of the evaluation of the degree programme within the IEB USB, which ensures that the result of the evaluation, together with any recommendations for improving the quality of the degree programme formulated by USB, is forwarded to the guarantor of the evaluated degree programme. The conclusions of the evaluation of the degree programme will then be reflected by the degree programme guarantor in the further implementation of the degree programme or in the preparation of the application for the extension of the accreditation or extension of the accreditation of the degree programme.

In the following five-year cycle of internal evaluation of the degree programme, the evaluation process also includes an assessment of the extent to which the long-term objectives of the degree programme development set out in the self-evaluation report for the previous five-year period and the recommendations and suggestions for improvement of the implemented activities formulated by the IEB USB as part of the evaluation of the previous five-year period have been fulfilled.

Beyond the above procedure, individual USB faculties may establish their own additional evaluation procedures to ensure the qualitative development of their degree programmes.

In accordance with the Rector's Ordinance R 533, which regulates the internal quality evaluation of degree programmes and constituent parts of USB, and following the agreement of the timetable for this evaluation within the IEB USB, the internal evaluation of 43 bachelor's and master's degree programmes was officially launched or announced at the end of 2023 (in comparison, the evaluation of 36 programmes was launched in this way in 2022). These were both degree programmes accredited under institutional

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[16] The purpose of Business Intelligence is to support the strategic decision-making of the University's management, the management of its faculties and selected University-wide and Rectorate units. Business Intelligence includes data pumps and data warehouse, records of granted access and rights, and analytical tools. Outputs from Business Intelligence are anonymous or pseudonymous and are provided exclusively via analytical tools that comply with the USB IT security policy. The method of implementation of Business Intelligence at USB is regulated by USB Rector's Ordinance R 453.

accreditation and degree programmes accredited by the NAB under the so-called programme accreditation. In accordance with the approved timetable, the actual implementation of the individual phases of this evaluation started during 2024, with the phases or their implementation dates set individually for each degree programme, taking into account the date of accreditation of the degree programme in question. The calendar year in which the internal evaluation of the degree programme is to be launched is then determined, taking into account the date of accreditation of the degree programme, primarily by the deadline for the first phase of the evaluation. This first phase is the processing or delivery of selected data for the subsequent preparation of the degree programme's self-evaluation report. The other phases of the internal evaluation then follow on predetermined dates, with the understanding that some of these phases, including the final evaluation within the IEB USB, may take place in the following year. The complete implementation of the internal evaluation of degree programmes during their accreditation does not necessarily have to take place within one calendar year but may be spread over two years.

Internal evaluation of USB bachelor's and master's degree programmes carried out by the IEB USB by 2024

Year of evaluation	2023	2024
Degree programmes accredited by the IEB USB under institutional accreditation	9	45
Degree programmes accredited by the NAB under programme accreditation	7	5
TOTAL	16	50

A total of 50 bachelor's and master's degree programmes were internally evaluated by the IEB USB during 2024. A complete list of these is given in **Annexe 18.** In the case of all of these evaluated degree programmes, the IEB USB concluded that no deficiencies were found in the implementation of the degree programmes in question to date that would prevent the further implementation of these degree programmes or would require the adoption of any corrective measures subject to subsequent control by the IEB USB. IEB USB formulated recommendations for the further implementation and development of the degree programmes concerned only for some of the evaluated programmes, which were sent, together with verbal comments on individual parts of the self-assessment reports, to the deans of individual faculties, the relevant faculty quality coordinators and, through them, to the guarantors of the evaluated degree programmes.

Following the positive results of the internal evaluation of the degree programmes in the course of their accreditation, the IEB USB also granted all four submitted proposals for the extension of the authorisation to implement the degree programmes under the valid institutional accreditation and approved the extension of the accreditation of these degree programmes for a total period of 10 years, which corresponds to the period for which the degree programmes would have been initially accredited if the so-called continuous principle of determining the period of validity of accreditation had been applied at the time of their accreditation. The NAB was subsequently informed about the extension of the authorisation to implement the degree programmes in question within the framework of the valid institutional accreditation, and in all 4 cases the NAB took note of the information sent in this way without any further comments.

On the basis of the experience from the first two years of internal evaluation of degree programmes during their accreditation and on the basis of feedback continuously received from the IEB USB, guarantors of the evaluated degree programmes and faculty quality coordinators of the faculties concerned, some areas of internal evaluation that were unclear or caused the greatest problems were modified or clarified. Requests were also made to modify or expand the data documents provided by the Rectorate's Internal Evaluation Office, to modify the outline of the self-assessment report, to clarify the relationship between the internal evaluation of degree programmes and the consideration of proposals for extending the validity of accreditation of degree programmes, and to set up a mechanism for submitting and assessing proposals for postponing the validity of accreditation of degree programmes for which the so-called interim principle of determining the duration of accreditation was not applied at the time of their first accreditation. At the same time, the addition of some functionalities to IS STAG was initiated, thanks to which it is now possible to obtain selected data on the staffing of degree

programmes more easily, quickly and clearly than before. Within the outline of the self-assessment report, the wording of some problematic questions has been modified, and the outline itself has been expanded to include questions responding to current discussions in the higher education space and to some new methodological materials and guidelines of the NAB. These include, in particular, the issue of the quality of instruction and the use of distance learning elements.

These modifications are not definitive; it can be assumed that with the increase in the number of evaluated degree programmes, further new requirements will arise, both in the area of content and process, and in the area of data support for internal evaluation. The gradual computerisation/digitisation of all quality assurance and evaluation remits, including accreditation remits, remains a major challenge.

4.5 Evaluation of doctoral degree programmes

In 2024, discussions on the establishment of the USB School of Doctoral Studies (hereinafter referred to as the 'SDS') were held at various levels of the USB management. After the approval from all the concerned bodies, the SDS was established with effect from 1 February 2025. The activities of the School of Doctoral Studies, its mission and organisational structure are regulated by the Statutes of the School of Doctoral Studies.[17]

According to Article 2, paragraph 1 of the Statutes of the School of Doctoral Studies, the mission of the School of Doctoral Studies is to:

a) Formulate a University strategy for the development of doctoral degree programmes at USB in cooperation with faculties.

b) Further improve the quality of education and contribute to the transparency and streamlining of the processes of doctoral studies at USB.

c) Promote innovation and interdisciplinarity in the preparation and development of doctoral degree programmes.

d) Set the basic framework for doctoral studies at USB, including the formulation of quality standards on which the regulations of the faculties concerning doctoral degree programmes will be based.

e) Improve the status of doctoral students at USB.

f) Provide educational and support activities for students (beyond their existing degree programmes) and supervisors.

g) Monitor the impact of doctoral studies on the career development of graduates and track their performance.

In addition to the above, the aim of the School of Doctoral Studies is also to support the implementation of doctoral studies in cooperation with partners outside USB, especially with departments of the Czech Academy of Sciences, to unify the processes and practices of individual faculties and to create a comprehensive system of support for doctoral studies – students, their supervisors and supervising facilities, to develop a system for improving the quality of doctoral studies and its evaluation in cooperation with faculties and field of study boards, to formulate standards and recommendations for effective and high-quality doctoral studies at USB, to synergistically link the activities of faculties, especially in promoting studies and attracting talented candidates, or to actively participate in the process of evaluation of doctoral degree programmes in cooperation with the USB Internal Evaluation Board.

The School of Doctoral Studies is managed by the director, who is directly subordinate to the Rector. The director is responsible to the Rector for the activities of the School of Doctoral Studies, manages the activities and activities of the School of Doctoral Studies, coordinates interaction with other parts and organisational units of USB involved in doctoral studies, represents USB at internal and external meetings and forums dealing with strategic issues of doctoral studies development. The director cooperates with

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17   www.jcu.cz/images/UNIVERZITA/Dokumenty/skola-doktorskych-studii-ju/13022025-statut-skoly-doktorskych-studii-ju-cj.pdf

the USB Vice-Rector for Research and with the faculty coordinators for doctoral studies in solving the tasks of the School of Doctoral Studies. The Board of the School of Doctoral Studies (hereinafter referred to as the 'SDS Board') is part of the SDS and addresses conceptual issues of doctoral studies at USB and expresses its opinion on the action plan for the promotion and development of doctoral studies at USB, strategic issues of the development of doctoral degree programmes and on the activities of the School of Doctoral Studies. The SDS Board is convened and chaired by the director of the School of Doctoral Studies. In addition to the director, it is composed of faculty coordinators, the Vice-Rector for Research, the Vice-Rector for Internal Evaluation and Accreditation, the Vice-Rector for Student Affairs, two student representatives nominated by the Student Chamber of the USB Academic Senate and two representatives of the CAS.

The immediate tasks of the School of Doctoral Studies include the formulation and conclusion of an agreement with the CAS on cooperation between USB and the CAS in the implementation of doctoral degree programmes at USB and the formulation and approval of the Action Plan of the School of Doctoral Studies, which specifies the University's intentions in the field of doctoral studies. The School of Doctoral Studies Action Plan is based on the strategic documents of the University and on consultations with the faculties and the University management. After the approval of the Action Plan by the University management, the School of Doctoral Studies follows it in its activities, plans and evaluates its implementation with a yearly period and discusses necessary adjustments with the University management. At the same time, it is the task of the individual faculties to think about and prepare strategies for the development of their doctoral programmes. These strategies will serve as one of the inputs for the formulation of the School of Doctoral Studies Action Plan. In the meantime, the School of Doctoral Studies will also work on some other supporting documents, such as the onboarding plan for new Ph.D. students, the web portal, the guide to Ph.D. studies at USB, as well as the (co-)organisation of transferable skills courses for Ph.D. students and University-wide Ph.D. conferences.

A comprehensive quality assessment of all accredited doctoral fields of study (programmes) was carried out at USB in connection with the preparation of the application for institutional accreditation in 2017 or was completed in early 2018. This evaluation, which covered the years 2012–2016, was carried out in parallel with the evaluation of bachelor's and master's degree programmes. A total of 37 doctoral degree programmes were evaluated. The basis for their evaluation was the self-evaluation report of the degree programme submitted by the guarantor of the relevant degree programme. Its discussion within the IEB USB followed the same procedure as in the case of bachelor's and master's degree programmes, with the addition that for each of these ongoing doctoral fields of study (programmes) an addendum to this report was prepared annually, which assessed the shift in the quality of the field of study (programme) since the previous evaluation. Also, in the case of doctoral courses (programmes), the principle was that an annual addendum to the self-evaluation report of the course (programme) was not prepared for those courses (programmes) in which no students were studying in the year under review. This situation did not arise until 2023, when the number of evaluated ending doctoral fields of study (programmes) fell to 35. In 2024, only 30 ending fields of study (programmes), the accreditation of which ended on 31 December 2024, have been evaluated. A complete list of ending doctoral fields of study (programmes) evaluated by the IEB USB in 2024 is presented in **Annexe 14**.

Number of ending doctoral degree programmes evaluated by the IEB USB by 2024

Year of evaluation	2018	2019	2020	2021	2022	2023	2024
Ph.D. fields of study (programmes)	37	37	37	37	37	35	30

From the procedural point of view, the evaluation of ongoing doctoral degree programmes was carried out in exactly the same way as in the case of ongoing bachelor's and master's degree programmes. Also in this case, for each of the doctoral fields of study (programmes) evaluated in the framework of the annual addenda, the IEB USB formulated a brief verbal evaluation, which was structured according to the individual sub-requirements/areas defined in the form of the addendum to the self-evaluation report of the field of study (programme) for the respective year. The structure of this form was identical for all ending fields of study (programmes), including doctoral ones. Also in this case, the annual addenda for ending doctoral courses (programmes) were last prepared and evaluated in 2024 (2023 evaluation), due to the fact that the accreditation of all these ending fields of study (programmes) ended on 31 December 2024.

A systematic analysis of the current status as well as an internal evaluation of all newly accredited doctoral degree programmes, i.e. those accredited after 1 September 2016 (i.e. after the amendment to the Higher Education Act), will be carried out in the future in accordance with the deadlines and procedures set out in a separate regulation to be issued after the establishment of the School of Doctoral Studies, or after the establishment of its bodies and the issuance of the School of Doctoral Studies Action Plan. This evaluation will cover both degree programmes accredited under institutional accreditation and degree programmes accredited by the NAB under the so-called programme accreditation.

Since the evaluation system for doctoral degree programmes will be prepared by the School of Doctoral Studies after the establishment of the School of Doctoral Studies bodies, or after the creation and approval of the School of Doctoral Studies Action Plan, which will take some time, it was especially due to the need to continue the planned accreditation and accreditation activities. In order to meet the need to continue with the reaccreditation processes, an addendum to Rector's Ordinance R 533 was prepared and issued at the end of 2024 and at the beginning of 2025, which regulates the processes of internal evaluation of doctoral degree programmes, evaluation of substantive plans and evaluation of proposals for doctoral degree programmes at USB in 2025. This supplement was issued as Rector's Ordinance R 579.

On the basis of this ordinance, the internal evaluation of doctoral degree programmes that will start the process of re-accreditation in 2025 will be carried out analogously to Article 5 'Internal Evaluation of Degree Programmes' of USB Rector's Ordinance R 533, which regulates the internal evaluation of the quality of degree programmes and constituent parts of USB, and according to the schedule approved by the USB Internal Evaluation Board. For the internal evaluation of doctoral degree programmes, the evaluation of substantive plans for applications for accreditation or re-accreditation of doctoral degree programmes and the evaluation of proposals for doctoral degree programmes, an extended Evaluation Committee of the IEB USB will be established, composed according to the areas of education covered by the doctoral degree programme, substantive plan or proposal of the degree programme being evaluated. The expanded IEB USB Evaluation Committee will be composed of five members, consisting of three IEB USB members and two representatives of the School of Doctoral Studies, nominated by the SDS Board. However, the actual accreditation or re-accreditation of doctoral degree programmes will still be the sole responsibility of the IEB USB. These powers will not be transferred to the School of Doctoral Studies in any case. The School of Doctoral Studies is also not intended to be a duplicate body to the IEB USB; its task is to actively participate in the process of evaluation of doctoral degree programmes, to monitor and harmonise processes and internal regulations governing the course and quality assessment of doctoral studies in cooperation with the IEB USB.

In accordance with the Rector's Ordinance R 579, the Rectorate's Internal Evaluation Office prepared a draft template for a self-assessment report of a doctoral degree programme during its accreditation and a template of data documents containing selected data on the evaluated degree programme for the last 5 years or since the date of its accreditation. The structure of the self-assessment report template for the internal evaluation of doctoral degree programmes is based on the template used for the evaluation of bachelor's and master's degree programmes, with the addition that the wording of individual questions has been adapted to the specifics of doctoral studies. In the case of the data documents, some new reports have been added, in particular a more detailed view of the dissertations submitted (i.e. not only defended), information on supervisors and the study status of students enrolled in the respective doctoral programme. A report recapitulating selected indicators in the field of implementation of the selected degree programme has also been added. At the same time, some new indicators have been added to the existing ones (e.g. Citizenship, Age range, Failure after year 1). This report allows for an assessment of the current status of the degree programme, i.e. the status at the moment of compiling the data (cut-off date), while taking a cumulative view of the selected indicators. The cumulative view tracks the degree programme over its entire history, i.e. from the moment of its accreditation or opening until the moment of compiling the data (cut-off date). In the field of studies, the placement of students is now tracked not only within the year, i.e. after deducting the total interruption time, but also in the so-called 'pseudo-year'. The pseudo-year reflects the total time a student has been enrolled in a given programme, including any (repeated) interruption of studies. Thus, it is not only the period of active studies but the total time the student has been registered in the programme.

All of these documents were subsequently presented by the Vice-Rector for Internal Evaluation and Accreditation to the representatives of the School of Doctoral Studies, who approved their form. In accordance with the timetable for internal evaluation of doctoral degree programmes for 2025, which was approved by the IEB USB in December 2024, work on the internal evaluation of the first doctoral degree programmes, whose re-accreditation is planned for 2025, was subsequently initiated. Since the data sets that were first used for the internal evaluation of doctoral degree programmes proved to be functional and usable also for bachelor's and master's degree programmes, these data sets were also used for the evaluation of these degree programmes from the beginning of 2025.

A fundamental change in the organisation of doctoral studies resulting from the amendment to the Higher Education Act, which came into force on 1 March 2025, is the introduction of a 'doctoral study income', the amount of which is derived from the minimum wage (Section 91a of the Higher Education Act). As of 1 September 2025, all newly enrolled students will have to have this guaranteed income. Although the amendment to the Higher Education Act does not require an increase in income for students who started their studies before 1 September 2025, USB (as well as basically all Czech HEIs) considers it unfair to impose the same requirements on students for a different amount just because they started their studies at a different date. USB, therefore, expects to increase the income of existing students of doctoral programmes. However, this will place a considerable burden on the budgets of the faculties, and a decline in the number of PhD students can be expected in the future. On the other hand, it will put pressure on more careful selection procedures, recruitment of quality students and a chance to reduce the failure rate of doctoral studies (not only) at USB. The USB management is already dealing with the issue of supporting instruments to ensure the doctoral study income, so that the impact of this aspect of the amendment to the Higher Education Act is as small as possible. The doctoral development strategies of individual faculties will certainly play a role in deciding on the allocation of this support.

Due to the planned establishment of the School of Doctoral Studies, the fourth annual conference of doctoral students was not held in 2024. This conference will probably take place in a modified format in the autumn of 2025. During autumn 2025, a programme conference on doctoral studies at USB will also take place, where the issues of further strategy for the development of doctoral studies at USB will be addressed, the steps of the School of Doctoral Studies will be presented, the results of the SPDHE project dedicated to the development of doctoral studies at Czech HEIs, interesting tools and processes of individual faculties (e.g. the establishment of the so-called Thesis Advisory Committees at the USB Faculty of Science), etc. Nevertheless, a number of activities aimed at PhD students took place in 2024, including a series of seminars organised by the USB Faculty of Theology and a course on pedagogical skills for PhD students at the USB Faculty of Science. These activities were mainly funded by the SPSM project 'School of Doctoral Studies,' which will continue in 2025.

4.6   Internationalisation

In the 33 years of its existence, USB has been significantly involved in the international space, both on a European and global scale. The University currently cooperates with nearly 450 universities worldwide. Among the units that guarantee the internationalisation of USB are the Rectorate's International Relations Office and the international relations offices at individual faculties of USB.

Foreign cooperation takes place mainly with similarly oriented university and academic institutions, so that students participating in foreign exchange programmes have the opportunity to choose courses that correspond to their study plans and can make maximum use of the ECTS (European Credit Transfer System) model, which has been introduced at USB. The aim is to support trips of USB students and staff to institutions abroad and arrivals of foreign students and academic staff to USB. Since 2005, USB has been awarding the Diploma Supplement Label to all graduates, free of charge and automatically. Approximately 200 foreign exchange students come to USB every year, and more than 1 000 foreign students study in bachelor's, master's and doctoral programmes. The number of USB students going to foreign universities and the number of foreign students coming to USB for study stays or internships has been negatively affected by the Covid-19 pandemic in recent years, but in 2022, the number of exchange students reached the level of 2019. In 2024, almost 300 USB students went abroad for study stays or internships, and almost 200 foreign students came to study at USB.

USB is a holder of the Erasmus Charter for Higher Education (ECHE), which allows USB to participate in Erasmus+ activities in the 2021–2027 programme period and to implement student and staff mobilities in the key activities KA131 (mobility between programme countries), KA171 (mobility with partner countries outside the EU) and KA2 (strategic cooperation projects between institutions and organisations). The grants awarded to USB to support mobilities under KA131 totalled EUR 320 662 in 2021, EUR 667 248 in 2022 and EUR 857 448 in 2023. In 2024, USB was awarded a grant of EUR 638 397.

To support mobilities to/from partner countries under KA171, USB received a grant of EUR 278 483 under the 2023 Call (cooperation with Albania, Bosnia and Herzegovina, Montenegro, Armenia, Israel, Cameroon and Senegal). Under the 2024 Call in relation to KA171, cooperation was extended to Moldova, Peru, Zambia, Ghana, Thailand, Argentina and Papua New Guinea. The total financial support from the KA171 grant under the 2024 Call amounted to EUR 235 806.

USB students and staff benefit from opportunities to participate in foreign exchange programmes not only under the Erasmus+ programme but also under the SPSM projects (2024–2025), under which they receive financial support for trips abroad. Student mobilities are further supported by scholarships from faculty scholarship funds, scholarships under intergovernmental agreements to specific destinations under other international educational programmes such as Fulbright Scholarships, Barrande Fellowship Programme, CEEPUS, DAAD, KAAD and Aktion. Student trips abroad are also supported by funds from individual and team projects of the USB Grant Agency and departmental LCDRO funding. The possibility of stays and internships abroad is offered to students from the 2nd year of bachelor's studies and to master's degree students. Doctoral students usually have stays abroad as part of their individual study plans.

Within the framework of the projects 'Development of USB – International Mobility – MSCA II-IF', foreign mobility of junior and senior scientists as well as internships of technical and administrative staff are planned. The total budget of the project is approximately CZK 11.9m.

USB employees and students also have the opportunity to participate in language courses organised by foreign universities or language schools. Participation in language courses (including online courses) has been supported by the SPSM 2024–2025 project 'Support for the internationalisation of USB'. At the USB Faculty of Arts and the USB Faculty of Science, Czech language courses are organised for foreign students enrolled at USB, as well as courses for foreign students on semester stays. At the USB Faculty of Arts, a year-long course of the Czech language for foreigners, which ends with a certified examination, is implemented. Within the framework of the SPSM project 'Support for the internationalisation of USB', courses focused on intercultural preparation of USB students were also implemented in the summer

semester of the academic year 2023/2024 and in the winter semester of the academic year 2023/2024. These courses were organised by the USB Faculty of Education.

Support for USB students and employees interested in international mobilities is provided by a Go-Abroad Officer at the Rectorate's International Relations Office. This position was introduced at USB within the framework of the OP RDE project 'Development of USB – ESF'. In 2024, it was supported by the project SPSM 2024–2025 'Support for the internationalisation of USB'. During the academic year, events are organised to support students going abroad and to inspire other students who are only getting ready to go abroad. Welcome Back, International Days, Orientation Week and Erasmus Days were organised in 2024. Before the start of the new semester, an orientation week is held for international students to introduce them to the University environment and provide assistance with the most important issues related to starting their studies at USB. The Rectorate's International Relations Office also employs a specialist in the position of Welcome Officer. Her services are focused on supporting foreign staff and students coming to USB. In cooperation between the USB Centre of Information Technology and the Rectorate's International Relations Office, the activities of the IT Officer are also supported to support international mobilities and the digitisation of the Erasmus+ programme in the new programme period 2021–2027.

One of the objectives of USB's internationalisation is to increase the number of international students in the total number of USB students. In 2022, the proportion of international students (including short-term stays) exceeded 10% of USB students for the first time. This trend was confirmed in 2024 as well.

In 2020–2024, USB also supported the studies of Belarusian students who were admitted to study at USB in close connection with the situation in Belarus. In 2024, 1 student was supported. In 2024, the project of the Educational Policy Fund of the MEYS also supported 55 Ukrainian students admitted to study at USB who were prevented from studying in Ukraine or were afraid to continue their studies in Ukraine in the current war situation.

In 2024, USB also continued to support the activities of the European Student Network (ESN USB Budweis) club under the auspices of the Welcome Officer and Go-Abroad Officer. The student organisation ESN USB Budweis organises the so-called buddy system (assigning a Czech student, the so-called 'buddy', to a foreign student to facilitate orientation at the University and at the beginning of studies) and prepares a large number of activities for foreign students, ranging from sightseeing trips to cultural and sporting events.

USB also offers degree programmes in a foreign language and cooperates with partner higher education institutions abroad in jointly accredited joint degree, double degree and multiple degree programmes, during which students complete part of their studies at a foreign higher education institution. Within the framework of cross-border cooperation, USB cooperates most intensively with the partner Johannes Kepler University in Linz and the University of Passau. International activities are of great importance in raising the quality and international standards in education and research. USB currently offers 11 double degree (9x) and joint degree (2x) programmes, of which three are bachelor's degree programmes and eight consecutive master's programmes. A complete list of these programmes is available on the USB website.[18]

As part of its international marketing strategy, USB offered 33 degree programmes in foreign languages (including double and joint degree programmes) in 2024. These programmes were:
- Biological Chemistry (Bc., NMgr.).
- Applied Foreign Languages for International Business (LEA).
- Sprach- und Textwissensschaften / Philology: German Language and Literature.
- Ecology.
- Multifunctional Agriculture.
- Fishery and Protection of Waters.
- Artificial Intelligence and Data Science (MAID).

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[18] https://www.jcu.cz/cz/prijimaci-zkousky/double-joint-degree

- Linguistics, Sociolinguistics.
- Linguistics (Text and Discourse).
- Linguistics, Terminology.
- Teaching Spanish as a Foreign Language.
- Regional and European Project Management.
- European Master in Migration and Intercultural Relations.
- Economics and Management.
- Philosophy.
- Spirituality and Ethics in Social Work.
- Theology.
- Applied Physics.
- Biochemistry.
- Biophysics.
- Botany.
- Ecosystem Biology and Ecology.
- Entomology.
- Integrative Biology.
- Limnology.
- Parasitology.
- Zoology.
- Fishery.
- Protection of Aquatic Ecosystems.
- Archaeology.
- Theory and History of Modern Czech Literature.
- Educational Psychology.

International cooperation at USB is also supported through foreign research stations in Svalbard (Centre for Polar Ecology), and Papua New Guinea (Station of Tropical Ecology), which is operated in close cooperation with the Biology Centre CAS. Both of these stations are also staffed by USB students, which further underlines the active involvement of students in international research at USB.

In order to recruit foreign students, USB implements marketing campaigns using foreign educational portals and participation in educational fairs (e.g. EAIE, APAIE, NAFSA, online fairs within Study in Czechia, EHEVF, etc.) and student fairs and webinars. USB has also implemented search and PPC content campaigns, including a smart campaign on the Google platform, an online campaign on Google, and campaigns on USB's social networks (USB) – Facebook University of South Bohemia and Instagram. The focus of the campaigns was set according to the analysis of priority countries, and the form was adapted to the target groups. In addition to the above-mentioned campaigns, USB was presented on paid foreign educational portals – Study Portals (Bachelors, Masters, PhD Portals), Czech Universities and also on some unpaid foreign portals (websites) where information about USB was continuously updated (e.g. Study in the Czech Republic, QS Top universities, European Danube-Vltava region and others). USB also emphasizes cooperation with the Czech National Agency for International Education and Research (DZS, Study in the Czech Republic), cooperation with foreign ambassadors of USB (promotion of contributions and activities on the USB website and social networks) and cooperation with partner universities (sharing promotional materials and contributions, participation in Erasmus/International Days, etc.).

New partnerships are being established between USB and EU universities (70) and between USB and non-EU universities. In 2024, memoranda of understanding were concluded with universities from Taiwan (National Formosa University and universities within the so-called University Academic Alliance in Taiwan), Uzbekistan (Temez State University, Karshi State University), the United States of America (Wilson College), Japan (Kochi University), Vietnam (University of Cuu Long), Mexico (Universidad Autonóma de

San Luis Potosí) and Egypt (Nile University). The cooperation with Concordia University of Edmonton in Canada has been extended.

One of the objectives of the USB internationalisation expressed in the USB Strategic Plan for 2021–2030 is also the involvement of USB in the structure of European university alliances. In 2024, USB received funding under the project of the consortium of European universities KreativEU (Knowledge & Creativity European University). The KreativEU consortium brings together a total of 11 European universities: Instituto Politécnico de Tomar (Portugal; main coordinator of the project), University of South Bohemia in České Budějovice (Czech Republic), Universitatea Valahia din Târgovişte (Romania), D. A. Tsenov Academy of Economics (Bulgaria), Adana Alparslan Türkeş Science and Technology University (Turkey), Università degli Studi di Camerino (Italy), University of Trnava (Slovak Republic), Breda University of Applied Sciences (Netherlands), Politechnika Opolska (Poland), Södertörn University (Sweden) and Universität Greifswald (Germany). This consortium represents a unique alliance of universities across Europe, linking local and national heritage, traditions, crafts and folklore with shared European values. The project of the universities in the KreativEU consortium is built on a shared vision of the importance of European cultural and artistic diversity as a driver of cohesion, equality, peace and sustainability, as well as on the educational, economic, political, social and scientific aspects of innovation and development. In 2023, the project was awarded the Seal of Excellence, and in 2024, it was positively evaluated and received funding of EUR 14 400 000 for the period 2025–2028.

The area of international marketing has been the responsibility of the Rectorate's Marketing Office since 2019, when a senior officer (marketing specialist) for international marketing was recruited. In 2021, a language coordinator for USB was also recruited to the aforementioned unit. Furthermore, a system was set up to determine the number of international students (on long-term and short-term study stays) and the countries where these students come from, and which faculty and degree programme they study. The database is updated twice a year. Repeated questionnaire surveys are also conducted among these foreign students, during which, among other things, information is collected about the information channels through which they learned about the possibility of studying at USB and what were the reasons that led them to choose to study at USB. Online foreign marketing campaigns are also steadily carried out, which are set or adjusted according to a regularly updated analysis of priority countries (the last update took place in 2024). Priority countries for targeting foreign marketing are selected based on the following factors:

- Number of current international students at USB, taking into account long-term sustainability.
- Faculty needs (faculty preferences).
- SIMS statistics, MEYS statistics.
- Existing partner universities of USB.
- Relatedness of the language of the country – language potential.
- Visa policy of the country – student regime.
- Interest in the area of education in a given country.
- Number, age and education of the population of a given country, GDP of a given country.
- Statistics of foreign study portals.
- Presence of Czech centres in a given country.
- Cultural popularity (tourist data).

In 2024, cooperation with the Czech National Agency for International Education and Research (DZS; Study in Czechia), the Erasmus Student Network (ESN) and selected foreign educational portals was further developed and supported. USB also cooperates with DZS within social networks, and the HEI also participates in events and workshops organised by DZS (e.g. Study In Academy). Appropriate content for international alumni is also created and shared on USB's social networks, and invitations to international alumni meetings are also shared. Communication with USB international alumni is also further developed through cooperation with Czechia Alumni (DZS). International video presentations are also regularly created and updated in cooperation with USB international student ambassadors. Great attention is also paid to the continuous updating and expansion of the website usblife.cz, which is intended for foreign students (a website about student life at USB, including profiles of foreign student ambassadors at USB, a calendar of USB events and student club events).

Other activities provided by the Rectorate's Marketing Office include:

- Continuous updates of selected parts of the USB English website in cooperation with the Rectorate's International Relations Office.

- Continuous updates of the websites of individual foreign degree programmes in cooperation with the faculties of USB.

- Continuous updates of USB English printed materials and creation of new ones.

- Continuous updates of USB presentations on foreign online platforms (e.g. QS Top Universities, Study in Czechia, Wikipedia, Study Adviser, ERDV, UniRank, etc.).

- Targeted advertising campaigns in priority countries consisting of:

  - online campaigns on the Google platform (content and search PPC campaign) and social networks;

  - the creation of specific visuals for these campaigns for different types of study placements (short-term and Erasmus+) and forms of study (Bc. + NMgr. degree programmes and Ph.D. degree programmes) and the creation of individual landing pages for these individual campaigns – in some priority countries the online campaigns are also supported by print advertising (educational magazines, etc.);

  - participation in student education fairs in priority countries (online form);

  - participation in professional fairs (support for cooperation with partner universities and institutions); examples of some of the fairs implemented in 2024: professional contact conferences EAIE 2024, CZEDUCON 2024, as well as virtual student fairs, FPP Study in Czechia (within DZS), FPP Study in Europe, etc.;

  - in the implementation of webinars in conjunction with partner universities, educational agencies and DZS;

  - paid presentation on foreign educational portals and continuous updating of campaigns on them according to statistics and recommendations of representatives of these portals (Study Portals, CzechUniversities.com) and evaluation of offers of competing portals.

- Developing a network of foreign ambassadors of the USB – Erasmus+ ambassadors, Media ambassadors (degree programmes) and through them promoting the USB in the form of a blog on the student website usblife.cz, creating posts on USB social networks, their participation in online fairs/webinars and filming foreign language videos.

- Supporting the promotion of science and research at USB abroad – posts on social networks (Facebook and professional network LinkedIn), sharing faculty content.

4.7   Feedback mechanisms

USB systematically monitors and evaluates the quality of USB's educational, creative and related activities. The individual feedback processes are captured in the evaluation reports on educational activities (see **Chapter 4.4)**, in the evaluation reports on faculty creative activities (see **Chapter 5.6**), in the evaluation reports on lifelong learning (see **Chapter 6.2**) and in the evaluation reports on related activities (see **Chapter 6.1**). These reports document the detailed progress of the current state of feedback gathering from all relevant stakeholders.

USB also regularly assesses the University's position in national and international rankings. The subject of comparison with higher education institutions in the Czech Republic is mainly data on the success rate of projects applying for support from grant agencies, comparison of publication performance, data on unemployment of graduates of public universities in particular and their employment in the labour market and other results of University activities evaluated from outside. Regular meetings of associations of deans of selected faculties of Czech higher education institutions also contribute to regular comparisons of basic quality indicators of faculties of the same or similar focus, not only within the Czech Republic but also in the international context. In addition to the national rankings**,** USB also follows international rankings (see **Chapter 5.4**), although it is aware of certain negatives associated with some of the existing international rankings (e.g. the focus of the ratings primarily on the scientific performance and/or

reputation of the institution being evaluated, ranking based on the number of Nobel Prize winners, inaccuracy of input data, inconsistency of the methodology used over time, annual expansion of the number of institutions included in the evaluation, etc.). From this point of view, USB is also cautious about working with these rankings and interpreting the results contained in them.

Of the feedback processes, the most developed is the system of Student Evaluation of Instruction (SEI). SEI is monitored every semester by the entire university, faculty and also by individual programme guarantors, or the board of the degree programme, whereby repeated problems are monitored in particular, as well as verbal evaluations, which often have a greater predictive value than the specific points given to individual lecturers and seminar leaders. The results of student evaluations of instruction are also discussed at meetings between the dean or faculty management and students and are also one of the topics of regular meetings of the academic senates and academic communities of the faculties. As of WS 2020/2021, Student Evaluation of Instruction is implemented University-wide within the IS STAG system, or within the 'Teaching Evaluation' module. The SEI questionnaire contains mandatory questions that are common for all faculties of the USB, with the proviso that faculties can extend the questionnaire beyond these mandatory questions by adding their own questions. Within the SEI, the emphasis is on verbal evaluation and on communication (comments of academic staff on the evaluation). An integral part of the SEI is also the possibility to evaluate or send comments on departments providing selected related activities (e.g. refectory, library, halls of residence, study department) or to send any other comments. As of 2023, the results of the Student Evaluation of Instruction contained in the IS STAG (scores and verbal evaluation) are linked to the data warehouse, which will enable better analysis and further work with these results in the future.

In addition to this University-wide system of student evaluation of instruction, evaluations organised by the teachers themselves within their subjects or courses are also used to obtain feedback from students to further improve the quality of teaching. In addition, some student evaluation web portals are also used or monitored. Another level of quality assessment is the direct participation of faculty management representatives in instruction, in randomly selected courses and in courses where student evaluations indicate some deficiency or which are directly pointed out by the students themselves.

At the University-wide level and at the level of individual faculties of USB, in accordance with the USB Strategic Plan and its annual implementation plans, the success rate of applicants for studies (analysis of the admission procedure), students (graduation rate) and graduates of USB is also regularly monitored within the framework of the so-called public and non-public (intended only for the internal use of the USB) indicators of the strategic plan. These indicators, which inform about the situation at the level of the University as a whole and at the level of its individual faculties, are further supplemented by detailed analyses, which are processed down to the level of individual degree programmes with the possibility of independent monitoring of individual types and forms of study. The age structure of applicants to study at USB or the regional origin of applications received are also monitored. Regular lists of schools from which applicants apply to study at USB are prepared, both in the context of bachelor's (or unstructured master's) studies and in the case of consecutive master's and doctoral studies. USB also regularly monitors, within the framework of the indicators of the USB Strategic Plan as well as in separate analyses, the manner of completing studies at USB and the related success/failure rates in individual degree programmes, types and forms of study. USB also regularly monitors and evaluates the labour market performance of its graduates, in particular using data from the Ministry of Education, Youth and Sports and the Ministry of Labour and Social Affairs (statistics on school graduates and adolescents on the records of labour offices). USB also regularly monitors special supplements of some newspapers and magazines which publish a sectoral comparison of unemployment of HEI graduates during the application period for higher education institutions. Data on the number of unemployed graduates and their structure are monitored not only at the level of the university and individual faculties, but also at the level of degree programmes, which increases the usefulness of these data for the implementation of follow-up measures, e.g. changes in the content of specific degree programmes.

At the level of individual USB faculties, there are also regular meetings, e.g. surveys focused on students leaving their studies without a proper graduation in order to reveal the real reasons for their departure, surveys among first–year students mapping particularly the motivation to study at the higher education institution and possible problems encountered by students during the first year of studies, surveys among final-year students providing a retrospective view of the studies being completed, employee

satisfaction surveys providing, among other things, anonymous comments and suggestions for improvement, as well as surveys among employers, partners and other external stakeholders. A very important target group from which feedback is regularly obtained are the University's alumni. The graduate surveys map particularly the transition from the higher education institution to the labour market, the speed of finding a job, the current position held, the salary conditions of graduates, the evaluation of acquired competencies with regard to the requirements of the positions held, or the interest of graduates in joining the University-wide USB Alumni Club or faculty alumni clubs. These faculty surveys are mostly conducted in written form, but some faculties are very good at conducting them in the form of telephone interviews. The monitoring of graduate employment takes various forms at USB faculties, as do contacts with employers, with greater emphasis being placed on feedback in regulated professions and professionally oriented programs where employers are clearly defined (schools, hospitals, etc.), while in academically oriented programs, these contacts are often less formalized (meetings with graduates at faculty/departmental meetings or at meetings within the USB Alumni Club, lectures by successful graduates at the USB, contacts with cultural institutions). Significant improvement in contacts with graduates and employers is also represented by the involvement of these external actors in the boards of individual degree programmes, which has significantly strengthened feedback on specific fields (programmes) since 2017, even in the process of creating new degree programmes, which are subsequently submitted for accreditation.

The aforementioned USB Alumni Club, which was established in 2016, plays an important role in obtaining feedback from the University's alumni. Members of the USB Alumni Club are those who have successfully completed their studies at USB within the framework of the offered bachelor's, master's or doctoral degree programmes. By registering in the USB Alumni Club, graduates receive, among other things, a range of information and offers (graduates are regularly sent newsletters and electronic versions of the university magazine JOURNAL), but they also provide the university with valuable feedback about the programme/field of study they have graduated from and about their employment in practice. Communication with graduates and strengthening of the link between them and the University of South Bohemia has also been greatly helped by the greater interconnection with the USB Career Centre. The Career Centre not only offers graduates its services, individual counselling and workshops, but also uses graduates as lecturers at workshops to inspire current students.

The University also offers a number of benefits to members of the USB Alumni Club. Their offer has been significantly expanded in recent years. Gradual expansion of the portfolio of benefits for USB graduates is planned for the next period as well. For the purpose of effective communication with USB graduates, a University-wide coordination platform has been created as part of the strategic project 'USB Development – ESF'. This web-based platform is still being developed, e.g. in 2023 its connection with the University's information systems was optimised. Members of the USB Alumni Club have access to alumni office system licences after registration in the university's identity management system (IDM) and also have a University e-mail account. The project 'Development of USB – ESF' has also produced innovative feedback systems for employers and alumni and several methodological materials, e.g. Methodology of options for types and areas of cooperation with alumni or Recommendations for organising events with alumni. Surveys focused on employers and USB alumni were also carried out. USB also organises a number of lectures, cultural and social events for its alumni every year. For example, 16 lectures from the Academic Half Hours series were held in 2024. Furthermore, alumni can get involved and are always invited to University and faculty events, such as the USB Representation Ball, the University Closer, the popularisation event Researchers' Night, the ABC Challenge launch, and others.

USB also regularly participates in nationwide surveys mapping the employment of Czech higher education graduates on the labour market and their assessment of the higher education they have received. These are mainly surveys carried out by the Centre for Higher Education Studies, v.v.i., in cooperation with the Centre for Educational Policy of the Faculty of Education of Charles University, or other domestic and foreign partners, as commissioned by the MEYS. Specifically, the 'Graduate' survey focuses on two target groups. The main target group consists of graduates of bachelor's, master's and doctoral degree programmes of higher education institutions, while the second target group consists of employers of higher education graduates from the first target group. This survey provides retrospective data not only on the graduates' employment on the labour market, but also on how, with the passage of time, graduates evaluate the quality of study offer, study and teaching conditions, the quality of the higher education institution and teachers, their satisfaction with their choice of higher education institution and

field of study, the level of acquired knowledge, skills and competences and their applicability in practice. Other surveys include the international survey 'Eurograduate', which compares the working and living conditions of HEI graduates in the participating EU Member States, the international survey 'Eurostudent', which focuses on the socio-economic dimension of students' lives in Europe, and the national survey 'Doctoral Students', which reflects on the study conditions of doctoral students.

Part of the USB's feedback mechanisms is also communication with applicants, where marketing tools and USB social networks play a major role – in addition to popularisation lectures, especially at SSch. All faculties of USB also hold an annual USB Open Day and occasionally other events for secondary school students (Olympiads, lectures, experiments) and primary and secondary school teachers (among others, further education of teaching staff).

Feedback processes are also developed at USB within the framework of the evaluation system for academic and non-academic, i.e. other staff (see **Chapter 6.5**).

5 EVALUATION OF THE QUALITY OF CREATIVE ACTIVITY

5.1 External evaluation of science and research

The basic framework for the external evaluation of science and research in the CR for 2024 continued to be the Methodology for the evaluation of research organisations and the evaluation of programmes of special purpose support for research, development and innovation (hereinafter referred to as the 'Methodology M17+'), the creator and guarantor of which is the Research, Development and Innovation Council (R&D&I Council). In 2024, evaluations were again carried out in modules M1 and M2. In the M1 module, the higher education institution always delivers a prescribed number of scientific outputs that it considers to be excellent (and which are subsequently graded 1–5 on the basis of a remote review). In the M2 module, the indicators monitored are the bibliometric data corresponding to the complete production of the higher education institution's results.

As in every year, several conferences of the MEYS on the implementation of this methodology were held, where, in particular, the experience of evaluators and chairs of subject councils with the evaluation in Modules M1 and M2 was presented, the definition of terms was refined, and typical results of good but also bad evaluations were presented. This experience is also reflected in the fact that the results of higher education institutions are now, on average, much better evaluated in Module M1 than they were a few years ago, as the meaning of the term excellent result for the purposes of this evaluation has been clarified. The R&D&I Council also has a number of plans to further refine, refine and, in some ways, make the assessment in Modules M1 and M2 fairer. For 2025, the R&D&I Council has prepared an update of the evaluation methodology, in particular in Modules M3, M4 and M5, for the evaluation of research organisations that will take place during 2025 (Methodology 2025+).

In 2024, USB received a big award in the form of the appointment of prof. Tomáš Polívka from the USB Faculty of Science as the first vice-chair of the R&D&I Council. Prof. František Vácha, Dean of the USB Faculty of Science, also became a member of the R&D&I Council, although his candidacy was on behalf of the Biology Centre CAS.

The Milada Paul Award was also awarded to prof. Iva Stuchlíková from the USB Faculty of Education. The Milada Paulová Prize bears the name of an important Czech historian and Byzantologist of the 20th century, the first professor to be appointed. It is awarded by the Minister of Education, Youth and Sports to a female scientist for her outstanding contribution to science and the development of the field. Professor Iva Stuchlíková works at the Department of Psychology at the USB Faculty of Education and has long been involved in research on the professional development of teachers and on issues of motivation and emotions. She deals with aspects of human behaviour and experience, both in terms of general and pedagogical psychology. He also focuses on issues of general psychological literacy. For her work on the formulation of the CR educational policy strategy, she was previously awarded the Medal of the MEYS. At the USB Faculty of Education, she participated in the establishment of the Department of Psychology, and today she serves as Vice-Dean for Science, Creative Activity and Concept of Doctoral Studies. She was also appointed the first director of the newly established School of Doctoral Studies at USB.

Other awards include the appointment of Dr. Daniel Novotny of the USB Faculty of Theology as a member of two prestigious professional organisations – the National Center for Ontological Research (NCOR, University at Buffalo) and the Center for Philosophy of Epidemiology, Medicine, and Public Health (CPEMPH, University of Johannesburg/Durham University). NCOR, founded in 2005, focuses on collaborative research and development of ontologies in fields such as biomedicine, health, defence, and information technology. The main goal of NCOR is to improve the quality of ontology research and to develop tools for ontology evaluation and quality assurance. The organisation is a catalyst for collaboration between philosophers, scientists, and practitioners from different industries. CPEMPH, founded informally in recent years, with a planned official launch in 2025, is an international centre for philosophy in epidemiology, medicine and public health. It focuses on interdisciplinary research and

promoting dialogue between philosophy and the biomedical sciences. The organisation brings together experts to generate deeper insights into ethical and conceptual aspects of public health and health systems.

One of the world's highest honours in the field of science in 2024 was awarded to prof. Julius Lukes from the Institute of Parasitology of the Biological Centre CAS, who also works at the USB Faculty of Science. At the beginning of May 2024, he was elected as an international member to the National Academy of Sciences (NAS) of the United States of America. The NAS is a private non-governmental organisation that serves, among other things, as an advisory body to the U.S. government on science and technology issues. The prestige of this organisation is underlined by the fact that approximately 500 of its current and deceased members have won Nobel Prizes. Professor Julius Lukeš is the only living Czech representative to the NAS from the Czech Republic.

Other individual and group awards given in 2024 to employees, students, alumni and other persons associated with the University of South Bohemia are listed in the USB Annual Activity Report.

A significant institutional award is the admission of USB to the Research Universities Association of the Czech Republic (RUA). This important event not only opens the door for the University of South Bohemia to cooperate with leading domestic and international institutions but also strengthens its prestige in the international field. The Association of Research Universities now brings together seven academic institutions covering the entire spectrum of academic fields from the humanities to the technical sciences. Its members include Charles University, Masaryk University, Palacký University in Olomouc, the Czech Technical University in Prague, the University of Chemical Technology in Prague, the Brno University of Technology, and now also the University of South Bohemia. Member universities are the guarantors of education for more than half of all HEI students and over 75% of all PhD students in the Czech Republic, confirming their dominant role in Czech higher education. By joining RUA, which took place by signing the relevant documents on 5 June 2024, the University of South Bohemia aims not only to improve the quality of its educational and research facilities but also to contribute to the overall shift of Czech higher education towards international standards.
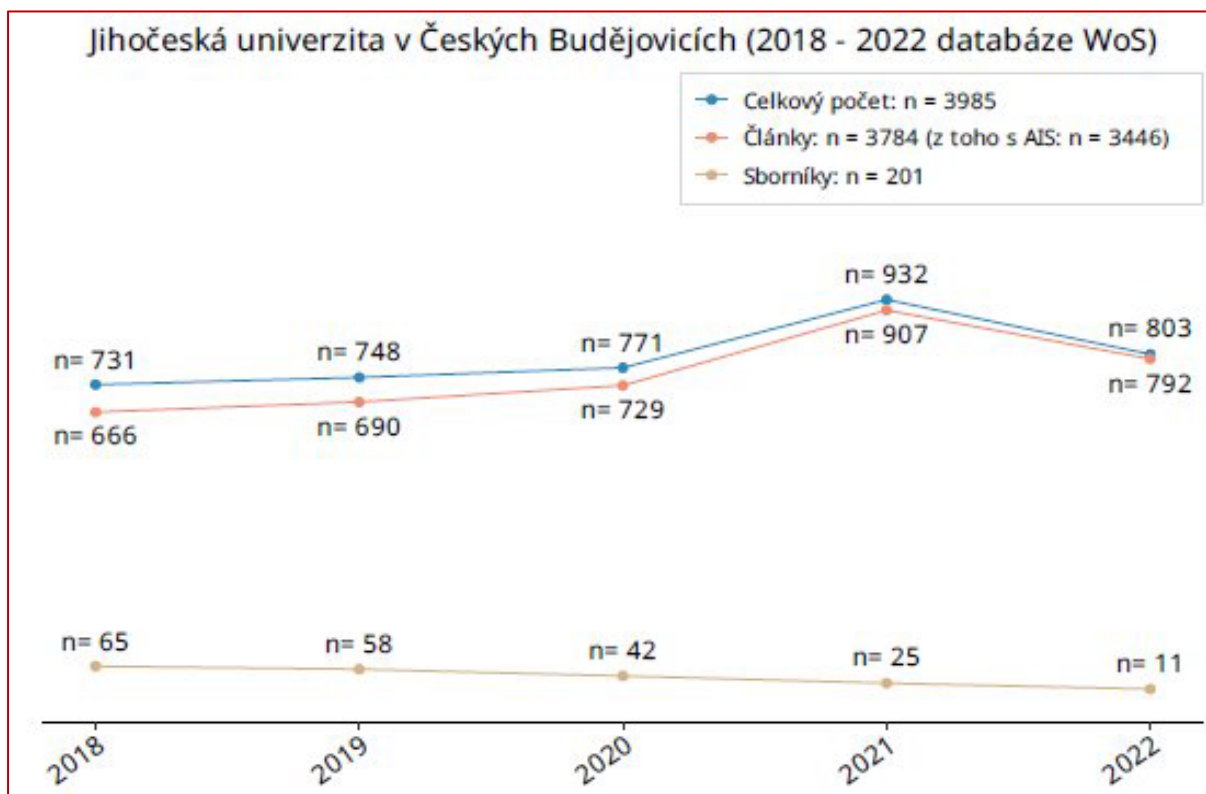
USB results in Module M2 – WoS database.
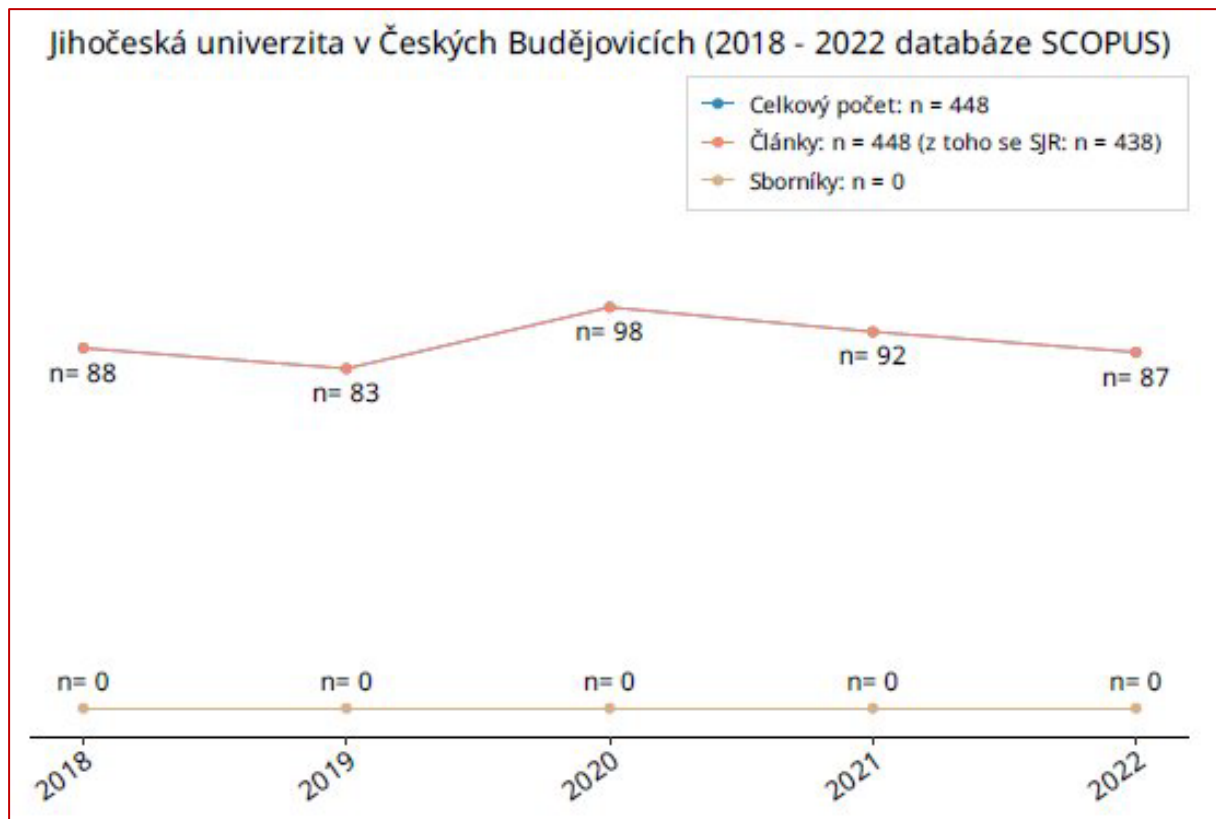
USB results in Module M2 – Scopus database.
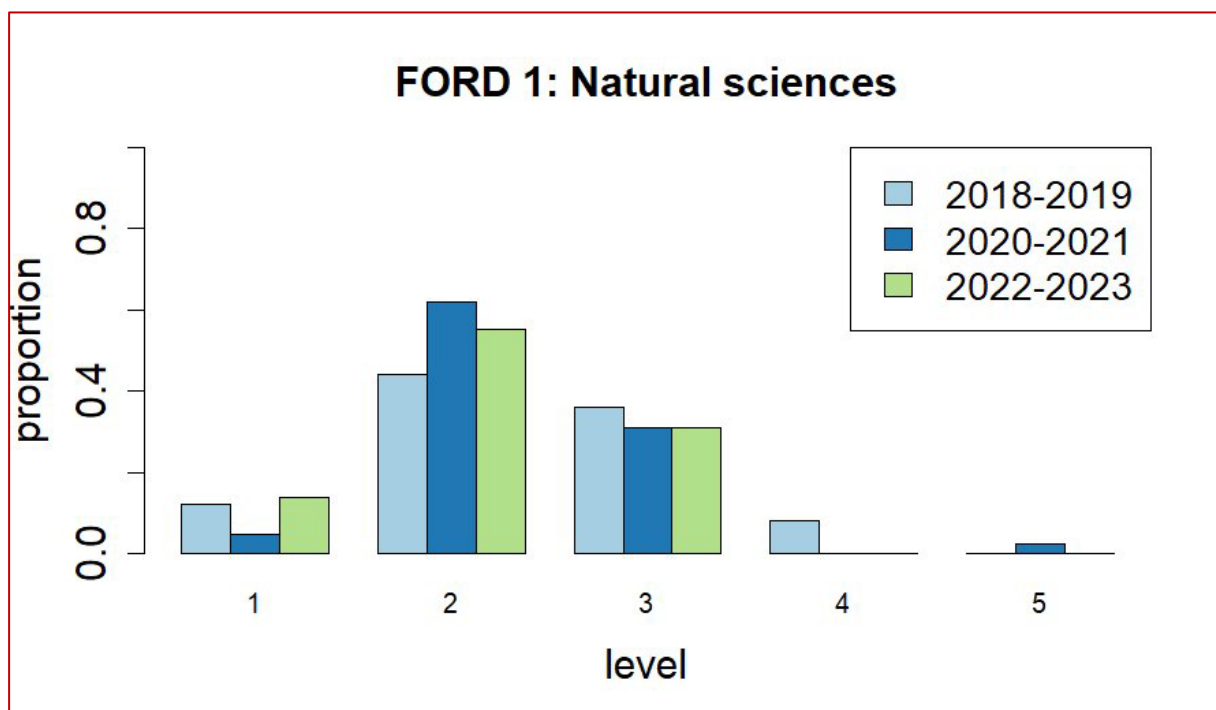
USB results in Module M1 – FORD 1: Natural sciences.
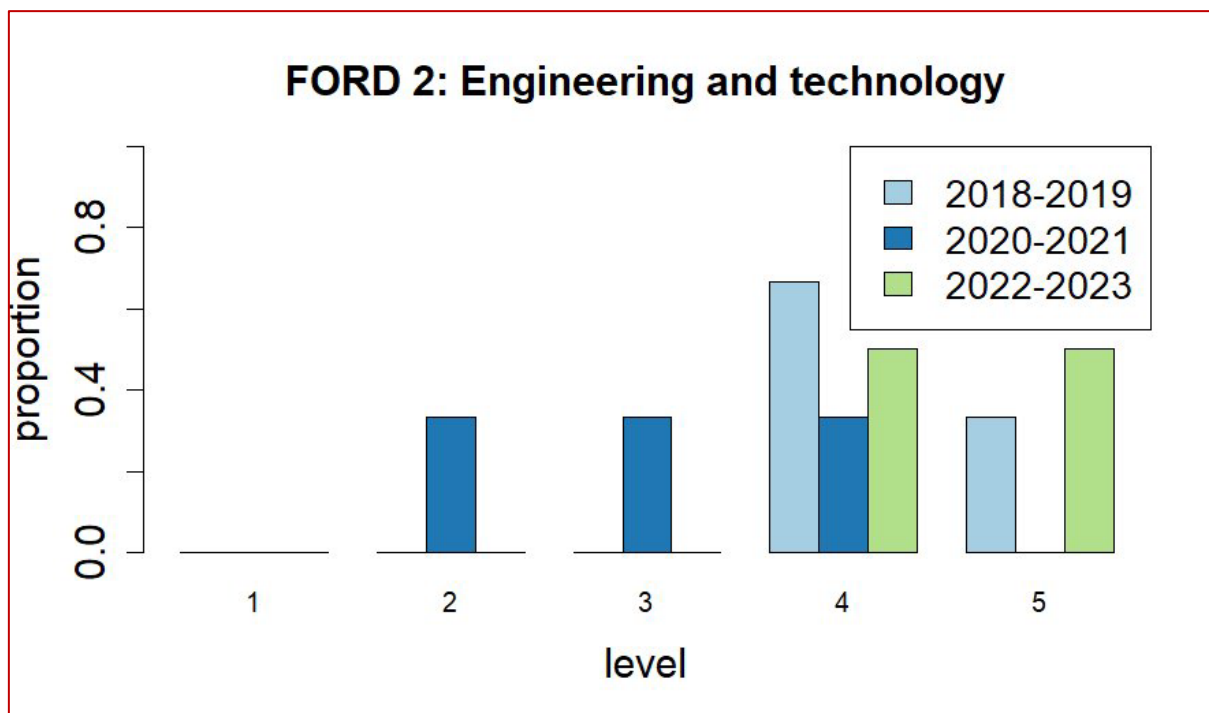
USB results in Module M1 – FORD 2: Engineering and technology.
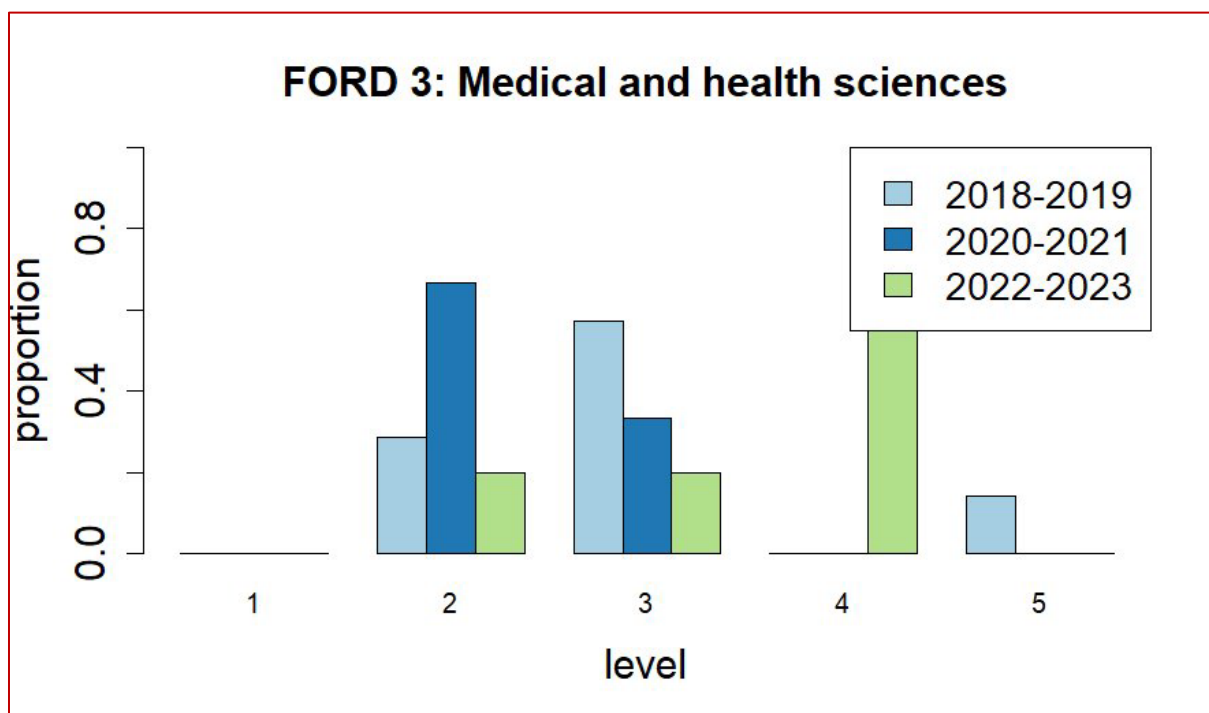
USB results in Module M1 – FORD 3: Medical and health sciences.
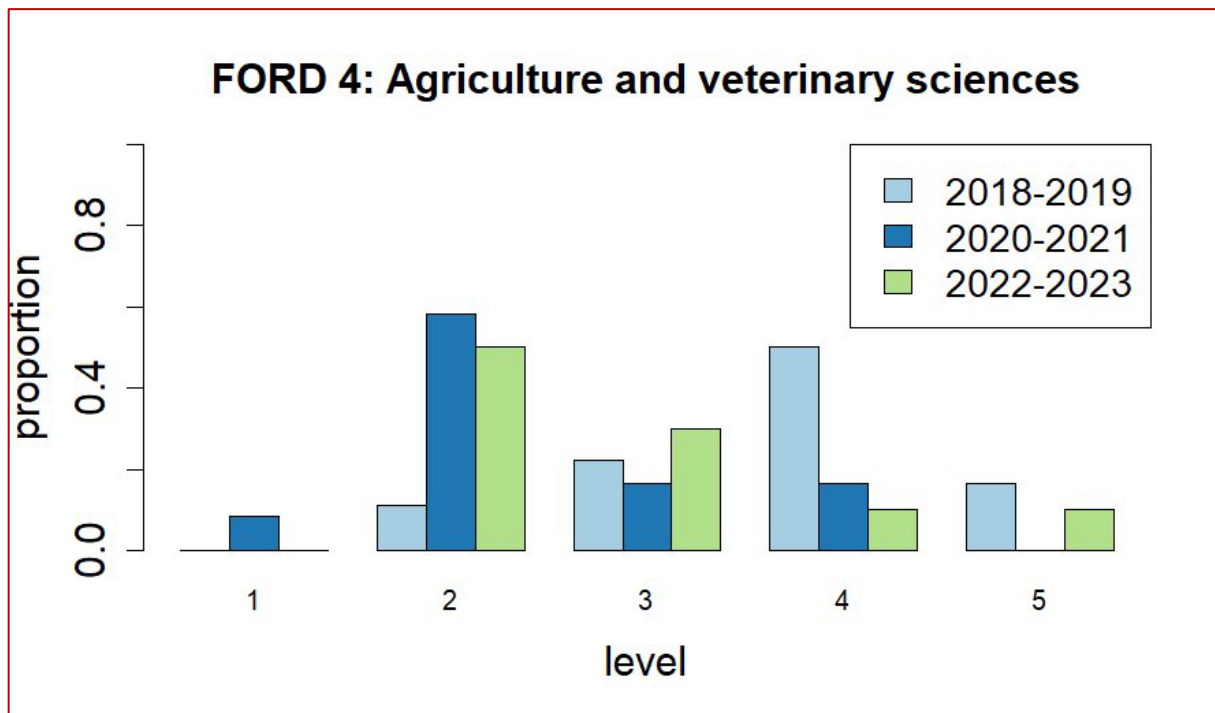
USB results in Module M1 – FORD 4: Agriculture and veterinary sciences.
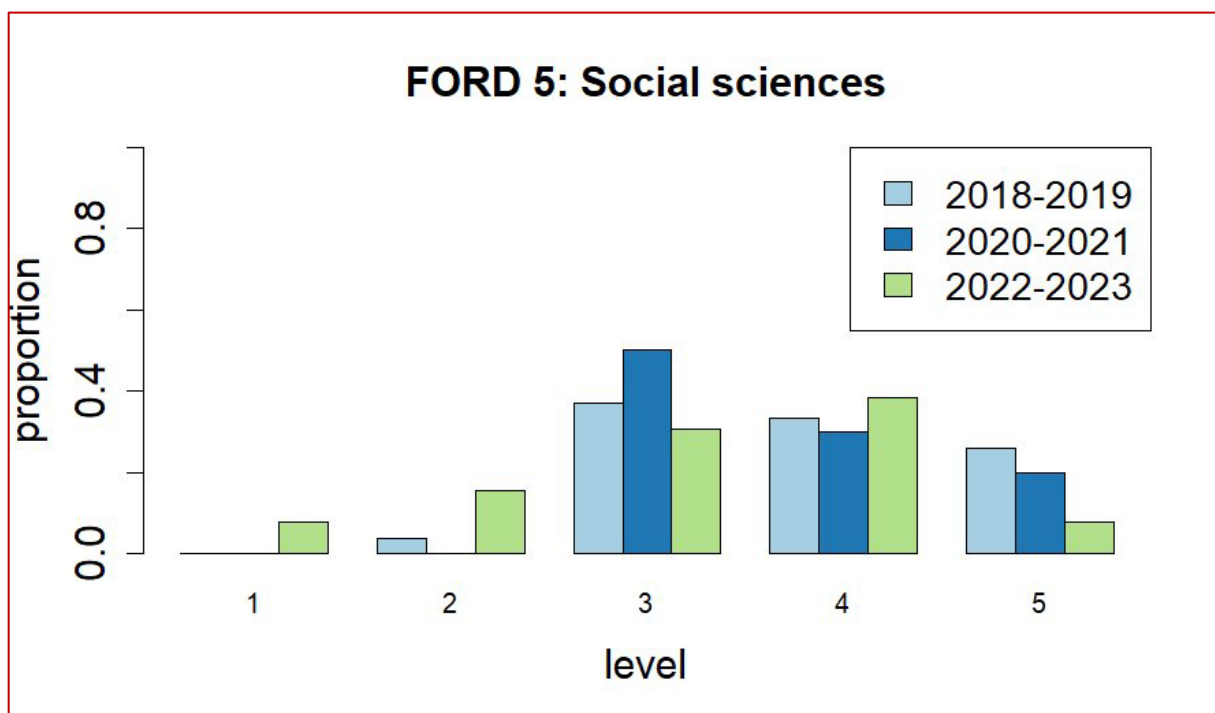
USB results in Module M1 – FORD 5: Social sciences.
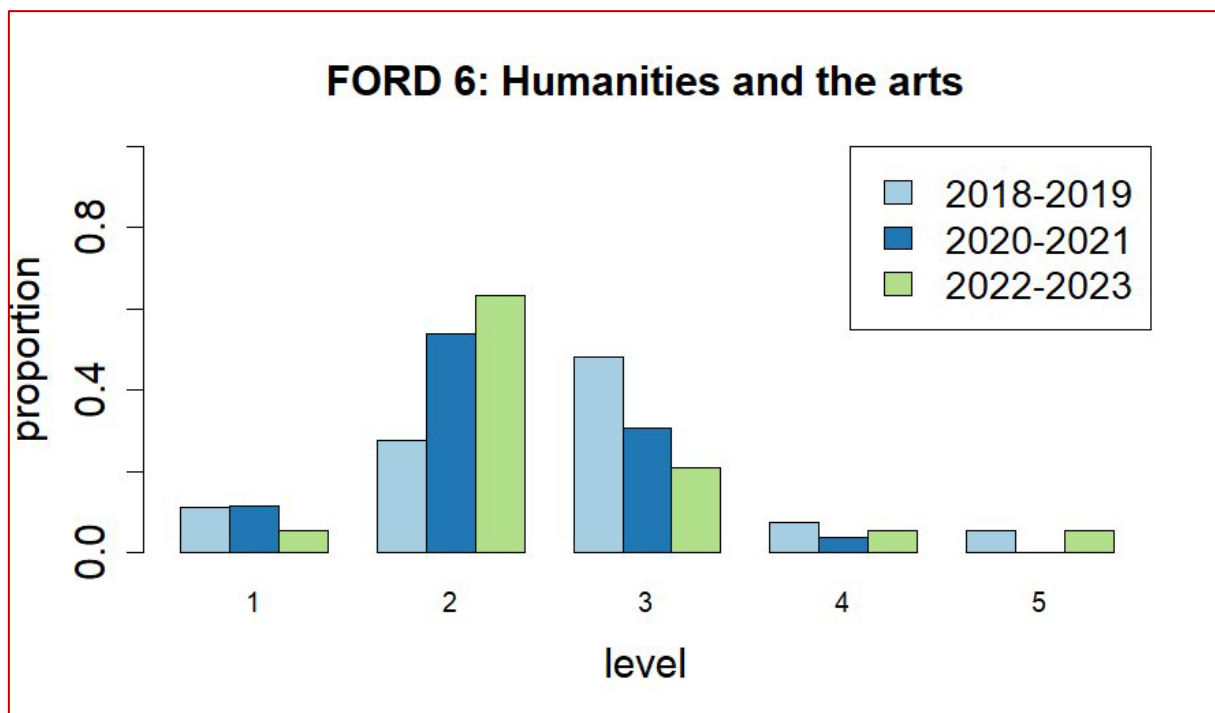
USB results in Module M1 – FORD 6: Humanities and the arts.

In autumn 2023, USB signed up to the document 'The Agreement on Reforming Research Assessment', published in 2022 by the Coalition for Advancing Research Assessment (http://www.coara.eu), a platform supported at the European level. The content of this document is to set out basic principles defining a meaningful and state-of-the-art approach to the assessment of science, scientists and research organisations, with the aim of maximising the quality and impact of science and research. Among other things, this commitment meant that within one year of joining, a document setting out how the principles would be reflected in the evaluation within USB would be prepared and shared. Indeed, this Action Plan was prepared in 2024 by the Vice-Rector for Research in collaboration with the faculty vice-deans for research and is available at zenodo.org/records/13861816. This plan sets out the steps for the period 2024–2028 so that USB will, at the end of this period, have an internal science and research assessment methodology that is fully aligned with the points/commitments articulated in 'The Agreement on Reforming Research Assessment'. A working group on this matter has also recently been set up at AVUni.

Towards the end of 2024, work also started on the preparation of the evaluation of USB by the International Evaluation Panel (IEP) in 2025. The composition of the evaluation panel and the evaluation schedule, including the site visit of the evaluators (19–20 June 2025), have been proposed by faculties and the USB Rector. Dr. Karel Pexa from the Rectorate's Science and Research Office has been appointed Secretary of the IEP by the USB Rector's Board. All this was subsequently approved by the R&D&I Council and MEYS. At the same time, discussions on the implementation of the IEP 2020 recommendations continued and preparatory work was started on the development of the self-assessment reports of the faculties (Module 3) and the USB as a whole (Modules 4 and 5). These reports were finalised in the first quarter of 2025 and sent to the MEYS on 31 March 2025.

USB also undergoes significant external evaluation through the USB International Board and the USB International Faculty Boards (more on this in **Chapter 5.2**).

The assessment of USB's applications for accreditation of habilitation procedures and procedures for the appointment of professors can also be considered as an external evaluation. In 2024, the NAB decided, or its decision became final, to grant accreditation of habilitation procedures in 2 fields of study and of procedures for the appointment of professors in 2 fields of study at USB. A complete overview of the accreditation of habilitation procedures and procedures for the appointment of a professor granted by

the NAB in 2024 is given in **Annexe 15**. Further information on habilitation and appointment procedures is available on the USB website dedicated to science and research.[19]

Number of USB proposals for accreditation of habilitation and professorship procedures under consideration by the NAB by 2024

Year of entry into force of the NAB decision	2017	2018	2019	2020	2021	2022	2023	2024
Accreditations of habilitation procedures granted by NAB	x	10	1	5	2	1	2	2
Suspended NAB proceedings for accreditations of habilitation procedures	x	0	0	0	0	0	0	0
Accreditations of the procedure for the appointment of professors granted by NAB	x	10	1	2	1	0	2	2
Suspended NAB proceedings for accreditation of the procedure for appointment of professors	x	0	0	1	0	0	0	0

5.2   International Boards

Since 2018 (effective from 1 January 2018), USB has had the USB International Board, which is an important advisory body to the USB Rector for assessing the direction and quality of the educational and creative activities of USB. The USB International Board provides opinions and recommendations on newly developed USB degree programmes and on the future direction of the intended USB degree programmes, expresses its views on the areas of education for which USB is seeking accreditation, and proposes procedures for possible improvement of the overall concept of education at USB. The USB International Board also gives suggestions for improving the organisation and processes of USB's scientific and research activities, gives suggestions on conceptual matters, and, at the request of the Rector, also carries out evaluations of individuals or teams proposed for USB grants, medals and awards.

The USB International Board is composed of eminent figures in European and world science (minimum 6, maximum 10), usually also with experience in higher education institution management. The members of the USB International Board are appointed by the USB Rector for a period of five years, after discussion in the Rector's Board.

With effect from 1 January 2023, a new USB International Board was appointed, with prof. Dr. Norbert Müller as its President once again. In 2024, there were no changes in the composition of the eight-member USB International Board.

Composition of the USB International Board as of 31 December 2024

Members	Departments
Prof. Dr. Norbert Müller (President of the USB International Board)	Institute of Organic Chemistry, Johannes Kepler University, Austria
Prof. Dr. hab. Joanna Czaplińska	Instytut Nauk o Literaturze, Uniwersytet Opolski, Poland
Prof. Dr. Martin Lindner	Faculty of Natural Sciences – Biosciences, Martin Luther University Halle-Wittenberg, Germany
Prof. Dr. József Betlehem, Ph.D.	Faculty of Health Sciences, University of Pécs, Hungary
Prof. Dr. James Sanford Rikoon	College of Human Environmental Sciences, University of Missouri, USA

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[19]   https://www.jcu.cz/cz/veda-a-vyzkum/habilitacni-a-jmenovaci-rizeni

Members	Departments
Assoc. Prof. Dipl–Ing. Mag. Dr.nat.techn. Reinhard Neugschwandtner	Institute of Agronomy, University of Natural Resources and Life Sciences, Vienna, Austria
Prof. Dr. Klaus Baumann	Theologische Fakultät, Universität Freiburg, Germany
Prof. Dr. Johan Verreth	Aquaculture and Fisheries, Wageningen University, The Netherlands

The first meeting of the USB International Board took place on 14–16 September 2022 at the University of South Bohemia in České Budějovice. During the meeting, the members of the USB International Board met with the management of USB and the deans of all faculties of USB and received basic information about the activities of USB, international cooperation and scientific activities, got acquainted with the educational programmes implemented at USB, the method of quality assessment of educational and research activities and the method of financing and management of USB. The individual faculties presented their educational, scientific and social activities to the members of the International Board USB. The detailed conclusions and recommendations, which the USB International Board sent in writing to the USB management, were discussed at a joint meeting of the USB management and the deans of the faculties in January 2023. The conclusions of the discussion contributed to further reflections on the development of the USB and were reflected in the update of the plans for 2023, 2024 and 2025 in the framework of the USB strategic management.

The suggestions and recommendations formulated by the USB International Board were related to the following points:

- Interfaculty cooperation (interdisciplinarity) in science and research.
- The status of University-wide activities integrated into the structure of the USB faculties (Career Centre, Psychological Counselling).
- The role of the International Boards at the faculties.
- The question of the current decentralisation/centralisation of the services of the Rectorate.
- Responsibility to the region and sustainability.
- Sports activities, health.
- Unequal teaching load at the faculties.
- Offer of undergraduate programmes in English.
- Regular awards for outstanding scholars and teachers.
- Innovative teaching strategies.
- The fight against inbreeding.
- School of Doctoral Studies.
- Further education for HEI teachers.
- Sabbatical – arrivals/departures, support.
- Fund for visiting professors.
- Gender issues.
- Prestigious activities at faculties.
- Budget.
- Sustainability: in curriculum, staffing, career development.

The next meeting of the USB International Board will be held on 23–25 April 2025. The University and individual USB faculties have prepared a settlement of the report of the 2022 USB International Board meeting. The current status and actions taken will be provided to the USB International Board in the form of reports and PPT presentations with reference to relevant current USB documents and regulations. The agenda of the second session of the USB International Board will focus on the following topics:

- Familiarisation with personnel changes in the University management and evaluation of the functionality of the new measures at USB.
- Review of the current status (management, financing), structure and central services of USB.

- Assessment of the sustainability and strategic development plan of the USB Rectorate.

- Critical evaluation of the mission, long-term strategy, social relevance and potential for further development of individual faculties.

- Evaluation of faculty feedback on communication, management, leadership and corporate identity of USB.

- Recommendations for the focus of the next meeting – data and information structure, specific focus, goals, objectives.

Meetings of the faculty international boards have already taken place at all faculties of USB except the Faculty of Science. Information on the composition of the faculty international boards, dates of meetings and outcomes of the evaluation is available on the websites of individual faculties. The outputs and recommendations resulting from the meetings of the Faculty International Boards were discussed and implemented by the individual faculties within the long-term development plans of the faculties of USB. In 2024, a proposal for an ESF+ project (call for HEIs) was prepared. This project will support further activities of the International Boards at USB and the establishment of the International Board at the USB Faculty of Science.

5.3 Implementation of the Human Resources Strategy For Researchers (HRS4R)

In line with its Strategic Plan for 2016–2020, USB signed up to the principles enshrined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in December 2017. The aim was to receive the prestigious HR Award, which USB also received on 22 July 2019. The so-called implementation phase includes an interim evaluation, as well as the submission of a progress report on the implementation of the measures outlined in the Action Plan and the simultaneous preparation of a Revised Action Plan.

In 2021, a self-assessment was carried out at USB and submitted to the European Commission for evaluation. In its positive opinion, the Commission positively assessed both the systematic implementation of the Action Plan and the quality and implementation of its activities. On the basis of this opinion, USB continued to meet the set objectives and deliverables until 2024, when it entered the phase for the renewal of the HR Award. In October 2024, the Internal HR Award Renewal Evaluation Report was submitted, which included the proposed Improved Action Plan (IAP) activities in addition to an assessment of progress on the Charter pillars and an evaluation of the implementation of the Revised Action Plan. The on-site review of USB by independent evaluators appointed by the European Commission, which was originally scheduled to take place in 2024, has been postponed to 2025.

Two meetings of the HR Award Steering Committee were held in 2024. At the first meeting on 1 October 2024, the Steering Committee approved the draft self-assessment report, including the draft Improved Action Plan.

At the second meeting on 4 November 2024, the Steering Committee approved the following activities and deliverables of the Revised Action Plan:
- Activity 13 – Methodological support in staffing:
  - Entering a new EGJE position.
  - Termination of the employment contract (non-renewal of the employment contract after a certain period).
  - Award of an ACJ and a contract of employment at another faculty as a follow-up to an existing contract of employment.
- Activity 20 – Establishment of a University strategy in the field of social relevance of R&D – clarification of meaning, concept, assessment of current status, impact, monitoring of societal needs.
- Activity 21 – Promoting and pooling inter-faculty collaboration capacities – defining cross-cutting themes:

> o Science and research strategy.

As part of the preparation of the Self-Assessment Report and the Improved Action Plan, a questionnaire survey was conducted from 18 April to 10 May 2024. The aim of this questionnaire survey was to obtain views on the analysed areas of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code). The questionnaire was aimed at finding out the views on the University, its working environment, reconciliation of family and work life and other aspects that affect employees and are also reflected in their work performance, and to create a picture of the development of the University of South Bohemia. The aim was also to determine the shift of individual perspectives over time and to verify whether there have been positive or negative developments in some areas. The return rate of the questionnaire was 6.8% (the questionnaire was sent to 3 800 e-mail addresses, 258 responses were received). The results of the questionnaire survey were shared with the Working Group and the Steering Committee.

The work on the HR Award, implementation support and implementation were addressed within the framework of the OP RDE project 'USB Development – Capacities for R&D' until 2021. From 2022 onwards, funding is secured from the USB Fund for Strategic Priorities. Details regarding the HR Award are given on the USB website in the Science and Research section.[20]

5.4 International university rankings

USB has a long-standing and systematic monitoring of all major international rankings aimed at assessing the quality of higher education institutions and research institutions, both rankings in which the University already appears and rankings in which it is not yet represented.[21] Specifically, the following rankings are monitored:

- The **so-called Big Three rankings** (ARWU – Academic Ranking of World Universities; QS World University Rankings; THE – Times Higher Education World University Rankings).
- **Rankings focused primarily on research** (CWTS Leiden Ranking; NTU – National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities; URAP – University Ranking by Academic Performance).
- **Multirankings** (U-Multirank; SIR – SG Institutions Rankings).
- **Alternative rankings** (CWUR – Center for World University Rankings; U.S. News Best Global Universities; MosIUR – Three University Missions Moscow International University Ranking; RUR – Round University Ranking).
- **Web rankings (**Webometrics Ranking of World Universities; UniRank – University Ranking).

The fact that in recent years USB has been able to assert itself in the so-called Big Three rankings, in which USB was not represented in the past, both in global and regional rankings and in sectoral rankings, can be considered an extraordinary success. In addition, in 2023, USB has for the first time ever been included in the Leiden Rankings,[22] which are compiled by experts from the Centre for Science and Technology Studies (CWTS) at Leiden University. Unlike most other international rankings, the Leiden Ranking does not place the ranked universities in a single overall ranking determined by the combination and value of individual indicators but allows interested parties to compare and rank the ranked institutions according to indicators relevant to them. In the most recent edition of this ranking (2024), which compared the scientific performance of more than 1,500 universities worldwide in the four areas monitored (scientific impact, international collaboration, open access and gender diversity), publications from 2019–2022 registered in the Web of Science database were evaluated. In 2024, the University of South Bohemia confirmed its excellent ranking from the previous year, when, with 8.7% of its publications in the first decile, it became the best Czech university according to the Scientific Impact

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[20] https://www.jcu.cz/cz/veda-a-vyzkum/hr-award/hr-award–hrs4r
https://www.jcu.cz/en/science-and–research/hr-award–hrs4r

[21] Of the rankings listed, USB is not yet ranked in the U-Multirank, for which USB does not actively provide any data, and in the RUR (Round University Ranking).

[22] https://www.leidenranking.com/

indicator, which earned it the 851st place in the world and 301st place in Europe. A total of 9 Czech HEIs made it to the Leiden ranking in 2024.

After several years of scoring well in the regional EECA (Emerging Europe and Central Asia) QS World University Rankings and in some QS subject rankings (specifically in the "Agriculture & Forestry" and "Biological Sciences"), and when it was included in the global ranking of the world's best universities for the first time in 2022, it also made it into the QS World University Rankings: Sustainability (QS Sustainability Rankings for short) in 2023 and 2024. In this ranking, it ranked 8th among 12 reported Czech higher education institutions and 824th overall in the world last year. The international QS Sustainability Rankings, compiled for only the third time in 2024, assess the contribution of universities to addressing the challenges of sustainable development. It does so by assessing more than five dozen parameters, which it groups into nine thematic indicators (Environmental Research, Environmental Sustainability, Environmental Education, Health and Wellbeing, Knowledge Exchange, Employability and Outcomes, Equality, Impact of Education and Good Governance). These are then aggregated into three categories: Environmental Impact, Social Impact and Governance. Some of the data is submitted to the QS rankings by the individual higher education institutions assessed, but most of the data is drawn from other sources, in particular Elsevier data, publicly available national statistics and third–party assessments. The parameters monitored in the QS Sustainability Rankings include, for example, bibliometric outputs from the Scopus database (level of research related to sustainable development), public awareness and educational activities, ethical values stated in the strategy of the institution being ranked, membership of the ranked institution in prestigious international initiatives and organisations, support for the disabled, activities of a research centre dealing with environmental issues, existence of a strategic commitment to sustainable development or student involvement in the university's decision-making processes. In terms of quantitative data, the QS Sustainability Rankings include parameters monitoring the number of women among students, academics and university management, CO_2 production, and water and energy consumption. Reputation surveys among academics and employers are also taken into account.

In 2023, the QS regional rankings underwent a major change, with some of the existing rankings being abolished and replaced by new rankings. This has also affected the EECA regional rankings, in which USB has performed very well in previous years. The Czech Republic, and therefore USB, has now been included in the regional ranking Europe, or Eastern Europe. At the same time, there have been some methodological innovations in the QS global and regional rankings. The first innovation is the extension of the established evaluation criteria to include a sustainability criterion based on the QS Sustainability Rankings. This criterion has been given a weighting of 5%. The second innovation of the QS rankings is the increased emphasis on employment and employability issues for graduates of individual higher education institutions. This means that the criterion of reputation with employers and now also the employment outcomes of graduates have more weight in the rankings. The third new metric is the International Research Network, which reflects the extent to which research at a given university is linked to institutions abroad. The aim is to highlight the meaning and importance of global collaboration in contemporary science. Taking into account this innovative methodology, USB was ranked 428th and 48th in the new regional ranking of Europe and Eastern Europe respectively, which is the 11th position among Czech higher education institutions in the latest edition of this ranking. Compared to the previous year, the University of South Bohemia has improved by approximately 30 places in the European ranking. In the global QS World University Rankings, USB ranked 951st–1,000th overall, which also represents a significant improvement year-on-year (in 2023, the University of South Bohemia ranked 1,001st–1,200th).

The methodology has also been changed in the Times Higher Education World University Rankings (THE) and the sub-rankings derived from it, where some selected indicators have been modified and further developed. THE rankings track a total of 18 indicators that assess an institution's performance in a total of five areas (teaching, research environment, research quality, industry and internationalisation). The biggest change has been in the area of research quality, which was previously primarily made up of industry-weighted citation impact. This metric is now complemented by other indicators. These include, for example, research strength, which is calculated by the 75th percentile of the citation rate of research results produced at a given university in each discipline. Another methodological innovation is the introduction of the research excellence indicator, which assesses how many of the truly best papers have been produced at a given institution. The third innovation in the area of research quality assessment is

the research impact indicator, which takes into account the influence and impact of research produced at the higher education institution being assessed. An indicator related to patents is added to the industry area in the new methodology. This indicator examines how often the university's research is cited in patents. The assessment of the reputation of individual higher education institutions (specifically the indicators on teaching reputation and research reputation) benefits from a more robust survey of academics. In the most recent edition of the Times Higher Education World University Rankings, more than 2,000 universities from 115 countries and regions were assessed. USB was ranked 1,001st–1,200th overall in this global ranking, defending its ranking from the previous year. The THE Emerging Economies University Rankings, in which USB ranked very well in previous years, is no longer included in THE rankings. The latest available data for this ranking is for 2021.

After several years of being successfully ranked in the NTU (National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities) sectoral rankings, in 2024, USB also managed to break into the global rankings for the first time ever, ranking 1,051st–1,100th overall in the world and sharing 4th–6th place among the ranked Czech universities. NTU's ranking is based solely on a qualitative and quantitative assessment of each university's publication performance, with the qualitative assessment accounting for 75% of the overall score. The basic evaluation criteria are the number of publications in impacted journals, the citation rate of scientific publications, as well as the number of publications classified as 'highly-cited'.

The very high level of science and research at USB is also confirmed by its position in the recent Best Universities in the World 2024 Ranking published on the Research.com portal.[23] In this ranking, which is primarily compiled on the basis of bibliometric data, USB is ranked 1,168th overall in the world in 2024 and 8th in the ranking of Czech higher education institutions. In addition to the global rankings, sectoral rankings are also published on Reseach.com. In 2024, a total of 10 researchers from the University of South Bohemia have made it into five disciplinary rankings. The University had the largest representation (5 scientists) in the 'Ecology and Evolution' disciplinary ranking, in which it was ranked 305th in the world and 3rd in the Czech higher education institutions, the best ranking of the University of South Bohemia in all disciplinary rankings in which it was represented in 2024.

Twenty FED USB academics were also represented in the latest edition of the Most Cited Scientists, which is regularly compiled and published by Elsevier together with John P. A. Ioannidis, a statistician from Stanford University. This ranking, drawn from the Scopus database, is based on an index that combines six otherwise separately used citation indicators, including the simple citation count or Hirsch H-index. Thus, not all authors with the highest number of citations will rank among the best in terms of this composite index. More information about the structure of this index and the ranking itself can be found on the Elsevier website.[24]

Further information on USB's position in the main international rankings is given in the following tables.[25]

International Big Three rankings

Year / ranking of USB	2019	2020	2021	2022	2023	2024
ARWU (Academic Ranking of World Universities)	**901–1 000 (6th–7th in CR)**	**901–1 000 (6th–7th in CR)**	**-**	**901–1 000 (6th–8th in CR)**	**-**	**-**
ARWU – 'Agricultural Sciences' industry ranking	201–300 (4th–5th in CR)	201–300 (3rd–5th in CR)	201–300 (3rd–5th in CR)	201–300 (3rd–5th in CR)	151–200 (3rd in CR)	151–200 (3rd in CR)
ARWU – 'Veterinary Sciences' industry ranking	151–200 (2nd in CR)	151–200 (1st–2nd in CR)	151–200 (1st in CR)	151–200 (1st in CR)	201–300 (1st–4th in CR)	201–300 (2nd–5th in CR)

[23] https://research.com/

[24] https://elsevier.digitalcommonsdata.com/datasets/btchxktzyw/6

[25] This overview does not include web rankings, which mainly assess the 'visibility' of higher education institutions on the internet, the size of their web content, the popularity of their websites, etc.

Year / ranking of USB	2019	2020	2021	2022	2023	2024
ARWU – 'Ecology' industry ranking	101–150 (1st–2nd in CR)	101–150 (1st in CR)	101–150 (1st in CR)	101–150 (1st–2nd in CR)	76–100 (1st in CR)	151–200 (3rd in CR)
ARWU – 'Biological Sciences' industry ranking	401–500 (2nd–4th in CR)	-	-	-	401–500 (2nd–3rd in CR)	401–500 (5th in CR)
ARWU – 'Environmental Science & Engineering' industry ranking	401–500 (3rd–4th in CR)	401–500 (3rd–4th in CR)	401–500 (2nd–4th in CR)	401–500 (2nd–4th in CR)	401–500 (3rd in CR)	-
QS World University Rankings	-	-	-	**701–750 (6th–7th in CR)**	**1 001–1 200 (9th–14th in CR)**	**951–1 000 (9th in CR)**
QS World University Rankings – regional ranking EECA (Emerging Europe & Central Asia)	123 (13th in CR)	122 (13th in CR)	145 (14th in CR)	x	x	x
QS World University Rankings – Regional Rankings (Europe)	x	x	x	x	459 (13th–14th in CR)	428 (11th in CR)
QS World University Rankings – Regional Rankings (Eastern Europe)	x	x	x	x	57 (13th–14th in CR)	48 (11th in CR)
QS World University Rankings: Sustainability	x	x	x	-	801–820 (5th in CR)	824 (8th in CR)
QS World University Rankings – 'Agriculture & Forestry' sectoral ranking	201–250 (2nd in CR)	251–300 (2nd–4th in CR)	251–300 (3rd–5th in CR)	251–300 (3rd–5th in CR)	251–300 (3rd in CR)[26]	251–300 (3rd–4th in CR)
QS World University Rankings – 'Biological Sciences' subject ranking	551–600 (3rd–4th in CR)	551–600 (3rd–4th in CR)	601–640 (4th in CR)	601–650 (4th in CR)	651–670 (5th in CR)	-
THE (Times Higher Education World University Rankings)	**801–1 000 (4th–5th in CR)**	**801–1 000 (4th in CR)**	**801–1 000 (2nd–4th in CR)**	**801–1 000 (2nd–3rd in CR)**	**1 001–1 200 (5th–8th in CR)**	**1 001–1 200 (4th–8th in CR)**
THE Emerging Economies University Rankings – regional rankings	201–250 (4th–5th in CR)	251–300 (4th–6th in CR)	251–300 (4th–5th in CR)		x	x
THE Young University Rankings – ranking of universities under 50 years of age	201–250 (1st in CR)	251–300 (1st in CR)	251–300 (1st in CR)	301–350 (1st in CR)	251–300 (1st in CR)	not yet available

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[26] Within the 'Agriculture & Forestry' industry ranking, the data published in 2023 has been retroactively adjusted. This adjustment also had an impact on the position of USB in this ranking, where the original 301st–350th place (i.e. 4th–5th place in the Czech Republic) was changed to 251st–300th place (i.e. 3rd place in CR).

Year / ranking of USB	2019	2020	2021	2022	2023	2024
THE – 'Life Sciences' industry ranking	301–400 (1st–2nd in CR)	401–500 (1st–3rd in CR)	401–500 (1st–2nd in CR)	401–500 (2nd–3rd in CR)	401–500 (2nd in CR)	401–500 (2nd–3rd in CR)
THE – 'Medical and Health' industry ranking	601+ (4th–6th in CR)	601+ (4th–6th in CR)	601+ (3rd–6th in CR)	801+ (5th–6th in CR)	801–1 000 (4th–6th in CR)	801–1 000 (4th–5th in CR)
THE – 'Arts and Humanities' industry ranking	-	-	501+ (3rd–4th in CR)	501–600 (3rd in CR)	601+ (4th in CR)	601+ (4th–5th in CR)
THE – 'Social Sciences' industry ranking	-	-	601+ (2nd–5th in CR)	801+ (5th–6th in CR)	801+ (5th–7th in CR)	1 000+ (6th–7th in CR)
THE – 'Education Studies' industry ranking	-	-	-	601+ (4th in CR)	601+ (3rd–4th in CR)	601+ (2nd–5th in CR)
THE – 'Physical Sciences' industry ranking	-	-	-	-	501–600 (2nd–3rd in CR)	501–600 (2nd in CR)

International rankings focused primarily on research

Year/USB ranking	2019	2020	2021	2022	2023	2024
NTU (National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities)	-	-	-	-	-	**1 051–1 100 (4th–6th in CR)**
NTU – ranking for the scientific field 'Agriculture'	285 (3rd in CR)	301–350 (4th in CR)	301–350 (3rd–4th in CR)	255 (3rd in CR)	283 (3rd in CR)	273 (3rd in CR)
NTU – 'Plant & Animal Science' industry ranking	186 (2nd in CR)	172 (2nd in CR)	144 (2nd in CR)	135 (2nd in CR)	155 (3rd in CR)	139 (2nd in CR)
NTU – 'Environment/ Ecology' industry ranking	281 (3rd in CR)	-	279 (3rd in CR)	236 (2nd in CR)	253 (3rd in CR)	245 (3rd in CR)
NTU – 'Agricultural Sciences' industry ranking	451–500 (2nd–4th in CR)	451–500 (3rd in CR)	-	451–500 (3rd in CR)	451–500 (2nd–3rd in CR)	-
NTU – 'Microbiology' industry ranking	291 (2nd in CR)	289 (2nd in CR)	297 (2nd in CR)	-	-	298 (2nd in CR)
URAP (University Ranking by Academic Performance)	**941 (7th in CR)**	**967 (7th in CR)**	**1 060 (8th in CR)**	**1 070 (7th in CR)**	**1 101 (8th in CR)**	not yet available
URAP – 'Biological Sciences' industry ranking	345 (3rd in CR)	332 (3rd in CR)	382 (3rd in CR)	383 (3rd in CR)	392 (3rd in CR)	not yet available
URAP – 'Environmental Sciences' industry ranking	232 (3rd in CR)	254 (3rd in CR)	290 (4th in CR)	291 (4th in CR)	298 (4th in CR)	not yet available
URAP – 'Zoology' industry ranking	119 (2nd in CR)	99 (2nd in CR)	100 (2nd in CR)	98 (2nd in CR)	97 (2nd in CR)	not yet available
URAP – 'Agriculture' industry ranking	315 (3rd in CR)	321 (3rd in CR)	322 (3rd in CR)	317 (3rd in CR)	360 (3rd in CR)	not yet available

Year/USB ranking	2019	2020	2021	2022	2023	2024
URAP – 'Veterinary Sciences' industry ranking	95 (1st in CR)	96 (1st in CR)	123 (1st in CR)	131 (1st in CR)	123 (1st in CR)	not yet available
URAP – 'Marine Sciences & Technology' industry ranking	-	174 (1st in CR)	236 (1st in CR)	240 (1st in CR)	230 (1st in CR)	not yet available
URAP – 'Chemical Sciences' industry ranking	-	-	1 215 (8th in CR)	1 237 (9th in CR)	1 262 (9th in CR)	not yet available
URAP – 'Molecular Biology & Genetics' industry ranking	-	-	593 (4th in CR)	607 (4th in CR)	651 (4th in CR)	not yet available
URAP – 'Environmental Engineering' industry ranking	-	-	682 (5th in CR)	702 (6th in CR)	716 (6th in CR)	not yet available
URAP – 'Medical and Health Sciences' industry ranking	-	-	1 222 (5th in CR)	1 294 (5th in CR)	1 390 (5th in CR)	not yet available
URAP – 'Technology' industry ranking	-	-	1 311 (9th in CR)	1 328 (10th in CR)	1 405 (9th in CR)	not yet available

International Multi Rankings

Year / USB ranking	2019	2020	2021	2022	2023	2024
SIR (SGImago Institutions Ranking)[27]	**3 694 (10th in CR)**	**3 947 (8th in CR)**	**4 152 (10th in CR)**	**3 546 (7th in CR)**	**4 060 (7th in CR)**	**4 060 (7th in CR)**
SIR – Research Rank	2 571 (8th in CR)	2 427 (5th in CR)	2 322 (5th in CR)	2 653 (5th in CR)	3 136 (6th in CR)	3 403 (5th in CR)
SIR – Innovation Rank	5 153 (15th in CR)	5 964 (18th in CR)	6 490 (19th in CR)	5 559 (14th in CR)	5 785 (14th in CR)	6 013 (14th in CR)
SIR – Societal Rank	1 650 (7th in CR)	1 674 (7th in CR)	1 748 (5th in CR)	1 658 (5th in CR)	1 724 (7th in CR)	2 765 (6th in CR)

Alternative International Multi Rankings

Year / ranking of USB	2019	2020	2021	2022	2023	2024
CWUR (Center for World University Rankings)	**1 024 (5th in CR)**	**1 021 (5th in CR)**	**1 052 (5th in CR)**	**1 041 (5th in CR)**	**1 050 (5th in CR)**	**1 107 (6th in CR)**
U.S. News Best Global Universities[28]	**904 (5th in CR)**	**941 (5th in CR)**	**1 024 (6th in CR)**	**1 013 (6th in CR)**		**1 021 (7th in CR)**

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[27] In the SIR rankings, the method of determining the ranking of individual institutions within a given ranking was changed in 2023. The new method was retroactively applied to all previous years of this ranking so that individual ranked institutions could be realistically compared and their development over time could be tracked.

[28] The frequency of the U.S. News Best Global Universities rankings has changed. The original one-year frequency (last used in the '2022 U.S. News Best Global Universities' rankings) has been changed to a two-year frequency. The first biennial ranking was the '2022–2023 U. S. News Best Global Universities' ranking. Since this ranking also repeatedly covered the year 2022, in order to preserve the time series, the results of the '2022–2023 U.S. News Best Global Universities' ranking were related to both of these years, i.e., 2022 and 2023, with the original results of the '2022 U.S. News Best Global Universities' ranking being related to both 2022 and 2023. Similarly, the published results of the '2021 U.S. News Best Global Universities' and '2020 U.S. News Best Global Universities' rankings were again related to the year of publication, i.e. 2021. In the case of the more recent '2024–2025 U.S. News Best Global Universities' rankings, this problem no longer arises because the rankings cover the years 2024 and 2025, which do not enter the previous biennium of the rankings.

Year / ranking of USB	2019	2020	2021	2022	2023	2024
U.S. News Best Global Universities – 'Plant and Animal Science' industry ranking	198 (5th in CR)	207 (4th in CR)	222 (5th in CR)	196 (5th in CR)		180 (5th in CR)
U.S. News Best Global Universities – 'Microbiology' industry ranking	200 (2nd in CR)	193 (2nd in CR)	189 (2nd in CR)	209 (2nd in CR)		232 (3rd in CR)
U.S. News Best Global Universities – 'Environment/ Ecology' industry ranking	176 (2nd in CR)	182 (3rd in CR)	223 (3rd in CR)	251 (4th in CR)		281 (6th in CR)
U.S. News Best Global Universities – 'Biology and Biochemistry' industry ranking	473 (4th in CR)	-	496 (4th in CR)	-		558 (4th in CR)
U.S. News Best Global Universities – 'Ecology' industry ranking	-	-	-	-		128 (4th in CR)
U.S. News Best Global Universities – 'Marine and Freshwater Biology' industry ranking	-	-	-	-		88 (1st in CR)
MosIUR (Three University Missions Moscow International University Ranking)	**1 001–1 100 (10th–13th in CR)**	**901–1 000 (9th–12th in CR)**	**801–900 (11th–12th in CR)**	**801–900 (11th–12th in CR)**	**601–650 (9th–10th in CR)**	**601–650th (9th–11th in CR)**

In the area of international evaluation, rankings focused on evaluating universities in terms of conditions offered to foreign students are also very important for USB. In this regard, we can mention, for example, the FEIS (Favorable Environment for International Students) ranking, or rather evaluation platform, which has been developed since 2023 by the ICS (International Council of Scientists) as part of the GWC (Global World Communicator) programme. This evaluation platform publishes lists of universities from around the world that provide the best conditions for study, life and comprehensive development of foreign students. Universities are evaluated in a total of five areas, which are campus life and services, campus accommodation, information for foreign students, university community and academic resources. The FEIS evaluation platform experts assess the completeness and availability of information and ratio indicators compiled from the main parameters for each evaluated area and also perform a comparative analysis. USB, which is currently the only university from the Czech Republic in the FEIS ranking, achieved significant success when it received an overall FEIS class A++ rating (the highest possible grade). USB also received a full A++ rating in the categories Life on Campus, Housing on Campus, and Academic Resources. Selected fields of study are also evaluated in the FEIS ranking. Expert evaluations are carried out by comparative analysis in four categories: student community structure, academic staff composition, academic resources, and global communication. Within the FEIS subject rankings, USB was evaluated in the fields of study of Biological Sciences, Earth Sciences, and Engineering Technology. Based on the results of this field evaluation, it again achieved an overall FEIS Class A++ rating. The FEIS evaluation platform is continuously supplemented and updated (the evaluation rankings are therefore not compiled every year, but on an ongoing basis) and is open to all universities interested in attracting foreign students, global cooperation and promoting projects for the internalisation of education and research. More information about the FEIS ranking and its methodology is available on the ranking website.[29]

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[29] https://www.cicerobook.com/en/feis

Other international rankings of this type include the Best Value University World Rankings,[30] which compares ranked universities on the basis of academic reputation and required tuition fees. Academic reputation takes into account the higher education institution's position in selected international rankings, namely the Times Higher Education World University Rankings, the QS World University Rankings and the U.S. News & World Report Best Colleges. In the case of tuition fees, the difference between the required tuition fees at the higher education institution and the average tuition fees required in the country is assessed. The rankings also collect information on the size and structure of the student population at the higher education institution (total number of students, number of international students, number of admitted students) and admissions conditions. It draws information from the higher education institution's website and other publicly available sources. It works only with English-language sources. A total of three rankings are then compiled at based on the data collected in this way. The first is the 'Best Universities Rankings', which is based on academic reputation, the size and structure of the student population and the total number of students enrolled. The second is the 'Most Affordable Universities', which is based primarily on comparisons of tuition fees for international students. These two rankings are then combined to create a third ranking – 'Best Value Universities'. In the latter ranking, USB is ranked 156th in the world, 489th in Europe, and 7th among Czech higher education institutions in 2024.

5.5 Internal evaluation of science and research

Students of doctoral, master's, and, in some cases, bachelor's degree studies also participate in creative activities at all faculties of USB through various activities. A number of faculties of USB support the creative activity of students mainly through the nature of qualifying theses, which in many cases are part of the research activities of individual departments, institutes or laboratories. In this way, students come into direct contact with contemporary developments in various fields and are stimulated to formulate research topics and hypotheses independently and to elaborate them methodically. The faculties also use a number of motivational tools (exceptional scholarships, Dean's Awards, etc.) to encourage students' access to creative activity. Students often participate in research work within the framework of grant projects of their supervisors and their laboratories. Doctoral students (they can also recruit master's students for their teams) can then compete for grants within the USB Grant Agency or within faculty grant competitions.

Although USB respects and guarantees freedom of research and scientific work, the current USB Strategic Plan establishes a certain framework for research activities across the entire USB. The basic pillars of this framework include:

- Excellence and international character of research.
- Social relevance of research, including open science tools.
- Support and development of research infrastructures.
- Systemic support for young researchers.
- Involvement of research institutes in educational activities.

In order to fulfil this framework, the University of South Bohemia and individual USB faculties provide a range of support and motivational tools, including support for postdoctoral positions, support for research infrastructures, support for publishing in open access journals, innovative forms of instruction that respect the current state of knowledge, and grant support.

In 2024, the USB Rector's Board approved the USB Research Strategy. This strategy, which is based on the FED USB Strategic Plan, defines the USB's target research environment in which leadership skills are developed, knowledge is respected and appropriately valued, the desire to cross boundaries, including between disciplines, is encouraged, and the impact of research work on society is supported and appropriately valued.

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[30] https://studyabroadaide.com/

There are four pillars to the USB's research strategy:

- Objective 1: Building and promoting scientific excellence. This goal consists of the following sub-objectives:
    - 1.1 Respect for the breadth and diversity of research.
    - 1.2 Encourage, develop and reward those engaged in research.
    - 1.3 Cultivating the different levels and aspects of scientific excellence.
- Objective 2: Crossing disciplinary boundaries (not only). This objective consists of the following sub-objectives:
    - 2.1 Promoting and building interdisciplinarity.
    - 2.2 Developing and fostering partnerships.
    - 2.3 Encouraging our research to transcend traditional boundaries.
- Objective 3: Social relevance of science and research. This goal consists of the following sub-objectives:
    - 3.1 Promote a broad definition of research impact.
    - 3.2 Striving for open and engaged research.
    - 3.3 Stimulating societal impact through interdisciplinarity and collaboration.
- Objective 4: Building an international dimension. This goal consists of the following sub-objectives:
    - 4.1 Building international linkages.
    - 4.2 Support the preparation of international grant projects.
    - 4.3 Support international mobility.

USB now aims at a serious and full implementation of this research strategy, i.e. the development of motivational tools and support to enable the fulfilment of each of its objectives and sub-objectives.

In accordance with the M17+ Methodology, the USB reports the results to the M1 module annually. After receiving information on the number of publications to be delivered by USB to the M1 module, this number is proportionally allocated to the individual USB faculties according to the share of LCDRO in a given year (base part) and according to the number of non-bibliographic outputs in a given year (boosting). The results supplied by the faculties can be adjusted in the sense that a worse result of one faculty can be replaced (with prior approval) by a better result of another faculty, even if this slightly distorts the calculated shares. The aim is to report only the best results. Results are reported by uploading them to the QRS (Quality Results System) web application, with the necessary conditions for acceptance being justification of their excellence and inclusion in one of two categories: contribution to knowledge or social relevance. In Module M2, the indicators monitored are mainly bibliometric data corresponding to the complete production of USB results. More information on recent USB results in Modules M1 and M2 is given in **Chapter 5.1.**

At USB, the professional and systemic support for the administration of intellectual property protection and the process of technology/knowledge transfer is under the responsibility of the USB Technology Transfer Office (TTO USB). The support for the development of commercialisation has been provided in recent years, inter alia, mainly through the implementation of the CR Technology Agency project to develop proof-of-concept activities. In 2024, TTO USB won one such project in the TA CR Sigma call. In the autumn of 2024, the first competition round has already taken place within USB, and the first applied projects have been supported. Within the framework of newly generated R&D&I results, contacts with business entities and potential investors are continuously being established. For this purpose, among other things, the TTO USB started to organise meetings with applied-oriented academics at individual USB faculties under the name 'Café at the Faculty'. Some faculties have requested separate one-off training sessions in this regard. USB also held its first major meeting with investors, where USB academics presented their projects with funding requests. Both the 'Café at the Faculty' and the meetings with investors will continue.

In 2024, with a significant contribution from the TTO USB, the establishment of a second spin-off company with USB participation was completed.[31] Scientists from the USB Faculty of Science have developed a probe that can monitor trees infested with bark beetles. The USB Technology Transfer Office has found an investor for this unique innovation, which is the Greativity Group, SE. Thanks to a newly established spin-off company, the opportunity to get the device to end users has opened up. The camera system connected via a mobile phone app will mainly be used by forest managers who are facing the threat of logging due to bark beetle infestation. The probe will allow them to detect the pest early and save still healthy trees. Arborists have also shown interest in using the probe to detect certain parameters of trees.

TTO USB has also prepared a new study material entitled 'Spin-off trend of today',[32] which is available in Czech and English, as part of a project with a Norwegian partner. This material is packed with information and tips on the issues of setting up a spin-off company from a university environment, i.e. applying the results of science and research by setting up a company.

At the USB level, R&D&I is supported by, among others, the following programmes and activities:

- **Awarding the results of scientific, research, and other creative activities.** USB has newly introduced scientific awards in four disciplinary categories, divided into a category for USB academic staff and for USB students, for outstanding results of research activities, including scientific publications or results of applied research. Student prizes can also be awarded for outstanding bachelor's, master's or doctoral theses. The disciplinary categories and respective prizes are as follows:
    - **Natural Sciences – The Zdeněk Veselovský Award** in honour of one of the most important Czech zoologists, who, among other things, worked at the present USB Faculty of Science.
    - **Agricultural and Fishery Sciences – Jakub Krčín Award** in honour of the Regent of Rožmberk and one of the most famous Czech fishermen.
    - **Social Sciences – Jiří František August Buquoy Award** in honour of the Austrian and Czech economist, scientist, writer, entrepreneur and inventor.
    - **Humanities – The Robert Sako Award** in honour of the eminent Czech historian who, among other things, worked at the USB Faculty of Education and the USB Faculty of Arts.
- **Award for popularisation of science** – USB has newly introduced the **Jana Anna Kateřina Zátková Award** for an outstanding popularisation work of a monographic nature that brings a selected scientific field to a wider readership, or for a series of popularisation articles, media appearances or popularisation lectures that promote science in general or its specific field. The prize is named in honour of Ludmila, a prominent social activist and fighter for women's rights, co-founder and long-time president of the Czech-Budejovice Women's Association, who, among other things, was involved in promoting women's education.
- **Specific projects related to creative activities** – A part of the LCDRO is allocated for specific projects, which the USB faculties submit for consideration to the USB Rector's Board, which then decides on the allocation of funds for the respective projects. This system of identification and evaluation of creative activities, which has been applied at USB since 2013, was also used in 2024, when a total of 31 projects were supported with a total amount of CZK 2.25m.
- **University postdoctoral positions** – Every year, USB provides an opportunity for high-quality young scientists to apply for funding for university postdoctoral positions. Currently, up to four postdoctoral positions are awarded each year, funded by the LCDRO. These positions are offered both in the natural and agricultural sciences and in the humanities and socio-economic sciences. A maximum of three positions is supported in the natural and agricultural sciences. The allocation of these positions to the selected candidates is recommended to the USB Rector by the USB Scientific Board, based on the evaluation of specially appointed committees of the USB Scientific Board members. In 2024, two positions in natural sciences and agriculture were awarded (only one position was eventually filled – Monika Fluks, Faculty of Science, USB) and two positions in

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[31] https://www.prf.jcu.cz/cz/aktualne/usb-ma-druhou-spin-off-spolecnost–soustredi-se-na-vyrobu-a-rozvoj-sondy-monitorujici-kurovce

[32] https://www.jctt.cz/cz/vsechny-novinky/item/1262-skripta-spin-off-trend–dnesni-doby

humanities and socio-economic sciences (Veronika Krajíčková and Petra Macurová, both at the Faculty of Arts, USB).

- **The USB Grant Agency (GA USB) –** The **GA USB** redistributes earmarked support for Specific Higher Education Research between two types of projects closely linked to doctoral studies: individual projects for individuals or small teams and team projects covering entire disciplines at individual USB faculties. Each year, around 100 individual projects compete in five disciplinary sections. In 2024, a total of 75 projects were supported (47 individual and 28 team projects), with a total amount of CZK 34.8m.

On 1 October 2024, a total of 21 figures were presented with awards by the USB Rector at the opening ceremony of the new academic year, including students, educators and long-standing employees of the University. The following awards were given:

Scientific Awards:
- **Zdeněk Veselovský Award in the field category of natural sciences**
  - RNDr. Gabriela Krejčová, Ph.D. – Faculty of Science, USB, Department of Molecular Biology and Genetics.
- **Jakub Krčín Award in the field category of agricultural and fishery sciences**
  - Ing. Ondřej Nikl, Faculty of Fisheries and Water Protection, USB, Department of Aquaculture and Water Protection.
- **Robert Sako Award in the field category of humanities**
  - Mgr. Martin Kaplický, Ph.D. and Mgr. Ondřej Dadejík, Ph.D., Faculty of Arts, USB, Institute of Arts and Culture.
- **Robert Sako Award in the field category of humanities**
  - Mgr. Helena Dvořáková, Ph.D., Faculty of Arts, USB, Institute of Czech Studies.
- **Jiří František August Buquoy Award in the field category of social sciences**
  - doc. PhDr. Martin Horyna, Ph.D., Faculty of Education, USB, Department of Music Education.
- **Jana Anna Kateřina Zátková Award for popularisation of science**
  - doc. PhDr. Ing. Hana Konečná, Ph.D., Faculty of Health and Social Sciences, USB, Department of Humanities in the Helping Professions.
- **Jana Anna Kateřina Zátková Award for popularisation of science**
  - Mgr. Veronika Plachá, Ph.D., Faculty of Education, USB, Department of Primary and Pre-Primary Education.

Pedagogical awards:
- **Jarloch Award for outstanding pedagogical achievements**
  - Mgr. Veronika Zvánovcová, Ph.D., Faculty of Theology, USB, Department of Social and Charity Work.
- **Jarloch Award for outstanding, modern higher education textbooks**
  - Ing. Ján Regenda, Ph.D., Faculty of Fisheries and Water Protection, USB, Department of Aquaculture and Water Protection.

USB Commemorative Medal for many years of personal contribution to the development of USB:
- Doc. RNDr. Josef Blažek, CSc., Faculty of Education, USB.
- Prof. PhDr. Václav Bůžek, CSc., Faculty of Arts, USB.
- Ing. Eva Křížková, Faculty of Theology, USB.
- RNDr. Josef Milota, Centre of Information Technology, USB.
- Prof. RNDr. Pavel Pech, CSc., Faculty of Education, USB.
- Doc. PaedDr. Jiří Tesař, Ph.D., Faculty of Education, USB.
- Ing. Antonín Vejčík, CSc., Faculty of Agriculture and Technology, USB.

- Miroslav Zeman, Faculty of Agriculture and Technology, USB.
- Doc. Ing. Jan Horáček, CSc., Faculty of Agriculture and Technology, USB.
- Doc. Ing. František Lád, CSc., Faculty of Agriculture and Technology, USB.
- Ing. Jitka Hamáčková, Faculty of Fisheries and Water Protection, USB.

Many faculties of USB also have their own internal grant agencies and awards for scientific work. Some faculties, according to their financial possibilities, also occasionally announce and fill postdoctoral positions. The evaluation of applications and decision-making on these types of support is then the responsibility of the faculty committees, the faculty management, and ultimately the dean of the respective faculty.

At all USB faculties, academic staff are currently evaluated mainly on the basis of data in the IS EAS system. At faculties that have their own career regulations (in the form of dean's measures), these regulations specify the obligation to carry out this evaluation and, where applicable, the relevant rules according to the needs of the faculty concerned. This obligation also generally arises from the USB Career Regulations. The IS EAS is primarily a support tool for deans, so that they know how individual departments are performing, and for department heads, so that they know how individual members of the departments they manage are performing. In both cases, it helps to identify weaknesses in departmental or personal performance and to set a plan for future improvement. It can also serve as a tool for timing personal advancement in line with faculty career plans. More information on this issue is provided in **Chapter 6.5**.
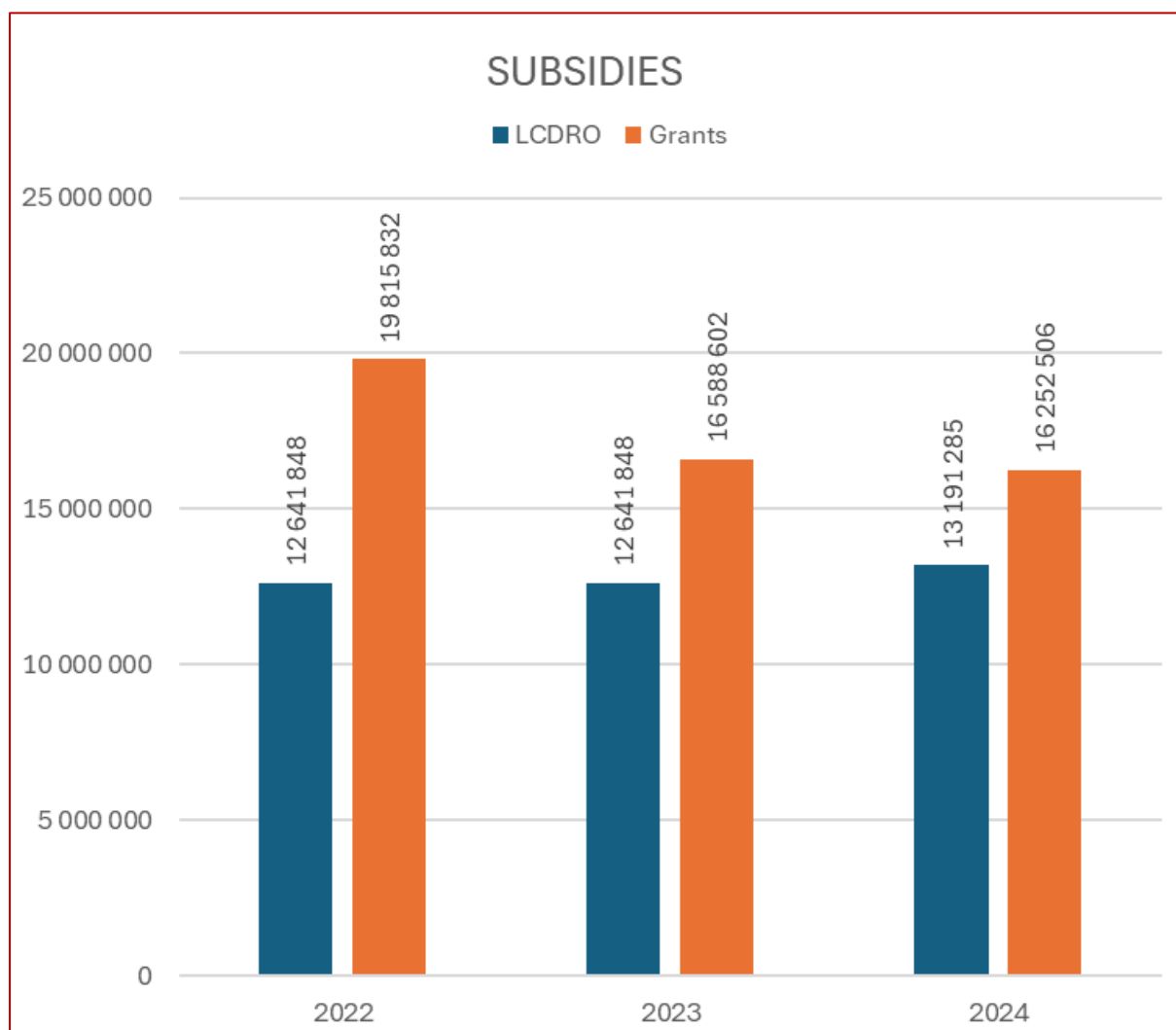
R&D funding from LCDRO and research grants (amount in EUR, 1 EUR = 25 CZK).

International cooperation in science and research usually takes place on an individual level and is highly desirable. Within the formal mechanisms of internationalisation of creative activities, we can mention the requirements for doctoral studies, habilitation proceedings or procedures for appointment as a professor, where international activities in science and research are strongly reflected, or involvement in international grant projects, which has a number of positive impacts on individuals (remuneration at the faculty level), the faculty (write-in to its budget) and the entire USB (external evaluation). In 2024, an EU Desk was established to serve all USB students and staff as a comprehensive information support for Horizon Europe grants.

International cooperation in science and research is evidenced, among other things, by the number of scientific outputs produced in cooperation with foreign research organisations. This cooperation is proving to be very stable, as well as international mobility, which is discussed in more detail in the USB Annual Activity Report.
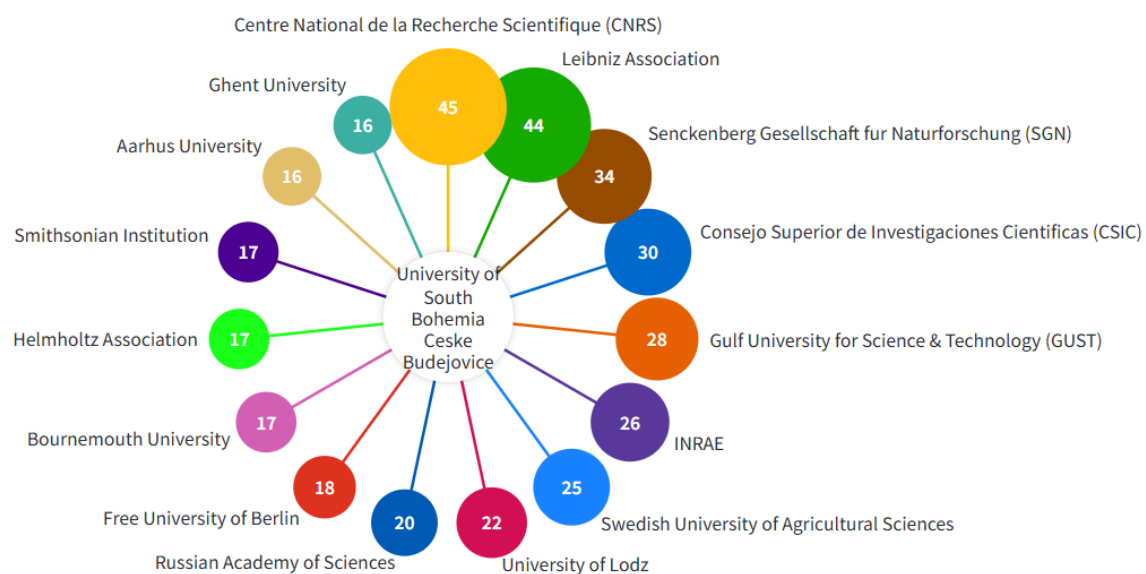
The number of publications in WoS for 2024 (as of 21 March 2025) that have been produced in collaboration with foreign partner institutions. The overview includes 15 foreign institutions with which the most publications were created in the period under review. Source: InCites.

5.6   Faculty evaluation

The main objective of the newly set (from 2022 or 2023) system of internal quality evaluation of the faculties of the USB Rector, which is described in more detail in the USB Rector's Ordinance R 533, is:

- to assess the development of the evaluated HEIs in the main areas of their activities;
- to assess the place of the faculties under evaluation in the whole of the USB and its activities;
- to draw attention to any shortcomings in the activities of the faculties evaluated, to provide suggestions, recommendations and guidance for further development in the main areas of their activities;
- to recommend financial or other support for the faculties in certain strategically important areas to the USB management;
- to provide space for the opinions, comments and suggestions of the evaluated faculties.

The internal evaluation of faculties is initiated by the IEB USB, which sets a detailed timetable for the implementation of the individual stages of the internal evaluation for the relevant calendar year by the end of the previous calendar year at the latest. The information on the launch of the internal evaluation,

together with other instructions, is given to the evaluated faculties by the Vice-Rector in charge of the internal evaluation area or by the employee of the Rectorate's Internal Evaluation Office authorised by the Vice-Rector.

The timetable of internal evaluation of individual USB faculties within the set five-year cycle is shown in the table below, with the understanding that in the event of overlapping internal and external evaluation, implementation of international evaluation, or other substantial reasons, the IEB USB, at the initiative of the Rector, may decide to skip internal evaluation in a given year. In this case, the ranking of faculty evaluations will remain unchanged.

Schedule of internal evaluation of USB faculties

Evaluated faculty	Year of evaluation
Faculty of Science, USB	2023
Faculty of Arts, USB Faculty of Theology, USB	2024
Faculty of Economics, USB Faculty of Health and Social Sciences, USB	2025
Faculty of Education, USB	2026
Faculty of Fisheries and Water Protection, USB Faculty of Agriculture and Technology, USB	2027

The internal evaluation of the faculties is carried out in the following successive stages:
- Faculty self-evaluation.
- Peer review committee evaluation based on the self-assessment report, USB documents, and faculty being evaluated, and possibly self-examination.
- Final comments and approval by the IEB USB.

Self-evaluation is a process in which the faculty being evaluated critically analyses the results of its work to date in terms of quantitative and qualitative indicators. In doing so, it takes into account specific data provided by the USB Rectorate, its own experience and feedback mechanisms. The self-evaluation process may also include possible examples of good practice and qualitative changes made and their evaluation. Where appropriate, benchmarking (self-reported comparison with similar HEIs in the CR and abroad) may also be included. All relevant faculty staff should be involved in the self-evaluation process to the extent possible and necessary. Student cooperation should also be ensured in an appropriate manner (e.g. through the student chamber of the academic senate of the relevant faculty).

The self-assessment process results in a faculty self-assessment report. This report should be a reflective document that contains basic information on the progress to date, strategic goals and the tools to achieve them, in the following areas:
- Area of education strategy (this is not an internal evaluation of individual degree programmes, but the overall concept and coherence of the faculty's studies, its development to date and its strategic objectives).
- Creativity (information on the HEI's own internal evaluation methodology and the evolution of evaluation over the last five-year period, which includes the strategic objectives in this area and the tools to achieve them, with particular attention to departments and disciplines that are key to habilitation and appointment procedures, doctoral studies and securing accreditation; the evaluation should take into account excellent teams and excellence, domestic and international collaboration in science and ways to motivate quality growth).
- Societal relevance of faculty activities (this includes all activities classified as the so-called 'third role' of universities, i.e. lifelong learning programmes for the public, other outreach activities and topics monitored under Module 3 of the M17+ Methodology; the Self-evaluation Report includes, in a manner appropriate to the nature of the activity, a description of the development to date, strategic objectives and the means of achieving them, attention is also paid to the consistency

of the related activities with the main mission of USB, which is educational and creative activities).

- The organisation and management set-up of the faculty (this includes information on the distribution of powers, the method of filling the posts of senior staff, the functioning of boards, commissions and other committees, feedback mechanisms, incentives and the method of budget allocation within the faculty, as well as information on the link between these organisational measures and the strategic objectives of the faculty concerned).

For the purpose of internal evaluation of the faculty, an evaluation committee appointed by the Rector is set up with the following composition:

- A representative of the USB management nominated by the Rector, who is the chairman of the evaluation committee.
- 3 members of the IEB USB outside the faculty being evaluated, nominated by the IEB USB.
- 1 representative of the evaluated faculty nominated by the dean of the faculty.
- 1 student nominated by the USB Academic Senate student chamber from a faculty related to the evaluated faculty.
- At least 1 external member nominated by the dean of the faculty being evaluated and approved by the IEB USB.

In case two faculties are evaluated in a given year, two evaluation committees are established, which may have some of their members in common.

The self-evaluation report of the faculty, prepared on the basis of the established framework, is sent by the dean of the evaluated faculty to the Vice-Chair of the IEB USB. After checking its formalities, the latter forwards it to the evaluation committee. The internal evaluation of the faculty also includes an on-site visit, which must be attended by at least three members of the evaluation committee. The on-site visit includes in particular:

- A meeting with the management of the faculty being evaluated.
- If appropriate, a tour of the premises of the faculty being evaluated and an on-site study of the materials submitted.
- Where relevant, discussion with other members of the faculty being evaluated as well as with students.

Faculty evaluations are primarily formative in nature. Summative evaluation is seen only as a basis for formative evaluation. The evaluation should not be static in nature, but, on the contrary, should reflect the development of the activities and internal quality assurance of the evaluated faculty over time.

On the basis of the self-assessment report provided, any other documents and materials provided, and the on-site visit, the evaluation committee shall prepare a draft report on the internal evaluation of the faculty concerned. The report should draw the attention of the evaluated faculty to any shortcomings in its activities and show room for improvement, highlighting good practice and changes already implemented. The internal evaluation report should also include recommendations for the evaluated faculty to develop its strengths and address any weaknesses. The internal evaluation may also make recommendations for University-wide support for some of the evaluated faculty's strategically important development plans.

The draft internal evaluation report, thus prepared and approved by an absolute majority of all members of the relevant evaluation committee, is forwarded by the chair of the evaluation committee to the dean of the faculty being evaluated for comment. The purpose of this step is to limit the possibility of misinterpretation of the documents or information contained in the self-assessment report of the evaluated faculty, in any other documents and materials provided, including materials and information provided during the on-site visit. The opinion of the dean of the faculty on the submitted draft internal evaluation report may be taken into account by the evaluation committee in the subsequent preparation of the final version of the internal evaluation report of the faculty. After its approval by an absolute majority of all members of the relevant evaluation committee, the report is forwarded by the chair of the committee to the Vice-Chair of the IEB USB, who subsequently provides it to all members of the IEB USB.

The IEB USB approves the submitted internal evaluation report of the faculty, and may add its own recommendations and suggestions for improving the activities of the evaluated faculty. The dean of the evaluated faculty is informed about the result of the evaluation within the IEB USB, who also receives the final version of the internal faculty evaluation report, together with any additional recommendations and suggestions for quality improvement formulated by the IEB USB.

In the following five-year evaluation cycle, the evaluation process also includes an assessment of the extent to which the faculty has met the long-term development objectives set out in the self-assessment report for the previous five-year period, the recommendations contained in the internal evaluation report and any further recommendations and suggestions for improvement of the activities carried out formulated by the IEB USB as part of the evaluation of the previous five-year period.

Based on the experience from the implementation of the first year of the new system of internal evaluation of the faculties of USB, in which the USB Faculty of Science was evaluated in 2023, and on the basis of the feedback received from the individual actors of this evaluation, some areas of the internal evaluation that were unclear or caused the greatest problems were modified or clarified. In particular, the timetable of the evaluation was adjusted so that the activities of the evaluation committee, including the organisation of a mandatory visit of the committee to the faculty being evaluated (the so-called on-site visit), were directed to the period after the summer holidays. Furthermore, on the basis of the initiative of the faculty being evaluated, the data documents prepared by the Rectorate's Internal Evaluation Office were modified or extended during the preparation of the self-assessment report, so that selected statistical data from the field of study (e.g. active studies, graduates, unsuccessful studies, etc.) not only for degree programmes accredited after 1 September 2016, i.e. after the amendment to the Higher Education Act, but also for the so-called 'ongoing' study fields (programmes) in which a significant number of students were still studying in the five-year period 2018–2022. At the same time, the position of the representative of the evaluated faculty in the relevant evaluation committee was also adjusted so that he/she has the same rights and obligations as other members of the committee, including the right to vote. Originally, his role was more advisory and consultative. His role was primarily to clarify any misunderstandings that may have arisen within the relevant evaluation committee during the evaluation of the faculty concerned.

In 2024, in accordance with the above-mentioned procedure and in accordance with the modified timetable, which was incorporated into USB Rector's Ordinance R 533, the internal evaluation of two other faculties of USB, namely the USB Faculty of Arts and the USB Faculty of Theology, was carried out. While the template of the self-assessment report first used in 2023 for the evaluation of the USB Faculty of Science proved to be functional and could therefore be used unchanged for the evaluations carried out in 2024, in the case of the data documents, it was necessary to extend the originally used documents with some new reports, especially in the area of scientific research outputs and their evaluation, which better correspond to the humanities focus of the evaluated faculties. The original evaluation of scientific outputs in Module M1 (evaluation according to the M17+ Methodology) was extended to include a more detailed evaluation in Module M2 and the evaluation of outputs recorded in the OBD database. Information on creative artistic outputs recorded in the RUV database has also been added. Links to selected faculty regulations and other faculty documents of a strategic nature have also been added.

Due to the approved adjustment of the internal evaluation schedule, the evaluation process itself, i.e. the activities of the relevant evaluation committees, was postponed until the last third of 2024. The evaluation reports were then prepared mainly in January and February 2025. This internal evaluation was formally concluded at the 61st meeting of the IEB USB on 25 February 2025, when the Report on the Internal Evaluation of the USB Faculty of Arts for the period 2019–2023 and the Report on the Internal Evaluation of the USB Faculty of Theology for the period 2019–2023 were also approved, in the form in which they were prepared by the relevant seven-member evaluation committees. In connection with this evaluation, the IEB USB recommended that the USB Faculty of Arts and the USB Faculty of Theology proceed in accordance with the conclusions and recommendations contained in these reports and that the USB management and subsequently also the USB Rector's Board be familiarized with these reports through the USB Rector.

Both evaluation reports have a uniform structure, which, in addition to describing the evaluation process itself and the evaluation committee's comments on the quality of the documents provided for the

internal evaluation, includes a description of its own findings and recommendations. The most important of these are then included or repeated in the summary recapitulation. This recapitulation contains both recommendations for the evaluated faculty itself and recommendations for the university management. The evaluation report also includes comments and suggestions on the internal evaluation system itself, on its content and its procedural set-up, including recommendations for possible adjustments.

With regard to the faculties evaluated in 2024, it is recommended to pay particular attention to the following areas:

- Seek opportunities for inter-faculty and interdisciplinary degree programmes.
- Systematically monitor and evaluate academic failure.
- Innovate faculty PR and the concept of promoting study opportunities at USB.
- Introduce and systematically use benchmarking in selected areas of education, research, social relevance or faculty management.

Beyond the above-mentioned common recommendations, it is recommended to concretise the faculty's strategic plan, which should make the further strategic direction of the faculty clearer, and to solve the question of the tenure of the directors of the individual institutes of the USB Faculty of Arts. In the direction of the USB Faculty of Theology, it is recommended to conduct a quantitative survey among the students of the Faculty, the subsequent analysis of which would help to clarify in more detail the main causes of academic failure, to motivate teams with low involvement in project activities to be more active and to look for project challenges outside the GA CR, including at the European level.

The USB management is then recommended to pay particular attention to the following areas:

- Systematically address the strategy of joint studies at USB.
- Strategically address the sustainability of degree programmes, especially if they are created on the basis of a USB request or on the basis of project funding.
- Innovate the existing marketing concept and focus more on the promotion of the University as a whole.

In 2025, internal quality assessment will be implemented at two more faculties of USB, namely the USB Faculty of Economics and the USB Faculty of Health and Social Sciences.

6 EVALUATION OF THE QUALITY OF RELATED ACTIVITIES

6.1 Evaluation of other units and facilites of USB

The quality of related activities is mainly understood as the quality of activities that support the main mission of USB, i.e. the quality of educational and creative activities. The related activities are mainly considered to be the management and administration of the University, infrastructure, human and financial resources, information and advisory systems and services, including libraries, editorial and publishing activities, accommodation and catering for students and provision of facilities for their leisure activities. Some other areas, such as lifelong learning or the University of the Third Age, can be included in the related activities, but are assessed separately by USB (see **Chapter 6.2**).

The evaluation of the quality of related activities, other supporting activities and also the quality of facilities (quality of buildings, teaching spaces, offices, construction and renovation, etc.) is carried out especially in connection with the evaluation of investment priorities within the preparation of the USB Strategic Plan and the annual Implementation Plans of the USB Strategic Plan, at the level of the University management, the Rector's Board, and the management of individual faculties and other parts, also with regard to ensuring sufficient material facilities for each implemented degree programme within individual faculties of USB. The evaluation of some related activities also includes the Student Evaluation of Instruction, where University-wide activities and facilities such as the USB Dormitories and Refectories and the USB Academic Library can also be evaluated within individual faculty sections.

The internal evaluation procedure for other constituent parts and facilities of USB, which was newly established in 2022 and 2023, is described in detail in USB Rector's Ordinance R 533. All other constituent parts and facilities of USB undergo this evaluation in regular five-year cycles, i.e. not only all facilities pursuant to Section 22(1)(c) of the Higher Education Act (USB Academic Library, USB British Centre, USB Centre of Information Technology, USB Goethe Centre and USB Publishing House), special-purpose facilities pursuant to Section 22(1)(d) of the Higher Education Act (USB Dormitories and Refectories and USB Preschool Facility – Kvítek Children's Group), specialised facilities with University-wide competence (Support Centre for Students with Special Needs, Career Centre and University Psychological Counselling Centre), as well as all workplaces of the USB Rectorate.

The main objective of the internal quality assessment system of other constituent parts and facilities of USB, i.e. departments responsible for the implementation of related activities, is to:

- assess the degree of consistency between the scope and level of services provided by the evaluated workplaces and those required by the users;
- assess the level of contribution of the evaluated workplaces to the fulfilment of the strategic priorities of the University;
- assess the capacity and capability of the evaluated units to ensure the quality of the activities required and the conditions that these units have for their work in the longer term;
- Highlight good practice and changes already implemented;
- draw attention to any shortcomings in the activities of the evaluated departments and to provide guidance for their further direction and development;
- provide space for the views, comments and suggestions of the evaluated departments themselves;
- stimulate discussion on the quality of the services provided within the academic and non-academic OBD of the University.

The internal evaluation of other constituent parts and facilities of USB is initiated by the IEB USB, which sets a detailed timetable for the implementation of the individual stages of the internal evaluation for the relevant calendar year by the end of the previous calendar year at the latest. Information on the commencement of the internal evaluation, together with other instructions is provided to the evaluated

facilities by the Vice-Rector in charge of the internal evaluation area, or by an employee of the Rectorate's Internal Evaluation Office authorised by the Vice-Rector. The timetable for internal evaluation of other constituent parts of USB and other facilities (including Rectorate offices) within the set five-year cycle is shown in the table below.

Schedule of internal evaluation of other constituent parts and other facilities of USB

Evaluated other constituent part	Evaluated other facility	Year of evaluation
USB Pre-school Facility (Kvítek Children's Group)	Support Centre for Students with Special Needs, USB Projects, development and marketing (Rectorate offices): • Project Office • Strategy and Development Office • Marketing Office	2023
USB Academic Library USB Publishing House	Economic management and property (Bursar's division, Rectorate offices): • Bursar's Office • Economic Division • Investment Division • Public Procurement Office • Property Management Office • Financial Control Office • Building Management and Maintenance Office	2024
USB Dormitories and Refectories	USB Career Centre Study remit and internal evaluation (Rectorate offices): • Office of Study Activities • Lifelong Learning Office • Internal Evaluation Office	2025
USB Centre of Information Technology	USB University Counselling Centre Science (Rectorate offices, including the TTO): • Science and Research Office • Technology Transfer Office Rectorate's division: • Rector's Office • Internal Audit Office • Legal Office • Human Resources Office • Occupational Safety and Health and Fire Protection Office • Management Reporting Office[33] • Cyber Security Office • Documentation Centre	2026

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[33] The schedule of internal evaluation of other constituent parts and facilities of USB in the form in which it is presented in the Rector's Ordinance R 533, which regulates the internal evaluation of the quality of degree programmes and constituent parts of USB, was based on the then valid Organisational Regulations of the Rectorate of USB, according to which the Management Reporting Office was one of the units directly managed by the USB Rector. Following the issuance of Rector's Ordinance R 533, a new Organisational Regulations of the USB Rectorate was issued in the form of Rector's Ordinance R 537, under which the Management Reporting Office was reclassified as a unit directly managed by the Bursar of USB. Due to the advanced stage of preparation of the internal evaluation and the approved and previously announced list of other constituent parts and facilities to be evaluated in 2024, the evaluation of the Rectorate's Management Reporting Office will be carried out only at the originally announced date, i.e. in 2026.

Evaluated other constituent part	Evaluated other facility	Year of evaluation
USB British Centre USB Goethe Centre	International relations (or other remits, Rectorate offices): • International Relations Office • Office of Records Management and the Mailroom	2027

Since the procedure for the evaluation of other constituent parts and facilities according to USB Rector's Ordinance R 533 is identical in many points to the evaluation of the faculties of USB (for more details on the internal evaluation of the faculties of USB, see **Chapter 5.6**), only the facts that distinguish the evaluation of other constituent parts and facilities from the evaluation of the faculties or that are exclusively related to the evaluation of these departments are presented in more detail in the following text.

The internal quality assessment of other constituent parts and facilities is carried out in the following successive stages:

- Input and comments from key service users.
- Self-evaluation that takes account of these suggestions and comments.
- Peer review panel assessment based on the above points and, where appropriate, their own investigation.
- Final comments and approval by the IEB USB.

As part of the process of evaluating other constituent parts and facilities, individual faculties (and, where appropriate given the nature of the facilities being evaluated, selected other constituent parts outside the facility being evaluated itself, or other selected users of the services of the facility being evaluated) are invited to provide user feedback on the activities of the facility being evaluated. In particular, the following shall be considered as part of this feedback:

- Experience with the services provided by the evaluated unit and the extent of their use, their quality, professional, human (respect and consideration in dealing with service users, helpfulness, collegial and pro-client approach) and staffing of the evaluated unit.
- The degree of consistency between the actual and the required scope and level of services provided by the evaluated unit.
- Suggestions for changes in the scope and quality of services provided, development and further direction of the evaluated unit.

Evaluations by key service users, prepared according to the framework structure described above, are sent by faculties, contacted other constituent parts and other selected service users of the evaluated facility to the Rectorate's Internal Evaluation Office, which processes the received evaluations into a summary document. This document is then submitted to the evaluated facility, which responds to it in a self-evaluation report.

The self-assessment report should be a reflective document that fulfils the following basic tasks (individual points may have different levels of importance for different facilities):

- It presents essential information about the evaluated department, its mission, position and scope within the organisational structure of the USB or the USB Rectorate.
- It provides a brief but comprehensive overview of the strategic objectives of the evaluated department.
- It describes the systems and procedures of internal quality assurance in place and enables an assessment of their effect.
- It provides a comprehensive self-critical analysis of the services and activities provided, including national or international benchmarking.
- In the form of a SWOT analysis, it enables the identification and analysis of the strengths and weaknesses of the assessed workplace and external opportunities and threats.
- It helps to identify areas for further direction and development.

- It provides a framework for improving the quality of services and activities provided.

For the purpose of internal evaluation of other constituent parts and facilities, an evaluation committee appointed by the Rector is constituted as follows:

- A representative of the USB Rector nominated by the Rector, who is the chair of the evaluation committee.
- 2 members of the IEB USB nominated by the IEB USB.
- 2 faculty secretaries nominated by the Bursar in consultation with the faculty secretaries.
- 1 representative of the evaluated constituent part nominated by the director or head of the unit (in the case of units, the head of the unit; if the unit does not have a head, a person from the unit nominated by the Rector).
- 1–2 academic staff members from faculties other than those from which the secretaries under the above point are drawn, nominated by the dean of the faculty concerned.
- 1 student nominated by the student chamber of the USB Academic Senate.

For all other constituent parts and facilities evaluated in a given year, only one evaluation committee shall be established. The evaluation committee shall determine, taking into account the nature of the unit being evaluated, whether the evaluation of the unit will be based only on the submitted self-assessment report (and other requested materials, if any) or will be supplemented by an on-site visit; in the case of the evaluation of other units and units, an on-site visit is not mandatory (unlike the evaluation of faculties).

The next steps of the internal evaluation of other constituent parts and facilities follow the same procedure and under the same conditions as for the evaluation of faculties. The only difference lies in the possibility for the evaluation committee to recommend, on the basis of the facts found, that an in-depth inspection of the unit being evaluated be carried out. The implementation of this evaluation is subsequently decided by the IEB USB, which also approves the internal evaluation report submitted by the evaluation committee. At the same time, the IEB USB may supplement the submitted report with its own recommendations and suggestions for improving the activities of the evaluated workplace, establish binding measures and a mechanism for monitoring the implementation of these measures, including a deadline for verifying the successful correction of the state of affairs.

In the following five-year cycle of evaluation, the evaluation process includes, as in the case of faculty evaluation, an assessment of the extent to which the long-term development goals set out in the self-assessment report for the previous five-year period, the recommendations contained in the internal evaluation report, and any other recommendations and suggestions for improvement of the implemented activities formulated by the IEB USB during the evaluation of the previous five-year period.

On the basis of the experience from the implementation of the first year of evaluation (year 2023) within the new system of internal evaluation of other constituent parts of USB and on the basis of the feedback received from the individual actors of this evaluation, especially from the members of the relevant evaluation committee, some areas of the internal evaluation that were unclear or caused the greatest problems during the evaluation were modified or clarified. Similarly to the faculty evaluation, the timetable for the evaluation was adjusted so that the evaluation committee's work was not directed until after the summer holidays. Furthermore, it was necessary to change the structure of the self-assessment report in a rather fundamental way, to delete some questions that were considered irrelevant from the point of view of the assessment of other constituent parts and other facilities by the relevant evaluation committee and, on the contrary, to add some completely new questions, which affect topics and areas that were not affected at all in the previous form of the evaluation or were only very marginally covered by the evaluation. Along with this, some questions in the user feedback form also needed to be modified or reformulated. Furthermore, it was necessary to clarify some procedural issues that arose during the evaluation itself, especially with regard to the fact that several other constituent parts of USB are evaluated by one evaluation committee at the same time, the method of meeting and voting of this committee, the position of individual members of the committee and some other issues. Similarly to the case of faculty evaluation, it was necessary to adjust the position of representatives of the evaluated

constituent parts and facilities in the respective evaluation committee so that they had the same rights and obligations as other members of the committee, including the right to vote.

In 2024, in accordance with the above procedure and in accordance with the modified timetable embodied in Rector's Ordinance R 533, internal evaluation of a total of 9 additional facilities (2 other constituent parts of USB and 7 Rectorate units) was carried out, for which the modified self-assessment report templates and data templates were already used. Due to the approved modification of the internal evaluation schedule, the evaluation process itself, i.e. the activities of the relevant evaluation committee (one joint committee for all evaluated facilities), was postponed until the last third of 2024, with the preparation of the evaluation report then taking place mainly in the first quarter of 2025. The formal conclusion of this internal evaluation will not take place until the 63rd session of the IEB USB on 15 April 2025, when the summary Internal Evaluation Report of all nine other constituent parts of USB for the period 2019–2023 will also be discussed.

Although the content of this report is not yet available, in terms of form it is or will be divided into three parts. The first part contains information common to all evaluated departments, the second part is dedicated to each individual department separately and the final chapter provides an overview of recommendations, or suggestions and comments on the internal evaluation process of other constituent parts and facilities of USB.

The experience with the implementation of internal evaluation of other constituent parts and facilities of USB so far shows that it will be necessary to reopen the discussion on the setting up of this evaluation system, which, especially in the case of a large number of simultaneously evaluated facilities, proves to be very inflexible, especially in terms of process. In this context, it is possible to consider, for example, changing the number of other constituent parts and facilities of USB evaluated annually so that the workload of the relevant evaluation committee is more even, the size of the committee is smaller and the committee is more operational in its activities. Alternatively, it is possible to consider the creation of two committees, one for the evaluation of other units and all-university departments, the other for the evaluation of rectorate departments. The current division of the USB facilities to be evaluated within one year was based on the desire to evaluate all facilities that are under the direct or methodical leadership of a member of the USB management within a given year. This is no longer sustainable (e.g. in 2026 a total of 12 facilities should be evaluated in this way). It is also necessary to take into account the fact that the organisational structure of the USB has undergone certain changes over the years, which should also be taken into account in the internal evaluation and that newly established facilities (e.g. the USB School of Doctoral Studies, which was established on 1 February 2025) should also be included in this evaluation.

At the same time, it will be necessary to continue discussions on some other recommendations and suggestions of the 2023 evaluation commission, which, due to their nature and complexity, could not be immediately incorporated into the relevant Rector's ordinance so that the required changes in the internal evaluation system of other units and other departments are already reflected in the 2024 evaluation. These include, in particular, recommendations on defining indicators for monitoring the activities of individual departments and setting up their systematic monitoring, expanding the databases to include some aspects not yet monitored (including data of a qualitative nature) and their individualisation according to the type of department being evaluated, setting up feedback mechanisms and some other issues. However, in the area of user feedback, it is possible to note a major year-on-year shift, where, for the purpose of the internal evaluation taking place in 2025 (and starting in 2024), the number of subjects addressed has been substantially increased, based on the recommendation of the 2023 evaluation committee. In addition to all faculties of the USB, all other constituent parts of USB, as well as all special-purpose facilities and University-wide facilities of USB, and all Rectorate offices are now also approached with a request to provide user feedback. The total number of respondents has thus increased from the original 8 to the current number of about 40.

6.2   Evaluation of lifelong learning

In accordance with the USB Lifelong Learning Regulations, the USB Lifelong Learning Board is responsible not only for conceptual and systemic issues related to the implementation of lifelong learning (LLL) programmes at USB, but also for ensuring and evaluating the quality of activities in this area. At its meeting on 24 October 2024, the LLL Board in its new composition focused in particular on evaluating the development of the LLL portfolio of activities at individual USB constituent parts and on the issue of approving lifelong learning courses leading to micro-certificates. Within the broad spectrum of possible focuses and profiles of LLL programmes, each constituent part of USB chooses which activities it will prioritise and develop. These activities are based on the thematic focus of individual faculties and the content of accredited degree programmes at the given faculty. The University-wide interest, which is pursued by the coordination of these activities within the LLL Board, is to ensure that USB offers a complete range of LLL programmes of all types, including the Children's University, Junior University, LLL programs for the general public (typically falling within the area of interest-based education), LLL programs for specific target groups (typically technical or professional education), University of the Third Age, and LLL programs for USB employees.

This goal is being successfully achieved. There is room for improvement, particularly in the area of systematic care for the implementation of LLL programs for USB employees. Until now, programmes and courses have been prepared that respond to current needs and challenges, such as the development of pedagogical and language skills, IT skills, and the updating of professional knowledge necessary for the performance of work activities. On January 1, 2025, the JU launched the project 'Development of the USB – ESF+' (registration number: CZ.02.02.XX/00/23_022/0009102), supported by the Jan Amos Komenský Operational Program (OP JAK). The main activities of the project include, among other things, training for USB employees, which should reflect current challenges in education such as digital transformation and technology in teaching, equal access to education, mental health and wellbeing of students and teachers, the role of artificial intelligence, and more. The acquisition and implementation of the 'Development of USB – ESF+' project represents a significant step towards strengthening the quality of education and human resources development at USB.

Following up on activities related to the implementation of specific objective SG1 (improving the permeability of education at higher education institutions through micro-certificates) under the National Renewal Plan 2022–2024, the USB Rector's Board held expert discussions on setting up a quality management system for lifelong learning programmes in connection with LLL programmes leading to micro-certificates. The Rector's Board approved a three-level approval model (IEB USB – Internal Evaluation Board, LLL Board – central university body, and Faculty Degree Programme Boards) and quality assessment of LLL programmes leading to micro-certificates. This step contributed to greater clarity, efficiency and standardisation of procedures across the university. At the same time, in 2024, the technical interconnection of the USB study information system (IS STAG) with a common online course catalogue on the portal https://www.studujnavs.gov.cz/ and with the information system designed for verifying educational results on the portal https://mikrocertifikat.cz/ was resolved. Based on a unified methodology entitled 'Application for approval of a lifelong learning programme leading to micro-credentials', individual constituent parts of USB began preparing LLL programmes leading to micro-certificates, which should be approved by a three-level model during 2025.

In May 2024, an evaluation report for LLL for the period 2019–2023 was submitted to the USB LLL Board, which was subsequently approved by the board without comment. Based on the above, it can be stated that no serious systemic shortcomings were identified in the area of LLL in 2024. LLL is becoming a stable and firmly established part of USB's educational activities. The emphasis is gradually shifting from supporting the development of new programmes to the quality management and evaluation of existing programmes. Significant attention is also paid to micro-certificates, which are playing an increasingly important role in higher education and lifelong learning, not only in the Czech Republic but also in the broader European and global context.

In connection with the above, it will be necessary to revise the internal regulation – USB Lifelong Learning Regulations – in the coming period.

Development of USB's revenue in the field of lifelong learning

LLL activity	2019	2020	2021	2022	2023	2024
LLL programmes	11 777 015	11 203 003	12 821 786	16 845 310	16 546 247	16 540 452
Courses for individuals	4 749 062	2 466 771	1 043 746	3 688 109	3 373 729	3 150 941
Children's University	291 445	267 270	71 810	430 616	482 200	554 000
University of the Third Age (U3A)	818 132	323 545	258 582	895 591	1 031 398	962 338
Courses for organisations	249 127	204 479	326 876	163 733	41 500	46 729
TOTAL	**17 884 781**	**14 465 068**	**14 522 801**	**22 023 359**	**21 475 074**	**21 254 460**

6.3   Strategic management and project support

The USB Strategic Plan for the period 2021–2030 (hereinafter referred to as 'SP USB 2021+') is based on the binding principles of the MEYS Strategic Plan for Higher Education for the period from 2021 and the Strategy for the Internationalisation of Higher Education for the period from 2021, which formulates objectives and measures to strengthen the international dimension of higher education institutions' activities.

In order to fulfil its predefined goals, visions, missions and values, the SP USB 2021+ is divided into five priority areas reflecting the objectives of the MEYS – Education, Research, Internationalisation, Openness, Governance. Beyond these five priority areas, one cross-cutting area has been identified – Social Responsibility, which is included in all priority areas, as social responsibility is considered to be an extremely important attribute of all activities implemented at USB. Within the SP USB 2021+, the priority areas are elaborated into the level of sub-objectives and specific tools for their achievement, including the link to the parent strategic documents (programmes), responsibilities, expected source of funding for activities and monitored parameters. SP USB 2021+ is perceived as an essential management tool of the University, and therefore, already at the time of preparation of this strategic document, there was intensive cooperation between the USB management, the USB faculties management, the USB Academic Senate and the USB Board of Trustees. The USB management expects to ensure an independent (by an independent contractor) interim and final evaluation of the implementation of the SP USB 2021+ in 2025 and 2030.

USB prepares annually the so-called Implementation Plan of the USB Strategic Plan, which sets out the most important activities for individual areas and objectives in a given year. The evaluation of the Implementation Plan of the USB Strategic Plans is carried out annually in the USB Annual Activity Report, which is divided into three parts according to the methodology of the MEYS – the Core Part, the Text Annexe and the Table Annexe. The purpose of the main part of the Annual Activity Report is to describe the status of the implementation of the activities of the strategic plan for the given year. The descriptions of the implementation of the most important planned activities that were desirable for the development of the USB are added to each priority objective. Text and tabular annexes are used by the MEYS to collect structured data from all higher education institutions.

The year 2024 marked a significant milestone for the strategic management of higher education institution endowment opportunities. Within the Operational Programme Jan Ámos Komenský (OP JAK), the biggest calls for the period 2021– 2027 were opened, namely the following calls:
- 02_23_022 ESF+ call for HEIs.
- 02_23_023 ERDF call for HEIs – quality.
- 02_23_024 ERDF call for HEIs – students with special needs.
- 02_23_026 Research environment.

The projects for the first three calls were submitted to the USB in August 2024. The project for the fourth call was submitted in December 2024. Under these four calls, USB applied for grant support in excess of

CZK 500 million of eligible expenditure. All faculties, the Rectorate and the Dormitories and Refectories were involved in the preparation of the projects. The evaluation of the project applications for the first three calls was successful, and the grant support was awarded to USB. The evaluation of the project under the fourth call has not yet taken place (status as of the end of February 2025).

The expected focus of the grant support is as follows (examples):
- Renovation of Hall 'O'.
- Renovation of the 'VTP' building.
- Renovation of the Fermentation Pavilion.
- Purchase of instrumentation.
- Purchase of furnishings.
- Purchase of computer and audiovisual technology.
- Software for grant competitions.
- Security and cybersecurity measures at USB.
- Making buildings accessible to students with specific needs.
- Support for training of USB staff.
- Supporting the strategic and research management of the University.
- Mobilities.
- etc.

In 2024, a project was also submitted to the 'Call for the Promotion of Green Skills and Sustainability in Higher Education Institutions', which deals with the green transformation of the education system, in particular, promoting the development of green skills and sustainability at USB. The project application was submitted in February 2024. USB has applied for a grant of nearly CZK 37m. The evaluation of the project application was successful, and the grant support was awarded to USB.

In 2024, the project was further submitted to the 'Call No. 06_22_064 64. Call IROP – Green Infrastructure – SG 2.2 (PR)', which deals with the improvement of public space and ecosystem services on the USB campus. The project application was submitted in January 2024. USB applied for a subsidy of almost CZK 100m. The evaluation of the project application was successful, and the grant support will be awarded to USB.

In 2024, projects were also submitted to support wage cohesion (June 2024) and excellence at public higher education institutions (July 2024). The USB requested a grant support of almost CZK 33 million. The evaluation of the project application was successful, and the grant support was awarded to USB. Within the project 'Support for wage cohesion at USB' and 'Support for excellence at USB', activities such as strengthening wage cohesion and alleviating disproportions in remuneration of selected employees, support for inbound and outbound mobility, support for prospective employees after completion of Ph.D., support for exceptionally talented students and support for the return of employees from parental leave were implemented.

The following strategic projects were also implemented in 2024:
- USB Development – ERDF Quality.
- USB Development – ERDF DP.
- USB Development – Infrastructure facilities for doctoral degree programmes.
- USB Development – International Mobility – MSCA II – F.
- USB Development – International Mobility – MSCA III – F.

Examples of activities implemented within these projects:
- Preparatory work for the renovation of the 'O' pavilion (project documentation, implementation of the public procurement, etc.).
- Preparatory work for the renovation of the 'VTP' building (project documentation, implementation of the public procurement, etc.).

- Preparatory work for the renovation of the Fermentation Pavilion (project documentation, preparation of the public procurement, etc.).
- Preparatory work for the accessibility of the facilities for students with specific needs (project documentation, preparation of public procurement, etc.).
- Renovation of pavilion 'M'.
- Renovation of classrooms.
- Purchase of instrumentation (e.g. 'mass spectrometer').
- Purchase of books.
- Trips abroad and arrivals from abroad of researchers.

In 2024, the implementation of the strategic project 'PV systems – University of South Bohemia in České Budějovice' continued. The remaining photovoltaic systems (out of a total of five) were installed on five selected buildings of USB. Thanks to the project, energy self-sufficiency and energy cost savings were or are being increased.

The strategic projects 'NRP Transformation – USB' and 'NRP Promotion of Green Skills and Sustainability – USB' were also implemented in 2024.

Examples of activities implemented under these projects include:
- Renovation of Pavilion 'M'.
- Completion of LLL courses completed with micro-certification.
- Creation of distance learning courses.
- Creation of study materials.
- Modernisation of teaching spaces.
- Cooperation on professional practices with enterprises and other institutions.
- Purchase of instrumentation and software.
- Creation of a strategy in the field of green transformation and sustainability.
- Collaboration with new strategic partners.
- Creation of new degree programmes.
- Innovation and creation of new courses.

In 2024, the project 'USB Development – Academic Library' was also implemented.

The University of South Bohemia is currently preparing projects for two strategic calls of OP JAK. The first of these calls deals with the creation and implementation of educational events for the public in the field of approaches to democracy and civic education or sustainable development. The second call is aimed at supporting the return of Ph.D. students and researchers after a career break (e.g. long-term illness, ML and PL, etc.) through return grants and at supporting Ph.D. students and researchers on a career break. The implementation of these projects is planned for 2026.

In order to support the implementation of selected strategic measures in the area of education, management, internal processes and to a lesser extent the third role of HEIs, the Ministry of Education, Youth and Sports of the CR has announced the Support programme for the strategic management of higher education institutions for 2022–2025 (SPSM). A condition for the provision of support from the SPSM is the identification of key planned measures and activities directly in the strategic plan of the higher education institution. The USB management has evaluated and identified areas and activities that should be developed systematically through the SPSM in order to improve the quality of existing processes. Based on the Call for Project Proposals and their subsequent evaluation by the USB management, a total of 20 projects were supported in the period 2024–2025 for a total amount of CZK 76.4m (see **Annexe 20** for a complete list of supported projects**),** most of which build on the activities of the projects of the previous period. At the end of 2024, the MEYS presented a possible framework for the SPSM Call 2026+ at a meeting of vice-rectors.

Since 2019, it has also been possible to apply for support for University-wide projects of a systemic nature that represent a fundamental transformation or development of the USB in terms of the nature or quality of the project activities carried out, within the USB Fund for Strategic Priorities (FSP). A total of 14 projects were implemented in 2024 under the FSP 2022–2024 (FSP 2022+) Call. A complete overview of the supported projects is provided in **Annexe 21**. In 2023, based on a two-round evaluation, the JU management selected a total of 16 project proposals from a large number of submitted applications, with a total value of approximately CZK 30.4 million, the implementation of which will be supported in 2024–2026 (FSP 2024+). A complete overview of supported projects is provided in **Annexe 23**. In connection with increased operating costs and in view of the energy crisis, the management of the USB also decided in 2023 to announce an extraordinary call for proposals FSP 2023 'Crisis'. Under this call, funds totalling CZK 20 million were allocated to the faculties and the Rectorate of USB to compensate for this difficult situation. The distribution of these funds to individual constituent parts of USB is shown in **Annexe 22**. The implementation of most projects under this call continued in 2024. In 2025, a new call for proposals, FSP 2025–2027, was announced, aimed at supporting new strategic bachelor's degree programmes at USB. Under this call, a maximum of three projects will be supported for the entire university.

The announced successor to the abolished Centralised Development Programmes is the Higher Education Sector Development Support Programme (HESDP). Two calls were launched under this programme in 2024. One as a stand–alone higher education institution project and the other in a joint project scheme of all higher education institutions coordinated by one selected higher education institution with a period of implementation of 2024–2025.

The stand–alone project 'Support for the development of the strategic needs of USB' has seamlessly built on the activities and outputs that were implemented in the previous programming periods. That project targeted further development in the following predefined areas:

- Strategic management at higher education institutions, including the promotion of cooperation and exchange of experience between higher education institutions.
- Cybersecurity, digitisation and modernisation of information systems.
- Supporting the development of the quality of educational activities through the tools of support, evaluation and remuneration of the teaching work of academic staff and the development of quality assurance tools.
- Organisation of festivals, shows, exhibitions and other similar events of an exceptional nature.
- Other activities in accordance with the strategic plan of the higher education institution and the Ministry.

An important element of the development of the USB, which was built upon in this programme, was the sharing of experience with other higher education institutions (in the form of visits, joint meetings and training), consultation of good and bad practice, the opportunity to develop the competences of responsible staff and systematic management of agendas, including drawing inspiration from foreign partners and institutions. The allocation for the implementation of these activities amounted to approximately CZK 4.9 million (see **Annexe 24**).

The second call focused on the following two topics:

- Preparation for the implementation of the reform of doctoral studies (CU coordinator) and preparatory steps for the implementation of individual elements of the amendment to the Higher Education Act and the Government Regulation on standards in the field of doctoral studies.
- Human Resource Management Strategy (MU coordinator) – this topic focuses on activities related in particular to the development of the working climate towards human resources with regard to the work ability of employees, the gender aspect of careers, the issue of equal remuneration in terms of ensuring comparability of pay conditions in the same types of academic positions, the system of training and development of staff, etc.

For the entire two-year period, more than CZK 1.9 million was allocated to USB under this second call (see **Annexe 25** for details).

6.4   Social responsibility

Social responsibility is one of the core values of USB, it is considered an extremely important attribute of all the activities carried out and is closely linked to the long-term visions of USB. In the USB Strategic Plan 2021–2030, social responsibility has a specific place, as it is defined as a cross-cutting theme that permeates all priority areas, which are education, research, internationalisation, openness and governance.

In order to identify priorities and socially relevant objectives, USB uses, among other tools, the results and recommendations of independent evaluation bodies, such as the results of the International Evaluation Panel (IEP) or the MICHE monitoring. One of the priority objectives of the SP USB 2021+ is Social Relevance of Research. Among the recommendations of the International Evaluation Panel according to the Methodology for the Evaluation of Research Organisations in the Higher Education Institution Segment for USB was the elaboration of a strategic plan for the social relevance of research at USB, which will cover University-wide activities for the promotion of initial ideas, motivation for their creation, through the parameters of funding, to monitoring the impact of implemented projects. This University-wide strategy for socially relevant research activities at USB will target both the academic staff and students of USB and the public. USB promotes openness in science, not only by focusing on the clear presentation of important research results to the general public but also by making the results of its researchers accessible to the public. At the same time, USB aims to promote more transferable skills such as communication, presentation, a proactive approach and creative thinking.

In the area of openness, USB is committed to continuing to support activities that will build the University's reputation, establish new partnerships and strengthen existing ones. These are primarily activities that are socially beneficial and accessible to the public in the areas of culture, health and well-being. By its very nature, USB has a significant role in interpreting events of societal significance and in commenting on current events and moods that are influenced by events at the local and global levels. In this context, USB is aware of its role and emphasises expertise, insight and impartiality.

In the area of management, USB has set itself long-term tasks, such as monitoring the cost and energy performance of buildings and the continuous application of efficiency measures, the development of digitalisation or the revitalisation of undeveloped areas.

The importance of social responsibility in higher education institutions was reflected in the Centralised Development Project (2023) 'University leaders in SDG II', which followed the 2022 project. The purpose of this project was to strengthen the role of universities as effective, responsible and inclusive public organisations by ensuring more effective cooperation in the transfer of good practices in the implementation of sustainable development goals within the operational aspects of universities and gradually forming a voluntary set of recommendations for strategic planning and the subsequent implementation of processes and measures. One of the many activities in which USB participated within the CRP project was the European Sustainable Development Week (ESDW).

The communication between the universities initially involved in the CDP project continued in 2024, when USB participated for the second time in the European Sustainable Development Week. During the Sustainable Development Week itself, an information campaign was conducted, with each of the faculties of USB having the opportunity to contribute what is relevant to them in the area. Be it water and energy management, responsible consumption, FairTrade awareness, highlighting the risks of misinformation or thorough education of health professionals and care for health and the environment. Three lectures were also prepared; representatives of the USB Faculty of Science gave an interview for Českobudějovický rozhlas and doc. Jaroslav Bernas from the USB Faculty of Agriculture and Technology outlined the importance of reducing consumption. As part of the European Sustainable Development Week, a new USB website focused on sustainability was also launched and is regularly updated.[34]

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[34]   https://www.jcu.cz/cz/univerzita/rozvoj/strategie-a-rozvoj/udrzitelnost–na-jihoceske-univerzite

The lecture by doc. Jaroslav Bernas during the European Sustainable Development Week on the topic of Life Cycle Assessment (LCA). Source: USB.

In the area of sustainability, the implementation of the project 'National Renewal Plan – Promoting Green Skills and Sustainability' was crucial in 2024. The project is related to the ecological transformation of the education system, in particular, the promotion of green skills development. Within the framework of individual key activities of the project, support will be provided for the creation of a new accredited degree programme and new or innovative subjects for existing degree programmes with clearly defined learning outcomes in the areas of sustainability, climate change, environmental protection and biodiversity, with due consideration of environmental, social and economic aspects.

Another important activity was the development of the Sustainability and Green Transformation Strategy of the University of South Bohemia in České Budějovice 2025–2030. Furthermore, a Carbon and Water Footprint Audit was created. Within the framework of Key Activity 5, the University of South Bohemia managed to establish several strategic partnerships (e.g. with MENDELU in Brno, HEI – Faculty of Management in Jindřichův Hradec or CzechTourism). The aim of the cooperation is not only to further share good practices and experience in the field but also to share data and expand general awareness of sustainable development.

The Rector of the University of South Bohemia in České Budějovice, prof. Pavel Kozák (centre), signed a memorandum of cooperation with the Rector of Mendel University in Brno, prof. Jan Mareš, at the 50th anniversary edition of the Earth Nutrient Fair and Exhibition. Source: USB Archive.

Since 2022, USB has been a member of the Association of Social Responsibility, which is the largest initiative of social responsibility (CSR) and Sustainable Development Goals (SDGs) from the UN in the Czech Republic. Membership in the Association enables participation in workshops and training. In 2024, thanks to this membership, several news and articles were published not only on the Association's website but also in the Sustainable Czech Republic magazine. The University of South Bohemia will be a proud member of the Corporate Social Responsibility Association in 2025.

Other University activities in the field of social responsibility and sustainability include the preparation of a project within the Integrated Regional Operational Programme (IROP) under the call 'Green Infrastructure'. The aim of the project is a large-scale revitalisation of the University campus, which will make it greener, healthier and more sustainable. A pond, green roofs, sports facilities, colourful benches and other elements will be built to improve the microclimate and contribute to biodiversity. Students, staff and the public can enjoy water features, trees and flower beds to cool the environment and create an urban space for relaxation and sporting activities. The 'blue-green' transformation of the USB campus should be completed by the end of 2026.
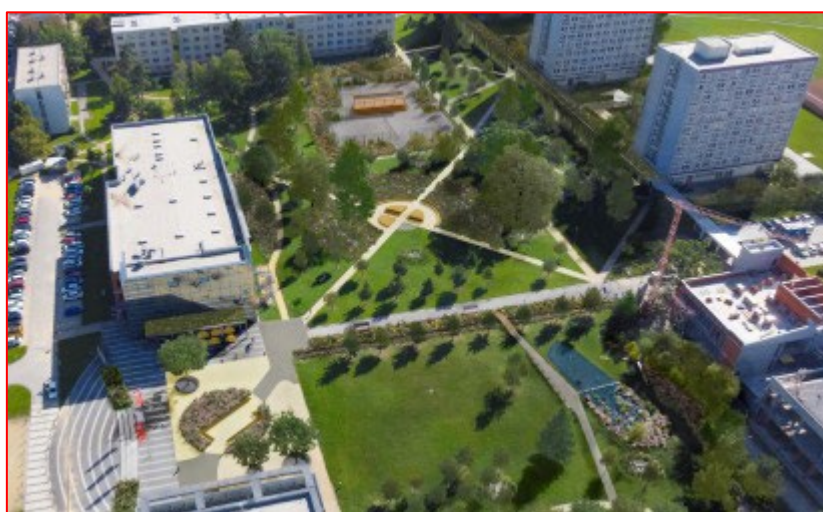
USB campus revitalisation project. Source: USB Archive

6.5 Human resources

USB has introduced a methodology for evaluating the educational and creative activities of academic staff at all eight of its faculties using the IS EAS (Evaluation of Academic Staff) software tool developed at Palacký University in Olomouc. This system allows to monitor the results of the educational and creative activities of individual staff members and to evaluate, among other things, their workload. In addition, it allows these results to be aggregated at any management level. Data collection from individual employees takes place annually in March (or April) and the results are subsequently evaluated at the level of departments, faculties and the entire University. The results of the evaluation are currently used directly to distribute funding for creative activities within some faculties and also to identify and reward excellent individuals and entire research teams. However, the aim of using this tool is not to uncritically accept calculated absolute values, but mainly to identify weak points within faculties and departments (institutes) or to monitor long-term trends, and in particular to respond to these types of outcomes in a constructive managerial way.

The IS EAS system is continuously developed and supplemented with new functionalities, and great efforts are devoted to its interconnection with other University and non-University databases and applications. In 2023 and especially in 2024, discussions were held on possible reconfiguration of some parameters of the IS EAS system at USB in response to trends, especially in the creative field. As a result of these discussions, the following adjustments to the IS EAS system will be reflected for the first time in the 2024 evaluation (the evaluation will take place in April 2025):

- Articles in the impacted WoS journal (Jimp) will now be evaluated by calculating the AIS average percentile rank.
- An article in a peer-reviewed journal in a world-renowned database (ERIH+, SCOPUS) (Jneimp) has been divided into:
    - Article in a peer-reviewed journal in the SCOPUS database – evaluation according to the average percentile according to CiteScore.
    - Article in a peer-reviewed journal in the ERIH+ database (the weight of the evaluation remained unchanged).
- The item 'Article in a Czech peer-reviewed journal (on the list of peer-reviewed non-impacted journals published in the Czech Republic)' (Jrec) was removed due to its outdatedness.
- The number of citations for a given year (excluding first–order self-citations) has been capped at a maximum of 30. More citations can be entered, but a maximum of 30 will be counted.
- The evaluation now takes into account the workload of academic staff in the following positions/activities:
    - Co-supervisor of PhD students.
    - Member of the Scientific Board of the University of South Bohemia.
    - Member of a faculty scientific council at USB.
    - Chair of an expert panel of the national grant agency.
    - Vice-chair of an expert panel of the national grant agency.
    - Member of a foreign grant agency.
    - Vice-Chair of a faculty academic senate.
    - Member of a faculty academic senate.
    - Member of the Internal Evaluation Board.
- Adjusted the weighting of the RUV results to make them comparable to the weighting of results in other areas.

In parallel with these adjustments, an information campaign will continue to be carried out to explain the system transparently to all academic staff of USB, explaining the advantages and limitations of the system, including how to work constructively and proactively with the system. This is a long-term task that will need to be worked on systematically.

The career development of academic staff is linked to the need to ensure the quality of educational, creative and related activities and the continuous improvement of results in these areas, which is determined by the nature of the academic and scientific research environment. Career development is thus generally determined, for example, by the attainment of a level of professional qualification, the award of a higher academic or scientific degree or successful creative activity. On January 1, 2022, the USB Career Regulations (Rector's Ordinance R 479) came into effect. This code regulates the basic principles of career development of USB employees and is one of the tools to fulfil the mission, vision and strategic goals of USB. One of the bases for the remuneration of USB employees is the staff appraisal, whereby the aim of remuneration is to continuously improve the performance of USB employees and to motivate employees for further career development. Some faculties have their own career regulations, which, however, complement or further develop the USB Career Regulations.

At the University-wide level, the best scientific and pedagogical results of USB employees are recognized by the procedure specified in USB Rector's Ordinance R 524, which establishes the rules for awarding honorary degrees, honorary titles, commemorative medals, and scientific and pedagogical awards of USB. This Rector's Ordinance came into effect on 1 July 2023. According to the aforementioned Rector's Ordinance R 524, awards for scientific, research and other creative activities may be granted in four subject categories (natural sciences – Zdeněk Veselovský Award; agricultural and fisheries sciences – Jakub Krčín Award; social sciences – Jiří František August Buquoy Award; humanities – Robert Sako Award). These awards may be granted to both academic staff and students of USB. Scientific awards are granted for outstanding results in research, including scientific publications or results of applied research (e.g. patents). Student awards may also be granted for outstanding bachelor's, master's or doctoral theses. Each year, up to three awards may also be granted for the popularisation of science (Jana Anna

Kateřina Zátková Award), regardless of field or age category. For more information about these awards, see **Chapter 5.5.**

The prizes for teaching (Jarloch Prize – in honour of Jarloch, an important educational leader and the first South Bohemian chronicler, abbot and co-founder of the monastery in Milevsko) can be awarded in two categories: for outstanding teaching achievements and for outstanding, modern higher education textbooks.

The award ceremony for the scientific awards, the awards for popularisation of science and the awards for teaching results takes place at the annual opening ceremony of the USB academic year. The scientific awards and the awards for popularisation of science include a diploma, a graphic certificate and a financial reward. The author of the graphic certificate is doc. Lenka Vojtová Vilhelmová, M.F.A., from the USB Faculty of Education. The award for the results of teaching includes a diploma, a special medal and a financial reward. The author of the special medal is Mgr. Olga Divišová from the USB Faculty of Education.

USB is also deepening the principle of feedback in the evaluation of non-academic staff, for which the EOS (Evaluation of Other Staff) system has been used University-wide since the end of 2018. This system is undergoing a gradual adjustment, both in terms of content and process, as well as in terms of technical aspects. In recent years, the EOS system has, for example, been expanded to include an English version for foreign staff, and some content changes have been implemented (reduction in the number of questions with an emphasis on open-ended comments and recommendations). Other changes have been implemented, among others. The changes were also made in connection with the newly adopted USB Wage Regulations (internal regulations registered by MEYS), the USB Career Regulations (Rector's Ordinance R 479), Rector's Ordinance R 456, which sets standards for professional activities in the management and administration of the USB[35] and Rector's Ordinance R 568 for personnel policy, which determines the classification of the work of non-academic employees into work groups (Job Catalogue).

An integral part of the EOS system is now also the Career Development Plans for employees, which are drawn up in accordance with the development concept or with regard to the tasks and objectives of the workplace of the employee being evaluated. Career development plans are drawn up in cooperation between the staff member being evaluated and his/her supervisor and placed in the staff member's personnel file. Career development plans shall be subject to regular evaluation. Career development of non-academic employees is ensured, in accordance with the USB Career Code, mainly through the following measures:

- Support for staff participation in professional events at national and international level contributing to the increase of expertise in the management, administration and administration of educational, scientific and research projects.
- Support for systematic education of staff in the field of management, administration and administration of educational, scientific and research projects in the form of organised programmes and courses of lifelong learning within internal education and education outside the USB.
- Support for language training, also in the framework of professional internships abroad.
- Support for the acquisition of experience of staff in the management, administration and administration of educational, scientific and research projects in the form of short-term internships at external workplaces.

Until the end of 2024, the EOS system was implemented in MS Excel, and in 2025 it is expected to be implemented in electronic form, using the IS EOS software tool developed and further developed at Palacký University in Olomouc. The pilot testing of this system will take place at the USB Rectorate, and in the following year, it is expected to be deployed at the USB faculties, other units and University-wide facilities of USB.

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[35] This measure sets out the standards for professional activities in the management and administration of the USB Rectorate, including the education and mandatory training requirements for individual USB Rectorate posts, professional activities and the establishment of employment of senior staff.

A significant help, not only in the field of evaluation of academic and non-academic employees, is the introduction of an electronic version of the USB organisational structure, which captures the breakdown of individual units and positions using the relevant database. The management of the USB Rector's Ordinance R 481 organisational structure system is regulated by the Rector's Ordinance R 481.

USB has also prepared its own Gender Equality Plan for the period 2021–2024 since 2021, the updated version of which for the period 2025–2028 was approved by the last required Bureau at the end of 2024. This is one of the tools through which the University is gradually implementing measures to improve conditions in the field of gender policy. At the same time, the gender area is directly addressed in the career schedules at some units of USB.

USB has also long been involved in the topic of parenting support among its employees. Emphasis is also placed on flexibility and a supportive work environment to retain or attract quality employees. USB's personnel policy is as accommodating as possible to pregnant women and mothers/fathers of young children. Specific examples include the possibility of part-time work, contract work, working from home, suburban camps, Christmas parties, Children's Day, etc. During parental leave, contact is maintained with the staff and, as a rule, a work e-mail is left to transmit information about current events. In addition, USB is fully aware of the need to invest in the training and development of staff who would leave, i.e. the new costs incurred in finding, selecting and training new staff.

USB also pays great attention to the benefits offer for USB employees and its continuous expansion. Currently, the following University-wide employee benefits are offered:

- Working in an institution implementing the HR Award.
- 5 weeks leave for non-academic staff, 8 weeks for academic staff.
- Subsidized meals.
- Employee courses.
- International language exams TOEIC and TOEFL.
- Cambridge exams at the British Centre at USB.
- Children's group for children of USB staff on campus.
- T-Mobile mobile phone benefits for employees and family members.
- Free Microsoft Office on private devices.
- Discount for using the services of GoDrive – Budějovice carsharing (discount applies to all USB employees, students and graduates).
- Discounted banking services at partner banks (ČSOB, Raiffeisenbank, and now from 2024 UniCredit Bank).
- Contribution to supplementary pension insurance or supplementary pension savings (new from 2024).
- Benefit programme from ALZA (new from 2024).
- VIP programme from DATART (new from 2024).

Other employee benefits, including the conditions for their use, are set out in the current USB Collective Agreement for the period 2021–2024 or for the period 2025–2027 (USB Collective Agreement for the years 2025–2027 was concluded in December 2024). These include, for example the possibility to take 4 days of sick leave due to short-term illness without the need to provide a doctor's note and regardless of whether the employee has used up their annual leave the possibility to use the USB's own sports, recreational and rehabilitation facilities at a discounted or cost price, depending on availability, the preferential sale of discarded university property or the award of financial rewards for significant work or life events (reaching the age of 50, termination of employment after becoming eligible for retirement, birth of a child).

Some other benefits are offered directly by individual USB faculties to their employees. USB employees can also participate in a number of cultural, educational, charitable and social events that the University either organises itself or co-organises, or provides support and facilities for. Further information on the range of these activities is provided in the USB Annual Activity Report.

6.6   Information Technology

ICT services at USB are provided centrally by the Centre of Information Technology (CIT USB). This University-wide unit manages and develops the centralised information systems and information infrastructure at USB. The services provided by CIT USB cover all key areas at USB. The following graph shows the evolution of the number of services provided and the number of CIT USB staff over the last 27 years.

Number of services provided by CIT USB and number of CIT USB staff

Values for "Number of services provided" (red line): 1998: 25, 1999: 29, 2000: 35, 2001: 36, 2002: 37, 2003: 39, 2004: 48, 2005: 52, 2006: 55, 2007: 63, 2008: 68, 2009: 82, 2010: 88, 2011: 96, 2012: 101, 2013: 104, 2014: 116, 2015: 120, 2016: 123, 2017: 126, 2018: 128, 2019: 134, 2020: 144, 2021: 149, 2022: 148, 2023: 146, 2024: 157.

Values for "Number of CIT employees (natural persons)" (green line): 1998: 11, 1999: 12, 2000: 12, 2001: 14, 2002: 15, 2003: 16, 2004: 16, 2005: 16, 2006: 17, 2007: 17, 2008: 20, 2009: 21, 2010: 19, 2011: 19, 2012: 19, 2013: 18, 2014: 17, 2015: 16, 2016: 16, 2017: 18, 2018: 18, 2019: 20, 2020: 20, 2021: 22, 2022: 26, 2023: 28, 2024: 27.

Evolution of the number of services provided and the number of CIT USB staff from 1998 to 2024.

In addition to the management and development of the centralised information systems and information infrastructure at USB, CIT USB currently also manages the local area network and terminal equipment at the following USB units:

- USB Academic Library.
- USB Academic Library, USB Academic Library, USB Academic Centre.
- USB Centre of Information Technology.
- USB Faculty of Arts.
- USB Goethe Centre.
- USB Pre-school Facility.
- USB Rectorate.

Specific ICT needs and requirements of individual faculties and units of USB are provided by IT units of faculties and constituent parts of USB. CIT USB provides the faculties and constituent parts of USB with the necessary assistance in connecting their ISs with University-wide services, as well as methodological and user support in using the provided centralised ICT services.

In 2024, the following projects were undertaken at CIT USB:

- Project team. Digitisation of EIS. Programme of support for the development of higher education, Project No PPROVŠ24 02/Digitisation of EIS.
- KRLÍN, E. et al. Development of central information systems at USB. Project No SPSM24-25 25/REK.

- MILOTA, J. et al. Development of IT infrastructure of USB. USB project No SPSM24-25 26/REK.
- MILOTA, J. et al. Building a backup server room for centralized services of USB. Project FSP 2024–2026 No. FSP24-26 10/REK.
- KRLÍN, E. et al. Extension of the Records Management with functionalities needed to implement FDPB. Project FSP 2024–2025 No. FSP24-25 09/REK.
- Project team. Implementation of the SDG Regulation – Introduction of the HEI service. NRP MV 2023–2026 project.

The total amount of funds raised from these projects amounted to CZK 14.136m.

In the area of network and information infrastructure, the following activities were implemented in 2024, mainly from project funds:

- 60 Wi-Fi access points were replaced.
- Identity management of USB was extended to include EOC identities without national identification numbers (especially for participants of LLL courses).
- New fibre optic cables were installed between the buildings of the USB Rectorate and the FAT USB Chemistry Faculty and between the buildings of the USB Rectorate and the FHSS USB Exhibition Centre.
- M365 backups were started, especially of emails and gradually also OneDrive of employees.
- HyperV virtualisation was moved to Proxmox.
- The upgraded USB R&D cloud was launched for the needs of science, research and education at USB.

In the area of information systems, the focus is on components related to study and e-learning support. In this area, the following changes took place in 2024:

- A new generation of modules in IS/STAG for issuing digitally signed documents, their generation in PDF/A and electronic signing was deployed.
- A new module in IS/STAG for electronic/distance testing was launched.
- A new module in IS/STAG for complete computerisation of doctoral studies was launched.
- The new functionalities of the internationalisation module in IS/STAG were implemented.
- A new module for linking IS/STAG to the core registers has been launched.
- A new IS/STAG interface was created for connection to the new Ginis Records Management system.
- In addition, a number of partial modifications to IS/STAG were implemented to improve functionality and user-friendliness.

The following significant changes were made at USB **in the area of automation and digitisation of operational remits** in 2024:

- The implementation of the new Ginis Records Management service was underway, which was put into production operation from 2025.
- Modifications and improvements were made to the IS VERSO modules according to current needs (especially in the travel orders module), and an electronic signature book was launched for all IS VERSO modules.
- The HR portal was put into routine operation in the remaining constituent parts of USB, and also includes the recording of working time, approval of leave and requests for changes to personal data.
- Modifications and improvements were made to iFIS and new functionalities were added (development of CUL, offsetting of foreign currency payables and receivables, linking iFIS to Cribis sanction lists, etc.).
- Electronic travel orders were extended at the FSC USB, FEC USB and FAR USB.
- Connection of TenderArena to the Ginis Records Management system was implemented.

In the area of cyber security, the following activities were implemented:

- The second stage of the USB cybersecurity analysis was carried out by an external contractor.
- A new Rector's ordinance and the first few IIS directives were issued.
- Multi-factor authentication was introduced to M365 services, including email.
- Rector's ordinances for IT were updated.

6.7 Libraries and electronic resources

The library and information services provided are also very important in related activities. There are two libraries at USB – the USB Academic Library, which is a university-wide library, and the Josef Petr Ondok Library, which serves as the faculty library of the USB Faculty of Theology. Both libraries are connected by a single automated system ALEPH, a common catalogue, and both are accessible to students of all faculties of USB without restrictions.

The USB Academic Library was established in 2010 by merging the library collections of the former libraries of the Faculty of Education, Faculty of Science, Faculty of Health and Social Sciences and Faculty of Agriculture of USB. In 2012, the library collection of the USB Faculty of Fisheries and Water Protection was added. The library provides services to students and teachers from all constituent parts of USB, researchers of the institutes of the CAS in České Budějovice and interested members of the public.

The USB Academic Library offers:

- more than 450,000 volumes of books and journals, of which 200,000 volumes are freely accessible;
- tens of thousands of electronic journals and e-books;
- more than 500 study places in various types of study rooms;
- 100 computers with Internet access;
- Wi-Fi connection for laptops, mobile phones and tablets;
- self-service book return 24 hours a day;
- copying, printing, scanning;
- café;
- a textbook and learning materials store.

The USB Academic Library collection is housed on two floors. The first contains books in the social sciences and fiction, and the second contains books in the natural sciences, agriculture, and medical sciences. University qualifying theses are also available for full-time study. The USB Academic Library also regularly organises seminars and courses on the effective use of modern information resources. A club room equipped with audiovisual equipment is used for lectures and cultural events.

In the premises of the USB Academic Library (in the Script Shop), there is also a new University e-shop,[36] which enables interested students, employees, graduates and the general public to purchase promotional and souvenir items of the University and individual USB faculties but especially publications and textbooks published by individual USB faculties and the USB Publishing House. At the e-shop, it is also possible to purchase selected courses and conferences, summer schools, suburban camps and other educational activities offered by individual faculties of USB. When ordering goods from the e-shop, it is possible to use payment by credit card, bank transfer or cash/card payment when picking up the goods directly at the shop.

Replenishment and updating of the library collection is carried out in cooperation with the guarantors of individual programmes/fields, or directly with lecturers who know the information needs of their students. Acquisition is financed from multiple sources, i.e. from institutional or grant funds of USB constituent parts and the budget of the USB Academic Library; to a lesser extent, the library collection

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[36]   https://eshop.jcu.cz/simplifyworks/eoc/public/products

is supplemented by donations. New information resources for all disciplines represented at USB are added in a targeted manner, with special attention paid to those that are starting at USB and therefore do not have sufficient information support, often including purchases from antiquarian bookshops or purchases from the libraries of prominent personalities. At the same time, necessary copies are purchased from the most sought-after sources. In recent years, the library collection of the USB Academic Library has been expanded by, among other things, selected domestic and foreign literature related to the broader issue of academic integrity; recently, the USB Academic Library has also purchased 25 e-books from the Emerald publishing house for permanent ownership. Now, all USB students and staff can read 50 e-books from this publisher.

Special attention is paid to the availability of electronic information resources (EIS) to support teaching and research activities. Financial support for these extremely costly but necessary sources of information for teaching and research has been provided by USB for many years from the programmes announced by the MEYS (INFOZ, OP R&DI, Information – the basis of research). Other necessary resources and tools for working with them (EDS search engine,[37] citation manager CitationPro,[38] tool for working with e-journals EZB,[39] etc.) are financed by USB from its budget. In the past years, USB has been involved in a number of projects focused on access to EIS, which have been followed by participation in the CzechELib project from 2018 or 2020, which guarantees the availability of these cutting-edge information resources in the years to come. From 2023, CzechELib is part of the follow-up project of the National Centre for Information Support of Research, Development, and Innovation (NCIS R&D&I). In this context, it was necessary to create a new portfolio of EIS for the period 2023–2027 in agreement with the individual faculties of USB. A new Framework Contract for centralised procurement was concluded between USB and the National Library of Technology (NTK) in mid-2022. The contract for the period 2023+ already includes an Open Access publishing element. The benefits of the NCIP R&D&I project include, among other things, the transition of some publishers to the Read and Publish subscription model. Thanks to the new subscription model, authors from the University of South Bohemia can take advantage of discounts or tokens for Open Access publishing provided by Taylor & Francis, Springer Nature, Wiley and Oxford University Press.

In 2024, or for a limited period this year, all staff and students also had the opportunity to try the 'scite_' tool, which offers a quantitative and qualitative view of how scientific publications cite each other, free of charge. The service also included the scite_Assistant, which verifies the texts produced by ChatGPT and ensures that false claims are not made, providing the source of the reference for each statement. For a limited period, trial access was also available to Scopus Copilot, which is an extension of the world's largest abstract and citation database of peer-reviewed literature to include an artificial intelligence element.

As part of the CzechELib project, the library has access to the CELUS system, which is used to monitor the use of individual databases. This system enables monitoring of the use of EIS, both purchased through CzechELib and acquired elsewhere. The use of electronic resources is showing a steady growth. Traditionally, the most used resources include the Web of Science citation database and the multidisciplinary full-text database ProQuest Central. Outside of the CzechELib consortium, users can access to Czech and foreign books on the ProQuest Ebook Central platform, the EZB electronic journal library, and the EBSCO Discovery Service, which enables simultaneous searches in multiple sources through a single interface.

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[37] EBSCO Discovery Service (EDS) is a search tool that allows you to search the contents of most of the USB Academic Library's information resources, both licensed and a range of freely available resources, from a single location. The EDS also integrates the USB online catalogue. The EDS interface is in Czech language and allows simple and advanced searches with extremely fast response times.

[38] The Citation Manager Citation PRO Plus enables the export of citations to the most commonly used citation styles (e.g. CSN ISO 690, Chicago, Harvard, MLA, IEEE, CSE, etc.), has a direct link to MS Word and supports many other functions that simplify work with the sources used. It is available to USB students and staff within the university computer network.

[39] The Electronic Journal Library (Elektronische Zeitschriftenbibliothek, EZB) offers convenient access to full-text scholarly electronic journals. This service provides quick access to journals available at the USB through consortial and individual subscriptions, as well as to journals freely available on the Internet. In this way, the library has access to more than 120,000 periodicals.

The currently available and planned EISs cover all programmes/fields accredited at USB and can be used not only within the USB campus but are available to USB users online without limitation via the VPN concentrator. An overview of all the EIS acquired by the library is given on the USB Academic Library website.[40]

On the basis of a contract with the National Library of the CR, the USB Academic Library has gained access to the National Digital Library – Works Not Available on the Market (NDL – DNNT) service. This service can be used free of charge by all library users with a valid registration. Works unavailable on the market include full texts of books published in the Czech Republic until 2007 and journals published until 2011. These are documents protected by copyright (i.e. 70 years have not passed since the author's death). In addition, full texts of older documents that are copyright-free are also available. There are 180,000 digitised volumes.

In order to make the library collection as accessible as possible to users from faculties outside the main campus, the USB Academic Library operates not only in the main building, but also in the study room at the Faculty of Health and Social Sciences of USB and at the branch of the USB Faculty of Fisheries and Water Protection in Vodnany, where it provides a full range of library and information services. The collections of the USB Academic Library also include deposit libraries at the faculties. The USB Academic Library ensures their development and methodically assists the administrators of the deposit libraries from the relevant departments/institutes.

The USB Academic Library currently uses the ALEPH library system, which is, however, already outdated and does not meet current needs, especially in terms of management and use of electronic information resources. Therefore, the library staff, together with other institutions, have been involved in the preparation of the implementation of a central platform of the new generation (NGP) for efficient searching and sharing of all types of information resources, within the framework of working groups created for this purpose by the NTK. The main benefits of NGP include central cataloguing, unification of dictionaries and codebooks, and the absence of duplicate records. This will enable accurate searching and retrieval of relevant and addressable results. Implementation at USB is expected to take place in 2025.

The USB AL Library Board is an advisory body to the USB Rector in the area of information resources managed by the USB Academic Library. The Library Board expresses its opinion mainly on the concept of individual key activities of the USB Academic Library, on the global principles of allocation of financial resources for replenishment of the library series and other information collections of the USB Academic Library, on proposals for improvement of the USB Academic Library's activities, and on proposals for the Library and Organisational Regulations of the USB Academic Library. The USB AL Library Board has 14 members; its chair is the Vice-Rector in charge. Meetings of the USB Academic Library Board are held at least twice a year.

Statistics of USB Libraries – Academic Library

Item/year	2019	2020	2021	2022	2023	2024
Fund increase per year	6 711 (+ 2 e-books)	3 766 (+ 57 e-books)	4 319 (+ 1 e-book)	3 234 (+ 28 e-books)	3 513 (+ 26 e-books)	4 879 (+ 1 e-book)
Total library stock	371 027 (+ 434 e-books)	370 014 (+ 491 e-books)	370 799 (+ 492 e-books)	373 086 (+ 520 e-books)	372 925 (+ 546 e-books)	377 694 (+ 547 e-books)
Number of periodical titles subscribed to	423 (+ 25 e-periodicals)	416 (+ 23 e-periodicals)	414 (+ 21 e-journals)	405 (+ 20 e-journals)	393 (+ 14 e-journals)	350 (+ 14 e-journals)
Number of absentee loans (including renewals)	130 040	159 658	118 190	97 889	92 420	87 292

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[40]   https://lib.jcu.cz/cz/katalog-2/abecedni-seznam-databazi

Item/year	2019	2020	2021	2022	2023	2024
Number of users	12 144	12 048	12 156	11 887	12 073	11 569
Number of study places	568	568	568	568	568	568
Number of volumes in the open-access section	186 453	196 541	193 486	196 163	192 407	195 665

Statistics of USB Libraries – Library of the Biology Centre CAS

Item/year	2019	2020	2021	2022	2023	2024
Fund increase per year	321	829	1 413	460	57	129
Total library collection	64 970	65 450	66 816	67 246	67 303	67 430

USB Library Statistics – Austrian Library

Item/year	2019	2020	2021	2022	2023	2024
Fund increase per year	100	84	112	70	80	103
Total library collection	7 516	7 600	7 695	7 765	7 845	7 948

The J. P. Ondok Library is located on the ground floor of the building of the USB Faculty of Theology in the centre of České Budějovice. At present, it has around 52,000 volumes of theological, spiritual and ecclesiastical literature, as well as other specialist literature in the fields of psychology, sociology, philosophy, religious studies, pedagogy, social work, political science, law and natural sciences. In addition to Czech literature, its collection also includes books in German, Slovak, English and Italian. For in-person studying in the study room, there is a collection of journals containing about 120 titles of both domestic and foreign provenance.

Books and journals are mainly arranged in open-access shelves sorted by subject. The library includes facilities for full-time study. Most books can be borrowed at home, with the option to renew online, by phone or by mail. Borrowed titles can be reserved online or in person. The library is equipped with the ALEPH library computer system, and all book holdings are searchable via the internet. The library is intended for students and teachers of the USB Faculty of Theology, other faculties and schools, as well as interested members of the public.

USB Library Statistics – J. P. Ondok Library (Faculty of Theology, USB)

Item/year	2019	2020	2021	2022	2023	2024
Fund increase per year	860	657	1 899	651	443	551
Total library collection	51 063	48 521	51 271	51 541	51 442	52 151
Number of periodical titles subscribed	112	110	112	56	54	50
Number of absentee loans (including renewals)	27 923	17 344	14 717	16 860	18 029	17 921
Number of study places	30	24	24	24	24	24

Item/year	2019	2020	2021	2022	2023	2024
Number of volumes in the open-access section	29 702	29 859	31 305	31 442	31 631	31 807

The FED USB Academic Library and the J. P. Ondok Library support the vision, values and mission of USB, of which they are an integral part. They provide access to quality information resources, professional services and suitable study spaces, thus contributing to the quality teaching and effective research activities of the University.

6.8   Information, advice and support services

The provision of information, counselling and support services at the University of South Bohemia is enshrined in the Study and Examination Regulations of the University of South Bohemia. Specific aspects of these services are further specified in the USB Rector's Ordinance with University-wide scope and other internal standards of individual faculties, especially with regard to the definition of competences and responsibilities of degree programme guarantors, heads of departments and institutes, student affairs offices, practical training offices and other support offices.

Information services include the provision of factual or reference information – e.g. where to find specific information, whom to contact or what procedure to follow.

Advice services include:
- Consultations (one-off meetings which may or may not be part of a wider counselling service).
- Counselling (systematic support through consultation and information).
- Mentoring (sharing of experiences, usually between more experienced and less experienced students or staff).

Support services include:
- Diagnostics (identifying specific needs).
- Targeted support (setting conditions and rules taking into account individual needs, scholarship support, availability of study aids, etc.).
- Assistance (help with specific learning or life difficulties).
- Facilities (e.g. specialised study rooms, quiet zones, coworking spaces).
- Coaching (support in setting and achieving professional and personal goals).
- Tutoring (study accompaniment and pedagogical support).
- Supervision (especially in the context of career-oriented practices).
- Training (compensatory and complementary courses, LLL courses).
- Pastoral care (accompaniment in difficult life situations with regard to the spiritual dimension).

The overall coordination and methodological management of these services is the responsibility of the Vice-Rector for Student Affairs.

In terms of the U-wide quality assurance and evaluation framework, systematic attention is also paid to the activities of specialised support services – in particular the Support Centre for Students with Special Needs, the Career Centre and the University Counselling Centre. These centres provide key information, counselling and support services across the University and play a vital role in the areas of student comfort, inclusion, personal development and enhancing students' mental well-being. Their activities are regularly reflected upon in internal evaluation processes, with a focus on the quality, accessibility and effectiveness of the services provided.

The Support Centre for Students with Special Needs (SCSSN) is a specialised university unit established in 2013, which provides support to students and applicants with specific needs in accordance with the requirements of Act No 111/1998, on Higher Education Institutions, and the methodological standards of MEYS. Organisationally, it falls under the USB Rectorate and operates under the authority of the Vice-Rector for Student Affairs. In addition to support for students, it also offers methodological assistance to university staff in the implementation of support measures in teaching. The aim of the centre is to equalise learning opportunities while maintaining the quality of higher education.

The SCSSN is an active member of the Association of Service Providers for Students with Special Needs in Higher Education Institutions, and the head of the Centre has been repeatedly elected President of this Association. The Centre maintains intensive professional links with similarly focused facilities at other higher education institutions, and actively participates in meetings with MEYS, representatives of institutions within the South Bohemia Region and other relevant partners. In this way, it fulfils its mission not only within the university but also has a significant impact in the wider institutional and professional context.

Owing to the high level of material and technical equipment, obtained among other things through successfully implemented projects, and the quality of services provided, SCSSN significantly contributes to building the reputation of the University of South Bohemia. In the framework of institutional accreditation, the Centre was evaluated as exemplary in terms of meeting the standards of support for students with specific needs.

In 2024, SCSSN provided support to a total of 148 students with specific needs. It can be noted that the number of these students is on an upward trend.
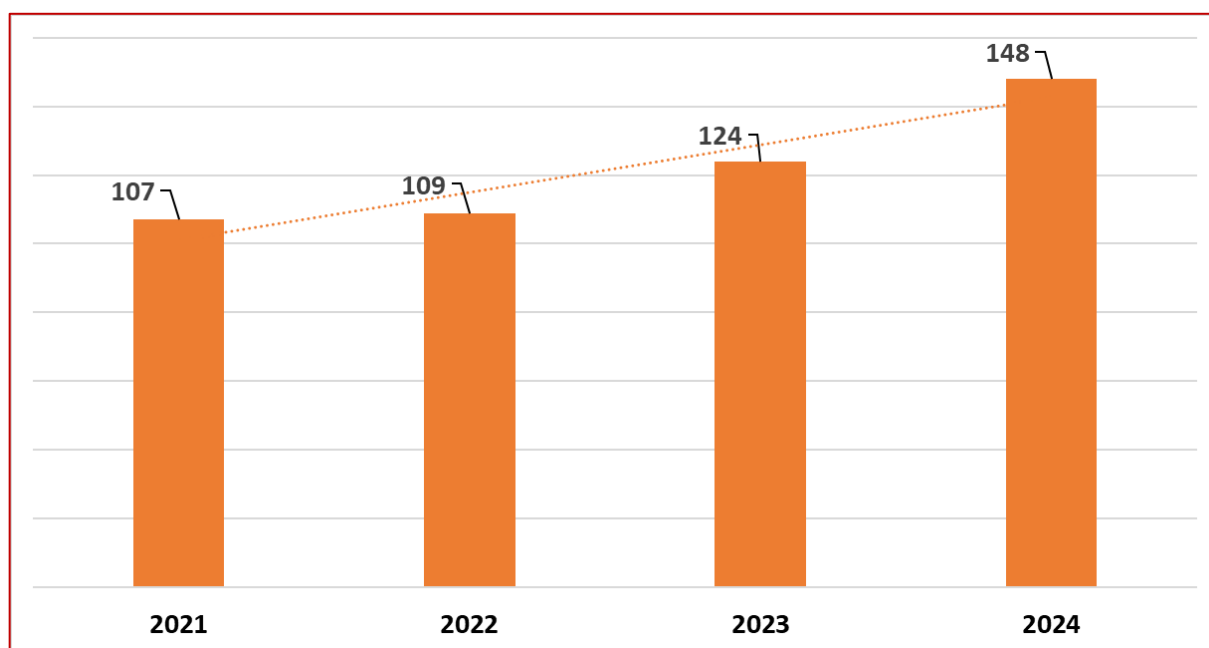
Number of students with specific needs at USB in 2021–2024.

In 2024, the Head of SCSSN regularly participated in the meetings of the Vice-Rector for Student Affairs with the Vice-Deans for Student Affairs and representatives of the student affairs offices of all constituent parts of USB. This systematic participation has contributed significantly to raising awareness and cultivating an approach to supporting students with specific needs across the University. The joint meetings also highlighted the need for the SCSSN to more precisely specify the individual study schedule for students with specific needs. This concretisation is particularly crucial for the study officers who set the administration and controls of the studies of these students on this basis.

In connection with the long-prepared amendment to Act No 111/1998, on Higher Education Institutions, which came into effect on 1 March 2025, a change related to the new wording of Section 21(1)(j) was discussed at the University of South Bohemia at the end of 2024. This section now explicitly obliges higher education institutions to ensure equal access to education, including support for students with special needs. The University will respond to this legislative change during 2025 by expanding the remit of the Support Centre for Students with Special Needs towards systematically ensuring equal access to education in a broader sense. In this context, the name of the centre will also be updated to better reflect its expanded remit. At the same time, the University will provide the necessary support to the centre – in particular in the area of capacity building and professional development of staff. Since 1 January 2025, the University of South Bohemia has been implementing the project 'Development of the University of South Bohemia – ESF+' (registration number: CZ.02.02.XX/00/23_022/0009102), supported by the Jan Amos Komenský Operational Programme (OP JAK). Ensuring equal access to education is one of the activities of this project and will be an important support for the planned development of the centre.

In connection with the amendment of Act No 111/1998, on Higher Education Institutions, the Rector's ordinances relating to the support of students with specific needs (specifically R 303 and R 304) will be updated in the coming period.

No major issues requiring immediate corrective action have been identified in the SCSSN activities in 2024.

The USB Career Centre (CC) operates at the University of South Bohemia as a specialised unit with a University-wide remit. Like the Support Centre for Students with Special Needs (SCSSN), it has been an organisational part of the USB Rectorate since 2024 and provides services to all USB students across all faculties. The USB Faculty of Economics significantly participates in its activities and provides professional and content guarantee of the centre's activities.

Providing career counselling is an integral part of the services offered by a modern university and is in accordance with the requirements of Government Regulation No 274/2016, on standards for accreditation in higher education, which states: *'Applicants, students and other persons shall have access to information and counselling services related to their studies and the practical application of the knowledge acquired in degree programmes.'*.

The target groups that primarily use the services of the USB Career Centre are mainly students and recent graduates of the University. The Centre offers individual consultations in the field of career counselling, workshops, seminars and elective courses focused on promoting entrepreneurship and personal development. However, the services of the USB Career Centre are also available to study applicants, who are assisted with orientation in the range of degree programmes and provided with advice on future career options. The CC also cooperates with potential employers of graduates – it offers space for advertising job opportunities, facilitates contact between employers and students and organises partner lectures or networking activities.

In 2024, CC started to develop support for students to start their own business. USB students and graduates can now benefit from individual counselling, focusing not only on the administrative basics of business (trade license, taxes, legal minimum), but also on market entry strategies, customer targeting and idea validation. Another area in which the USB Career Centre has expanded its activities in 2024 is offering courses for University employees. This initiative responds to the growing need for systematic support in professional development and career planning for academic and non-academic staff as well. The courses offered focus on, for example, soft skills development, working with career tools, effective communication, managing change and mentoring students. The USB Career Centre is thus strengthening its role not only as a support centre for students, but also as a partner in internal human resources development across the University.

The activities of the USB Career Centre are regularly presented and discussed with faculty representatives in roundtable discussions. The activities of the CC are continuously presented and communicated, especially through social networks and other online tools that enable effective outreach to target groups.

The active networking and cooperation of the USB Career Centre with other university career centres in the CR can also be positively assessed.

The University Counselling Centre of the University of South Bohemia (UCC) operates at the University of South Bohemia as a specialised facility with University-wide competence. Like the Career Centre (CC USB) and the Support Centre for Students with Special Needs (SCSSN), it provides services to all students across the faculties of USB. Since 2024, it has been an organisational part of the USB Rectorate. The Faculty of Education of USB, especially the Department of Psychology, significantly contributes to its activities and provides professional and content guarantee for the activities of the counselling centre.

The importance of higher education counselling lies mainly in its low-threshold nature, which enables early detection of various difficulties, whether psychological, academic or personal. Psychological and pedagogical counselling services also form an important part of the University of South Bohemia's comprehensive strategy aimed at reducing academic failure. This includes not only counselling itself, but also the recognition and correction of learning deficits, the development of study skills, work with motivation and close cooperation with specialised departments such as the SCSSN.

Psychological counselling also plays a vital role in supporting students with mental health difficulties and psychiatric diagnoses – including crisis intervention and support in coping with challenging life situations. It also has an important function in helping students who otherwise find it difficult to access care, for example, students from socially disadvantaged backgrounds or international students. In addition, the counselling service facilitates follow-up professional services, such as psychotherapy or psychiatric care, where this is necessary for the student.

USB's University Counselling Centre is a member of the Association of Higher Education Counsellors and the Czech Association for Psychotherapy. Its portfolio of services is broad and reflects the needs of students in the areas of mental health, academic support and personal development.

In 2024, the USB Career Centre and the USB University Counselling Centre provided services to a total of 579 students.

Information and library services at USB are provided by the USB Academic Library and the J.P. Ondok Library. Further information on the activities of these libraries is provided in **Chapter 6.7.**

6.9　　Finances

USB manages mainly public budget funds, which it supplements with its own resources. The bulk of public resources is made up of institutional support, namely the state budget contribution for educational and creative activities provided under the Higher Education Institution Act, and institutional support for the long-term conceptual development of a research organisation (LCDRO) based on the evaluation of its achievements under Act 130/2002, on support for research, experimental development and innovation.

USB's economy is stable and loss-free. USB's revenues have been growing for a long time, and in 2022 they exceeded the CZK 2 billion mark for the first time. This upward trend continues in the following period.

USB's revenues

Year	2020	2021	2022	2023	2024
I. Operating subsidies	1 411 518	1 462 124	1 556 366	1 573 908	1 570 706
II. Contributions received	1 237	1 315	1 270	887	616
III. Total revenue from own performance and goods	142 284	134 206	162 755	179 271	183 118
IV. Other revenues	222 657	241 788	282 063	278 845	381 335

Year	2020	2021	2022	2023	2024
R&D Proceeds from the sale of intangible and tangible fixed assets	5 750	8 792	1 398	5 953	2 175
TOTAL	1 783 445	1 848 225	2 003 851	2 038 863	2 137 950

USB is a public institution and must therefore have clearly defined rules for the management of its financial resources in the long term. The basic legal regulations are the Higher Education Institution Act and Act No 563/1991, on Accounting, and USB is governed by special legal regulations and decisions on the provision of contributions and subsidies, their purpose, use and settlement with the state budget, which are provided in particular by the Ministry of Education, Youth and Sports. Among the internal regulations, the USB Statutes, including their integral annexe, which is the USB Management Rules, are central to the management of financial resources. The strategy, policy and process for managing financial resources within the USB are implemented in a way that supports the overall strategy of USB and guarantees financial stability. University and faculty budgets and budget rules are subject to approval by the respective senates.

The USB budget is based on the internal rules for budgeting – the USB Budget Methodology. The Methodology contains the procedures for calculating the amount of the contribution and subsidy to the LCDRO for individual USB faculties, the specification of earmarked items intended for the financial provision of strategic areas, and the draft budget of central units, including the distribution of resources for its provision. The draft of the Budget Methodology for a given calendar year is prepared by the USB management (approved by the USB Academic Senate), based in particular on the USB strategic objectives, the current need to secure resources for financing selected activities, the situation in the financing of higher education institutions and the expected development of the volume of resources for USB. The methodology is prepared in close cooperation with the deans of the faculties and is continuously consulted with representatives of the USB Academic Senate and the trade unions.

Of the funds provided under the 'A+K' indicator, 5% is allocated to support the strategic priorities of USB. The rules of the Fund for Strategic Priorities (FSP) were consulted with the deans and representatives of the faculties and subsequently approved by the academic part of the Rectorate. The funds of indicator 'A' after the 5% separation for the FSP are distributed among the faculties in the proportions of previous years (90%), with a smaller part of the funds (10%) being distributed according to the allocation key (the number of students in the standard period of study and the EIC of their degree programmes as of 15 May of the previous year). Within the framework of the indicator 'K', the Methodology works partly with the criteria used by the MEYS, partly with its own criteria with regard to the internal priorities of USB. The subsidy for LCDRO is largely distributed according to the ratios of the previous year, partly according to the publication performance and research grants received, partly for the support and development of research teams, co-financing of large infrastructures CENAKVA and the Centre for Polar Ecology, and a small part is allocated for extraordinary LCDRO (postdoctoral positions and small faculty projects), for financing scientific databases and ensuring the operation of the USB Publishing House.

In 2024, the University of South Bohemia also worked with funds for so-called salary cohesion, i.e. with one-off funds from the MEYS used to compensate for salary differences at universities.
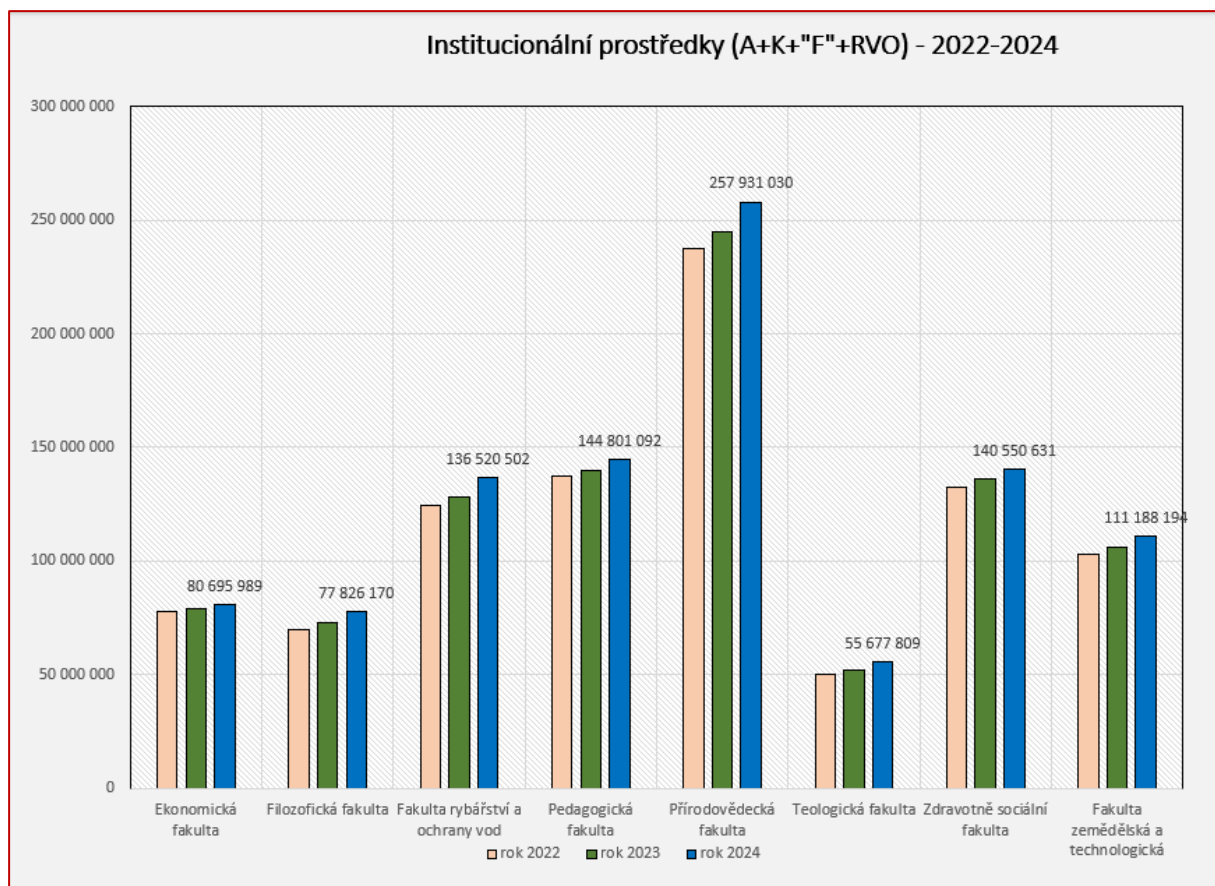
Development of Institutional funds (A, K, LCDRO, wage cohesion – under indicator F) in 2022–2024.

The allocation of earmarked funds is not part of the USB Budget Methodology; the use of these funds is governed by the rules of the ministry. The other subsidy budget resources are already directed by the providers to specific activities, and thus their beneficiaries within the USB are determined by the criteria given by the providers.

The implementation of the internal control system at the USB Rector's Ordinance is defined by an ordinance of the Rector and an ordinance of the Bursar, which governs the circulation of documents. The USB Rector's Ordinance on the implementation of the internal control system regulates the control system at USB, clearly setting out the duties of the responsible staff to ensure the correct, economical, efficient and effective use of public funds. The deans of the faculties and the directors of the individual units are responsible to the USB Rector for the economical and efficient use of the USB's funds and property. Management control is exercised by senior staff within their management authority or by staff delegated by them in accordance with their powers and responsibilities. Preliminary management control is exercised at the constituent parts of USB by the staff responsible, by the deans of the faculties or by the directors of the units. At each constituent part of USB, the head of the unit or the project manager is always in charge of the operation. The budget manager function is usually performed by unit secretaries or economists, or by authorised employees of the relevant rectorate units (Economic Division or Project Office). Preliminary control of the post of Chief Accountant is carried out by the accounting officers responsible for the booking of specific accounting cases.

Internal control includes the Financial Control Office and the Internal Audit Office, which perform their functions in accordance with the Financial Control Act and the Statute of the Internal Audit of USB. The units focus primarily on continuous monitoring and verification of the system of procedural and financial control, as well as on identifying the actual situation and comparing it with the desired situation. The activities are carried out on the basis of a risk map and in accordance with the law, on the basis of an annual activity plan and in accordance with the medium-term activity plan approved by the Bursar or the

USB Rector. The University's control environment is supported at all levels by an established system of regular meetings, which also include an ongoing follow-up of the implementation of the measures taken.

6.10   Infrastructure and material security

USB owns almost 50 basic buildings for teaching and research purposes, as well as six permanent buildings for student accommodation and catering, buildings for sport and physical education and buildings for the school's purpose-built agricultural farm. Most of the buildings are located in České Budějovice and then mainly in Vodňany. Research stations are located in the Svalbard archipelago in Norway and in Papua New Guinea. Several premises are also used by the USB on the basis of valid lease agreements.

USB devotes a great deal of effort to the development and renewal of infrastructural facilities for the implementation of educational, creative and related activities, in accordance with the current USB Strategic Plan 2021–2030 and the USB Investment Plan 2021–2030, which is specified annually with a view to the following year. Examples of the most significant USB infrastructure projects implemented in a given year, together with examples of other significant non-investment projects, are then reported annually in the relevant chapters of the USB Annual Activity Report.

The main investment activities of USB in 2024 mainly focused on the implementation of investment projects that were initiated in earlier years and, where appropriate, on the commencement of projects that the USB has been pursuing for some time. The plan of investment activities of the USB for 2024 was primarily focused on projects directed to the programme funding of the MEYS (PROGFIN), programme 133 220, subtitle 133D 22Y, specifically to the programme Development and renewal of the material and technical base of the USB (projects Renovation of the USB auditorium (Bobík), FAT Chemistry Pavilion, FED USB Renovation of the sports complex Na Sádkách). In 2024, the implementation of projects directed to the 133 240 Programme for the Development and Renovation of the Material and Technical Base of Medical and Pedagogical Faculties of Public Universities also continued; in the case of USB, these are investment projects of the USB Faculty of Education. Other significant investment activities were also implemented in 2024 from other sources, in particular from the contribution to the implementation of the Support programme for the strategic management of higher education institutions, institutional support for the long-term conceptual development of a research organisation, the National Renewal Plan and, last but not least, from the USB's own resources of the Asset Reproduction Fund.

USB ensures that all lecture halls and classrooms of the University are equipped with basic audiovisual equipment, necessary information technologies (PC, internet connection – especially via Wi-Fi network). As part of the modernisation of classrooms and lecture halls, teaching spaces where such equipment is meaningful are supplemented with modern teaching aids such as interactive displays, image sharing systems, videoconferencing systems, simulation devices, etc. Of course, a significant role in the equipment of laboratory-type teaching spaces is played by various laboratory apparatus for both teaching and collaborative research activities of PhD students and academic staff. USB students have multifunctional printing devices available across USB, on which they can independently copy, print or scan their study materials through their student card linked to their internal account.

USB manages to provide modern equipment for lecture halls, classrooms and laboratories mainly thanks to the European Structural Funds and other appropriate subsidies. In addition to public resources, especially in connection with extensive reconstructions carried out with the help of funds from the programme financing of reproduction of higher education institutions from the state budget of the CR, USB also uses its own resources in accordance with partial plans for the renewal of teaching equipment.

The current equipment of the USB is a guarantee of stability in the area of teaching facilities. As far as their renewal is concerned, it is of course necessary, both with regard to the physical and, above all, moral wear and tear of assets.

Also in 2025, USB will proceed in this area mainly in accordance with the Implementation Plan for the Investment Plan for the year in question.

6.11   University sport and leisure activities

The promotion of sport and leisure activities has been included in the USB Strategic Plan for the period 2021–2030 as one of the areas that the USB will develop as part of its activities. The implementation of a number of sports events in 2024 was supported under the USB Fund for Strategic Priorities 2024–2026 project entitled 'Support for the development of sports and social activities'. A new event in 2024 was the inaugural ride of the international cycling competition for universities, the ABC Challenge (Academic Bicycle Challenge), which took place on 3 June 2024. Staff and students of the University, led by the USB Rector, rode together from the University campus to the Knezinek microbrewery and thus accumulated the first important kilometres. The University of South Bohemia has driven a total of 88,800 CZK in 2024. The amount of money raised was again donated to Autis Centrum o.p.s., České Budějovice, which helps people with autism and their families. On Friday, 28 June 2024, the USB Rector Prof. Pavel Kozák handed over the cheque to the director of Autis Centrum České Budějovice.

At the end of 2024, the renovation of the sports oval, football field, tennis courts and surrounding buildings at the sports stadium of the USB Faculty of Education in Na Sádkách Street began.
Source: USB Archive.

Other major sporting events at the University of South Bohemia include a hockey derby with HEI. The sixth edition of this event took place in March 2024. In May 2024, a football derby between USB and HEI took place. Sports competitions then continued at the Sports Day at the USB Faculty of Education, where students competed in many sports (e.g. tennis, beach volleyball, etc.). The imaginary highlight was a football match in which the USB Faculty of Education competed with the USB Faculty of Economics. The University of South Bohemia also participates in the Mattoni 1/2 marathon in České Budějovice every year, which includes the traditional Run for the USB Rector's Cup.

6.12   Communication and promotion of the University

The area of communication and promotion is handled at the university level by the Rectorate's Marketing Office. Its main tasks include the implementation of the visual style, the creation of promotional materials, the management of the calendar of events, the presentation of USB in the CR and abroad, the preparation of the university magazine, the implementation of marketing and advertising campaigns, the

management of official USB social media profiles and cooperation with student associations. The marketing department also organises cultural and social events organised by the USB.

In cooperation with faculty marketing offices, or contact persons responsible for marketing at individual USB faculties, with whom regular meetings are held, promotional activities are coordinated (advertising e.g. on vysokeskoly.cz, Kam after graduation, etc.), the implementation of joint promotional, cultural and social activities (e.g. Open Day, USB Representative Ball, University Closing, Academic Half Hours, Welcome Fest, Researchers' Night, Day with the University, Opening of the Academic Year, Advent Concert, Derby with HEI, ABC Challenge, Run for the Rector's Cup, etc.) and to ensure (or cooperate in ensuring) the participation of the USB at domestic and foreign educational fairs (more information on the international marketing of the USB is given in **Chapter 4.6**) and at other events of this type (e.g. Science Fair, Gaudeamus Prague – Brno – Bratislava, Education and Craft, Země živitelka, Adventures with Technology, Science Fest, etc.). Some other activities are also implemented in cooperation with the faculties, e.g. joint preparation of faculty and university promotional items or unification of the design of printed leaflets of the faculties and USB. The most important activities include the joint development of the main USB campaign (image/recruitment).

USB has long been building its brand through regular advertising campaigns agreed across the University, reflecting modern trends in communication and the specifics of USB target groups defined in the USB marketing strategy. This strategy is continuously updated, e.g. also on the basis of expert analyses and monitoring of modern trends in marketing communication.

All the measures and activities implemented by the Rectorate's Marketing Office in cooperation with the Centre of Information Technology at USB lead, among other things, to year-on-year increases in the number of visitors to the USB web presentation by the primary target group (pages intended for applicants for studies – monitored using GA4) and year-on-year increases in the number of visitors to the IS STAG portal (again measured in the part of the portal intended for applicants – the so-called e-application).

USB also continues to develop a uniform visual style and graphic manual, which were already developed in 2012. In 2024, the Marketing Office started to prepare an extensive Supplement to the Graphic Manual, which reflects the needs of the University and faculties and the increased use of graphics in the online environment.

In addition to the centralised calendar of events on the main USB web presentation, studentskyzivot.cz (a new portal), was created on the initiative of the Marketing Office, bringing together events for students and the public organised by student associations at USB. This portal is still being developed. The Marketing Office also manages the official USB social media profiles (Facebook, Instagram, LinkedIn, Twitter, X network and YouTube), where it also sets up and implements advertising campaigns. The implementation is again done in-house without the need to use the services of external agencies.

The Marketing Office also coordinates the creation, production and distribution of USB promotional items, and thanks to the cooperation with the faculties, it also provides bulk orders of some promotional items for the faculties, including the design of new faculty versions of these items and their implementation. In 2024, work began on the preparation of a catalogue of promotional items. The Marketing Office has also long been responsible for the publication of the University Journal (including a special issue for first–year students).

The Marketing Office also provides long-term communication with USB partners (e.g. Budějovický Budvar, ČEZ, EGD, E.ON, GoDrive and others) and develops other new collaborations (e.g. DPMČB, COOP, etc.).

7 CONCLUSION

Our vision is to be a university that has a significant and positive impact on society through excellent education, innovative research and international collaboration. We want to be an institution recognised for its professionalism, ambitious goals and inclusive approach. Quality is at the heart of everything we do. We are well aware that regular evaluation and self-evaluation are an essential part of the quality improvement process.

In 2024, the University of South Bohemia (USB) has made significant progress in several key areas that have strengthened its position as a leading educational and research institution. USB has focused on strengthening the university identity, which is still less important in the minds of many academic and non-academic staff compared to the identity of individual faculties. A significant shift has been the development and approval of adjustments to the budget methodology that takes into account both stability and progressive strategic planning, including investment in new programmes, research centres, renovations and buildings. USB prepared the establishment of the School of Doctoral Studies, which includes all the scientific fields carried out at the University. This school works in close cooperation with institutes of the Czech Academy of Sciences, which has long been a highly developed and mutually supported collaboration. In 2024, the USB Research Strategy was approved, which defines the target research environment of the University. This strategy includes four pillars: building and promoting scientific excellence, crossing disciplinary boundaries, social relevance of science and research, and building an international dimension. USB is a recipient of the HR Award and continues to develop activities aimed at improving the quality of its work with people. An important point is the ratio of male and female representation in various fields. USB is developing positive strategies in this area. USB is working on digitalisation and interconnection of important remits, which has improved the efficiency and quality of University management. The visual identity of the University has been strengthened, and uniform information has been ensured through substantial modifications to the USB website. Emphasis has been placed on disseminating information about the University in the area of education and creative activities.

In April 2024, there was a change in the University's leadership, which brought new perspectives and approaches to the management and development of USB. In June 2024, USB became a member of the Research Universities Association of the Czech Republic (RUA), which strengthened its position in the field of science and research. In September 2024, USB joined the KreativEU consortium, which brought the potential for the creation of new programmes and an increase in the quality of teaching at the European level. A number of measures in the area of education were implemented in view of the fact that an amendment to the Higher Education Act was due to come into force in 2025, which included the creation of a new National Accreditation Office and a new process for the evaluation of degree programmes. The area of science and research foresees the introduction of a new methodology for the evaluation of science and research (R&D&I 2025+), which will bring new standards and procedures in this area. There will be an international evaluation of the University of South Bohemia by the International Evaluation Panel (MEP), as well as a meeting of the International Board of the University of South Bohemia. Preparations for institutional accreditation, which must take place by 2028, are already in prospect. In 2025–2026, a new evaluation system for doctoral degree programmes will be developed and implemented. In 2025, a new IS EOS (Evaluation of Other Personnel) information system will be deployed, and an upgrade of the EAS system for the evaluation of academic staff will be carried out. In 2025–2028, a system for the evaluation of teaching quality will be developed and implemented, and work will continue on the implementation of new strategic programmes at USB.

USB is committed to continuing to develop and improve the quality of its activities in order to continue to be a sought-after and respected institution in the area of education and research.

8 LIST OF ABBREVIATIONS

Abbreviation	Meaning
ACJ	Agreement on completing a job
AE	Area of education
A+K	Contribution to education activities (indicator A – fixed part; indicator K – performance part)
AL / AL USB	Academic Library of the University of South Bohemia in České Budějovice
ALEPH	Electronic system developed by ExLibris for libraries
APAIE	Asia-Pacific Association for International Education (name of organisation)
ARWU	Academic Ranking of World Universities (ranking used to rank universities)
AV	Audiovisual
B / Bc.	Bachelor's degree
BIM protocol	Rules for the creation, transmission and use of information models
CAS	Czech Academy of Sciences
CBRNE	Chemical, Biological, Radiological, Nuclear, Explosive materials
CC / CC USB	Career Centre of the University of South Bohemia in České Budějovice
CDP	Centralised Development Program
CEEPUS	Central European Exchange Programme for University Studies (programme name)
CENAKVA	South Bohemian Research Centre of Aquaculture and Biodiversity of Hydrocenoses
CG	Children's group
CIT / CIT USB	Centre of Information Technology of the University of South Bohemia in České Budějovice
Covid-19	Coronavirus 2019
CPEMPH	Center for Philosophy of Epidemiology, Medicine, and Public Health (name of organisation)
CR	Czech Republic
CSOB	Československá obchodní banka
CSR	Corporate Social Responsibility (CSR)
CU	Charles University
CUL	Central Document Repository
CWTS	Centre for Science and Technology Studies (a ranking used to evaluate universities)
CWUR	Center for World University Rankings (a company that compiles one of the rankings used to rank universities)
CZEDUCON	Conference on Internationalisation of Higher Education (name of the conference)
CzechELib	National Centre for Electronic Information Resources
D / DDP	Doctoral studies
DAAD	Deutscher Akademischer Austauschdienst (name of organisation)
DP	Degree programme
DPMCB	Dopravní podnik města České Budějovice
D&R / D&R USB	Dormitories and Refectories of the University of South Bohemia in České Budějovice
DZS	Czech National Agency for International Education and Research
EAIE	European Association for International Education (name of organisation)
EAS / IS EAS	Academic staff evaluation
EC	European Commission

Abbreviation	Meaning
ECHE	Erasmus Charter for Higher Education (the charter by which the European Commission authorises a higher education institution to participate in the Erasmus+ programme)
ECTS	European Credit Transfer and Accumulation System (European credit system)
EDS	EBSCO Discovery Service (search tool)
EECA	Emerging Europe and Central Asia (region defined for assessment purposes universities)
EGJE	Elanor Global Java Edition (name of the payroll and HR system)
EHEVF	The European Higher Education Virtual Fair (name of the international fair)
EIC	Economic intensity coefficient
EIS	Executive Information System (management information system)
EIS	Electronic Information Resources
EOC	End of Chain (method of user identity verification)
EOS / IS EOS	Evaluation of other staff
ERDF	European Regional Development Fund
ERDV	European Danube-Vltava Region
ERIH+	European Reference Index for the Humanities (database of scientific journals in the humanities and social sciences)
ESDW	European Sustainable Development Week
ESF / ESF+	European Social Fund
ESN	Erasmus Student Network (name of student organisation)
EU	European Union
EZB	Elektronische Zeitschriftenbibliothek (Electronic Journal Library)
FAR USB	Faculty of Arts of the University of South Bohemia in České Budějovice
FAS	Fire alarm system
FAT / FAT USB	Faculty of Agriculture and Technology of the University of South Bohemia in České Budějovice
FDPB	Further digitisation of processes of public bodies
FEC / FEC USB	Faculty of Economics of the University of South Bohemia in České Budějovice
FED / FED USB	Faculty of Education of the University of South Bohemia in České Budějovice
FEIS	Favorable Environment for International Students (evaluation platform)
FFPW / FFPW USB	Faculty of Fisheries and Water Protection of the University of South Bohemia in České Budějovice
FHSS / FHSS USB	Faculty of Health and Social Sciences of the University of South Bohemia in České Budějovice
FSC / FSC USB	Faculty of Science of the University of South Bohemia in České Budějovice
FSP	Fund for Strategic Priorities
FTH / FTH USB	Faculty of Theology of the University of South Bohemia in České Budějovice
FV	Photovoltaics
GA 4	Google Analytics 4 (product name)
GA CR	Czech Science Foundation
GA USB	Grant Agency of the University of South Bohemia in České Budějovice
GWC	Global World Communicator (international programme)
HEI	Higher education institution
HR	Human Resources
HRS4R	The Human Resources Strategy for Researchers (strategie řízení lidských zdrojů ve výzkumu)

Abbreviation	Meaning
IA	Institutional accreditation
IB	International Board
ICS	The International Council of Scientists (název mezinárodního hodnoticího panel)
ICT	Information and Communication Technologies
IDM	Integrated Identity Management
IEB / IEB USB	Internal Evaluation Board of the University of South Bohemia in České Budějovice
IEB – PDO	Internal evaluation boards – practice, development and organisation (project name)
IEP	International Evaluation Panel
iFIS / FIS	Financial Information System
IHB	Institute of Hydrobiology
INFOZ	Information Resources for Research
INV	Investment resources
IP	Institutional Plan / Internet Protocol address
IROP	Integrated Regional Operational Programme
IS	Information system
ISMS	Information Security Management System
IS STAG / STAG	Information system of the student affairs remit
IS VERSO	Integrated Information System
IT	Information technology
Jimp	An article in a peer-reviewed journal that is included in the Web of Science database
Jneimp	Article in a non-impacted journal from a worldwide database
Jrec	article in a journal from the List of peer-reviewed non-impacted journals published in the Czech Republic
KA	Key activity
KAAD	Katholischer Akademischer Ausländer-Dienst (name of organisation)
KMU	Climatic chamber
KreativEU	Knowledge & Creativity European University (name of the consortium of universities)
LAPE	Laboratory of Archaeobotany and Palaeoecology
LCA	Life Cycle Assessment
LCDRO	Long-term conceptual development of a research organisation
LEA	Langues Etrangères Appliquées (type of degree programme)
LLL	Lifelong learning
LRI	Large Research Infrastructure
M / Mgr.	Master's degree
MAID	Master of Artificial Intelligence and Data Science (programme name)
MENDELU	Mendel University in Brno
MEVPIS	International Environmental Education, Advisory and Information Centre for Water Protection Vodňany
MEYS	Ministry of Education, Youth and Sports
MICHE	Monitoring Internationalisation of Czech Higher Education (project title)
MKT	Marketing
ML	Maternity leave
MosIUR	Three University Missions Moscow International University Ranking (ranking used to evaluate universities)

Abbreviation	Meaning
M&R	Measurement and regulation system
MS	Microsoft
MSCA II-IF	Marie Skłodowska-Curie Individual Fellowships (grant scheme)
M365	Microsoft 365 (product name)
MU	Masaryk University
N / NMgr.	Consecutive master's degree
NAB	National Accreditation Bureau for Higher Education
NAFSA	Association of International Educators (name of organisation)
NAS	National Academy of Sciences (name of organisation)
NCIS R&D&I	National Centre for Information Support of Research, Development, and Innovation
NCOR	National Center for Ontological Research (name of organisation)
NDL – DNNT	National Digital Library – Works unavailable on the market
NGP	New generation platform (electronic library system)
NIV	Non-investment funds
NRP	National Renewal Plan
NTK	National Library of Technology
NTU	National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities (ranking used to rank universities)
OBD	Personal Bibliographic Database
OP E	Operational Programme Environment
OP JAK	Operational Programme Jan Amos Komenský
OP RDE	Operational Programme Research, Development and Education
OP RDI	Operational Programme Research and Development for Innovation
o.p.s.	Public benefit organisation
PBI	Power BI (product name)
PC	Personal Computer
PDF	Portable Document Format
Ph.D. / PhD	Doctoral studies
PL	Parental leave
PPC	Pay per Click (Internet advertising model)
PR	Public relations
PROGFIN	Programme funding of the Ministry of Education, Youth and Sports
PSch	Primary school
QRS	Quality results system
QS	Quacquarelli Symonds (a company that compiles one of the rankings used to evaluate universities)
R&D	Research and development
R&D&I	Research, development and innovation
R&D&I Council	Research, Development and Innovation Council
RE	Renewable energy
REC / REC USB / RE	Rectorate of the University of South Bohemia in České Budějovice
RIV	Index of information on results
RT	Request Tracker (a tool to support the resolution of user requests)
RUA	Research Universities Association of the Czech Republic
RUR	Round University Ranking (a ranking used to rank universities)

Abbreviation	Meaning
RUV	Registry of artistic outputs
SA	Security alarm
SCHF	Simulation Centre for Health–oriented Fields
SCSSN	Support Centre for Students with Special Needs
Scopus	Citation and reference databases
SDG	Sustainable development goal
SDS	School of Doctoral Studies
SEI	Student evaluation of instruction
SIEM	Security Information and Event Management
SIMS	Aggregated information from student registers
SIR	SCImago Institutions Rankings (rankings used to rank universities)
SMART	Analytical technique for designing goals in management and planning (S = Specific; M = Measurable; A = Achievable; R = Realistic; T = Time-bound)
SO	Specific objective
SPDHE	Support programme for the development of higher education
SPSL	Records management
SPSM	Support programme for the strategic management of higher education institutions
SP USB / SP USB 2021+	USB Strategic Plan / USB Strategic Plan 2021–2030
SSch	Secondary School
SW	Software
SWOT	A versatile analytical technique aimed at evaluating the internal and external factors affecting the success of an organisation or a particular project (S = Strengths; W = Weaknesses; O = Opportunities; T = Threats)
TA CR	Technology Agency of the Czech Republic
THE	Times Higher Education World University Rankings (rankings used to evaluate universities)
TOEFL	Test of English as a Foreign Language (language exam)
TOEIC	Test of English for International Communication (language exam)
TTO USB	Technology Transfer Office of the University of South Bohemia in České Budějovice
UCC	University Counselling Centre
UN	United Nations
URAP	University Ranking by Academic Performance (a ranking used to rank universities)
U.S. / USA	United States of America
USB	University of South Bohemia in České Budějovice
U3A	University of the Third Age
VoIP	Voice over Internet Protocol (VoIP)
VSE	Prague University of Economics and Business
VSTE	Institute of Technology and Business in České Budějovice
v. v. i.	Public research institution
Wi-Fi	Wireless Fidelity (wireless network)
WoS	Web of Science (platform for access to the citation database of the same name)
WS	Winter semester
WWW	World Wide Web (global communications network)

9 ANNEXES

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Annexe 1: Overview of substantive plans for applications for accreditation of degree programmes under consideration by the IEB USB in 2024

*Overview of **substantive plans of applications for accreditation of degree programmes** under consideration by the IEB USB in 2024[41] (sorted by date of discussion by the IEB USB)*

Faculty	Degree programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FSC USB	Ecology and environmental protection	B	Biology, ecology and environment	Approved	6. 2. 2024
FHSS USB	Protection and promotion of public health	B	Health disciplines	Approved with reservations	6. 2. 2024
FAT USB	Handling and transport technology	B	Transport (50 %) Economic disciplines (25 %) Engineering, Technology and Materials (25 %)	Approved	19. 3. 2024
FAT USB	Production technology	B	Mechanical engineering, Technology and Materials (75 %) Economic disciplines (25 %)	Approved with reservations	19. 3. 2024
FAT USB	Smart agriculture and technology	D	Agriculture (50 %) Cybernetics (30 %) Computer Science (10%) Engineering, Technology and Materials (10 %)	Approved	19. 3. 2024
FFPW USB	Fisheries[42]	B	Agriculture	Approved	21. 5. 2024

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[41] The guarantors of the substantive plans approved by the IEB USB (as well as those approved with reservations) may proceed to the preparation of proposals (full accreditation applications) for individual degree programmes, which must incorporate the reservations and other comments raised by the IEB USB during the discussion of the respective substantive plans. Such prepared full accreditation applications are subsequently submitted to the IEB USB for consideration.

[42] The degree programme of the same name has been successfully accredited once in the past, but as an academically oriented programme. In 2024, the Faculty of Fisheries and Water Protection of the USB submitted a substantive plan for the application for accreditation of the **professionally oriented** bachelor's degree programme in Fisheries. As the profile of a degree programme is one of the basic attributes of a degree programme, according to the relevant NAB methodology, its change cannot be addressed under the regime of so-called substantial changes in the implementation of a degree programme, but only by accreditation of a new degree programme. For this reason, a substantive plan was first submitted to the IEB USB, followed (after its approval) by a full accreditation application.

Faculty	Degree programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FED USB	Teacher training for the 2nd level of primary schools with specialisations	M	Teacher training	Approved	18. 6. 2024
FEC USB	Economics in the energy sector	B	Economic disciplines	Approved with reservations	18. 6. 2024
FEC USB	Management and economics of sport	B	Economic disciplines	Approved with reservations	18. 6. 2024
FSC USB	Sustainability management	B	Biology, Ecology and Environment	Approved	15. 10. 2024
FSC USB	Bioanalytical laboratory diagnostics in health care	N	Medical disciplines	Approved with reservations	19. 11. 2024
FED USB FAR USB	Teacher training for secondary schools with specialisations[43]	M	Teacher training	Approved	10. 12. 2024

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[43] The substantive plan for the five-year, professionally oriented Master's degree programme in Teacher Training for Secondary Schools with Specialisations was submitted by the Faculty of Education and the Faculty of Arts of the USB as a single document, with each faculty submitting its full accreditation application separately.

Annexe 2: Overview of the substantive intentions of applications for extension of accreditation of degree programmes under consideration by the IEB USB in 2024

*Overview of **the substantive plans of the applications for extension of the validity of accreditation of degree programmes** under consideration by the IEB USB in 2024 (sorted according to the date of consideration by the IEB USB)*

Faculty	Degree programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FEC USB	Economics and management	N	Economic disciplines	Approved	23. 4. 2024
FTH USB	Pedagogy of leisure time	N	Non-teaching pedagogy	Approved	18. 6. 2024
FSC USB	Measurement and computer technology	B	Electrical Engineering (35 %) Physics (35 %) Computer Science (30 %)	Approved	19. 11. 2024

Annexe 3: Overview of degree programme proposals (full accreditation applications) considered by the IEB USB in 2024 – degree programmes assessed under valid institutional accreditation

*Overview of degree programme proposals (full accreditation applications) under consideration by the IEB USBS in 2024 – **degree programmes assessed under valid institutional accreditation** (sorted by date of consideration by the IEBS)*

Faculty	Degree programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB	Period of validity of the authorisation to implement the DP	Req. to submit a monitoring report
FSC USB	Ecology and environmental protection	B	Biology, Ecology and Environment	Approved (10 years)	23. 4. 2024	23. 4. 2034	No
FEC USB	Economics in the energy sector	B	Economic disciplines	Approved (5 years)	19. 11. 2024	19. 11. 2029	Yes
FEC USB	Sport Management and Economics	B	Economic disciplines	Approved (5 years)	19. 11. 2024	19. 11. 2029	Yes
FFPW USB	Fisheries (*professional DP*)	B	Agriculture	Approved (10 years)	10. 12. 2024	10. 12. 2034	No

Annexe 4: Overview of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) discussed by the IEB USB in 2024 – degree programmes assessed under valid institutional accreditation

*Overview of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) under consideration by the IEB USB in 2024 – **degree programmes assessed under valid institutional accreditation** (sorted by date of consideration by the IEB USB)*

Faculty	Degree programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB	Period of validity of the authorisation to implement the DP[44]	Req. to submit a monitoring report

In 2024, no proposal for the extension of the accreditation of degree programmes was assessed by the IEB USB within the framework of the valid institutional accreditation.

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[44] The authorisation to implement degree programmes within the framework of a valid institutional accreditation is always extended by the IEB USB with effect from the first day following the expiration of the original accreditation of the degree programme, so that the original and extended accreditation are seamlessly related to each other.

Annexe 5: Overview of degree programme proposals (full accreditation applications) considered by the IEB USB in 2024 – degree programmes subsequently submitted to the NAB for consideration under programme accreditation

Overview of degree programme proposals (full accreditation applications) under consideration by the IEB USB in 2024 – **degree programmes subsequently submitted to the NAB for assessment under programme accreditation** *(sorted by date of consideration by the IEB USB)*

Faculty	Degree programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FED USB	Social pedagogy	B	Non-teaching pedagogy	Approved	21. 5. 2024
FED USB	Educator with extension to teaching assistant[45]	B	Non-teaching pedagogy (60 %) Teacher training (40 %)	Approved	21. 5. 2024
FAT USB	Handling and transport technology	B	Transport (50 %) Economic disciplines (25 %) Engineering, Technology and Materials (25 %)	Approved	10. 12. 2024
FAT USB	Production technology	B	Engineering, Technology and Materials (75 %) Economic disciplines (25 %)	Returned for completion	10. 12. 2024

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[45] Based on the request of the regulator (MEYS), the name of the degree programme was changed from the original Pedagogue with a focus on teaching assistantship and primary school education to the current **Educator with an extension to teaching assistant.** At the same time, within the degree programme in question, the representation of the individual areas of education has been adjusted (also on the basis of the regulator's request) from the original ratio of AE Non-teaching Pedagogy (50%) and AE Teacher training (50%) to the current ratio of **AE Non-teaching pedagogy (60%) and AE Teacher training (40%).**

Annexe 6: Overview of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) considered by the IEB USB in 2024 – degree programmes subsequently submitted to the NAB for consideration under programme accreditation

*List of proposals for extending the validity of accreditation of degree programmes (full accreditation applications) under consideration by the IEB USB in 2024 – **degree programmes subsequently submitted to the NAB for consideration under programme accreditation** (sorted by date of consideration by the IEB USB)*

Faculty	Degree programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FEC USB	Economics and Management	N	Economic disciplines	Approved	15. 10. 2024

Annexe 7: Overview of proposals for extending the validity of accreditation of degree programmes for the completion of existing students under consideration by the IEB USB in 2024 – degree programmes subsequently submitted to the NAB for consideration under programme accreditation

*List of proposals for extension of the validity of accreditation of degree programmes for completion of studies for existing students under consideration by the IEB USB in 2024 – **degree programmes subsequently submitted for consideration by the NAB under programme accreditation** (sorted by date of consideration by the IEB USB)*

Faculty	Name of degree programme Program Name	Type of study	Area of education	Opinion of the USB Council of Higher Education	Date of the opinion of the IEB USB
FEC USB	Applied Informatics	N	Informatics	Approved	10. 12. 2024

Annexe 8: Overview of accreditations of degree programmes granted by NAB under programme accreditation in 2024

*Overview of **accreditations of degree programmes granted by the NAB** under programme accreditation in 2024 (sorted by the date of the NAB decision becoming final)*

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entering legal force	Validity of accreditation until
FSC USB	Applied informatics	N	Computer Science	NAB-360/2023-11	14. 6. 2024	14. 6. 2034
FAR USB	Modern English and American literature	D	Philology	NAB-349/2024-11	14. 6. 2024	14. 6. 2034

*Overview of **the accreditation procedures for degree programmes discontinued by the NAB** in 2024 (sorted by the date of the NAB's decision becoming final)*

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entering legal force	Reason for discontinuation of proceedings
FAR USB	Cultural studies	D	Media and Communication Studies (40%) Historical Sciences (30%) Philology (30 %)	NAB-342/2023-10	8. 5. 2024	Discontinued at the request of USB

Annexe 9: Overview of extensions of accreditations of degree programmes granted by NAB under programme accreditation in 2024

*Overview of **extensions of the validity of accreditations of degree programmes granted by the NAB** under programme accreditation in 2024 (sorted by the date of the NAB decision coming into force)*

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entering legal force	Validity of accreditation until
FEC USB	Finance and accounting	N	Economic disciplines	NAB-344/2023-9	18. 5. 2024	18. 5. 2029

*Overview **of procedures for the extension of accreditation of degree programmes discontinued by the NAB** in 2024 (sorted by the date of the NAB decision coming into force)*

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entering legal force	Reason for discontinuation of proceedings
In 2024, the NAB did not discontinue any proceedings to extend the validity of the accreditation of USB degree programmes.						

Annexe 10: Overview of accreditations of degree programmes granted by the NAB for the completion of existing students under programme accreditation in 2024

*Overview of **accreditations of degree programmes granted by the NAB for the completion of existing students** under programme accreditation in 2024 (sorted by the date of the NAB decision coming into force)*

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entering legal force	Validity of accreditation until
FEC USB	Applied informatics	N	Computer Science	NAB-348/2024-5[46]	18. 2. 2025	31. 8. 2027

*Overview of **accreditation procedures for degree programmes discontinued by NAB** in 2024 (sorted by the date of the NAB decision becoming final)*

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entering legal force	Reason for discontinuation of proceedings
In 2024, no proceedings for accreditation of USB degree programmes were discontinued by the NAB.						

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[46] This decision was based on a resolution of the NAB Council adopted at its meeting No 1/2025 held on 23 January 2025.

Annexe 11: Overview of proposals for change of guarantors of degree programmes (fields of study) discussed by the IEB USB in 2024

*Overview of proposals for change of guarantors of **ending degree programmes (fields of study)** under consideration by the IEB USB in 2024 (sorted by the date of consideration by the IEB USB)*

Faculty	Degree programme name	Name of the field of study	Type of study	Opinion of the IEB USB	Date of the opinion of the IEB USB
In 2024, no proposal for a change of guarantors of ending degree programmes (fields of study) was discussed by the IEB USB.					

*Overview of proposals for change of guarantors of **newly accredited degree programmes** discussed by the IEB USB in 2024 – **degree programmes accredited by the USB under institutional** accreditation (sorted by the date of discussion by the IEB USB)*

Faculty	Degree programme name	Area of education	Type of study	Opinion of the IEB USB	Date of the opinion of the IEB USB
FSC USB	Physics with a focus on education for secondary schools	Teacher training	B	Approved	19. 3. 2024
FSC USB	Hydrobiology	Biology, Ecology and Environment	D	Approved	18. 6. 2024
FSC USB	Limnology	Biology, Ecology and Environment	D	Approved	18. 6. 2024
FEC USB	Analysis in economic and financial practice	Economic disciplines	B	Approved	18. 6. 2024
FAT USB	Agroecology	Agriculture	B	Approved	15. 10. 2024
FSC USB	Plant physiology and cell biology	Biology, Ecology and Environment	N	Approved	15. 10. 2024
FSC USB	Biology with a focus on education for secondary schools	Teacher training	B	Approved	10. 12. 2024
FSC USB	Computer Science with a focus on education for secondary schools	Teacher training	B	Approved	10. 12. 2024

*List of proposals for change of guarantors of **newly accredited degree programmes** discussed by the IEB USB in 2024 – **degree programmes accredited by NAB under programme** accreditation (sorted by the date of discussion within the IEB USB)*

Faculty	Degree programme name	Area of education	Type of study	Opinion of the IEB USB	Date of the opinion of the IEB USB
FSC USB	Physics	Physics	B	Approved	19. 3. 2024
FSC USB	Biophysics	Physics	B	Approved	19. 3. 2024
FSC USB	Biological chemistry	Chemistry	B	Approved	18. 6. 2024
FEC USB	Analysis in economic and financial practice	Economic disciplines	N	Approved	18. 6. 2024

Faculty	Degree programme name	Area of education	Type of study	Opinion of the IEB USB	Date of the opinion of the IEB USB
FEC USB	Business informatics	Informatics (65%) Economic fields of study (35%)	B	Approved	18. 6. 2024
FEC USB	Applied informatics	Informatics	N	Approved	18. 6. 2024
FTH USB	Pedagogy of leisure time	Non-teaching pedagogy	B	Approved	10. 12. 2024

Annexe 12: Overview of proposals for other substantial changes to the delivery of degree programmes being considered by the IEB USB in 2024

*Summary of proposals for making **other substantial changes** to the implementation of degree programmes under consideration by the IEB USB in 2024 – **degree programmes accredited by the IEB USB under institutional** accreditation (sorted by the date of consideration by the IEB USB)*

Faculty	Degree programme name	Area of education	Type of study	Opinion of the IEB USB	Date of the opinion of the IEB USB
FSC USB	Computer science with a focus on education for secondary schools	Teaching	B	Approved	23. 4. 2024

*Overview of proposals for **other substantial changes** in the implementation of degree programmes discussed by the IEB USB in 2024 – **degree programmes accredited by the NAB under programme** accreditation (sorted by the date of discussion within the IEB USB)*

Faculty	Degree programme name	Area of education	Type of study	Opinion of the IEB USB	Date of the opinion of the IEB USB
FSC USB	Physical measurements and modelling	Physics	N	Approved	6. 2. 2024
FSC USB	Applied mathematics	Mathematics	B	Approved	18. 6. 2024

Annexe 13: Overview of requested monitoring reports for degree programmes accredited by the IEB USB under institutional accreditation with a deadline for submission in 2024

*Summary of requested **monitoring reports for degree programmes accredited by the IEB USB under institutional accreditation** with a submission deadline in 2024 (sorted by the requested monitoring report submission deadline)*

Faculty	Degree programme name	Required deadline for submission of the monitoring report	Type of study	Opinion of the IEB USB	Date of the opinion of the IEB USB
FAT USB	Agricultural engineering and technology	22. 6. 2024	B	Returned for completion	15. 10. 2024
FAR USB	English language and literature with a focus on education for secondary schools	30. 6. 2024 (1. 10. 2024)	B	Approved	19. 11. 2024
FED USB	Music education with a focus on education for secondary schools	30. 6. 2024 (1. 10. 2024)	B	Approved	19. 11. 2024
FED USB	Physical education with a focus on education for secondary schools	30. 6. 2024 (1. 10. 2024)	B	Approved	19. 11. 2024
FED USB	Foundations of social sciences with a focus on education for secondary schools	30. 6. 2024 (1. 10. 2024)	B	Approved	19. 11. 2024
FED USB FAR USB FSC USB FTH USB	Teacher training for secondary schools	30. 6. 2024 (1. 10. 2024)	N	Approved	19. 11. 2024
FAT USB	Agricultural machinery and technology	22. 6. 2024	B	Approved	10. 12. 2024
FTH USB	Social and charity work	16. 11. 2024	B	Approved	10. 12. 2024

Annexe 14: Overview of requested monitoring reports for NAB accredited programmes of study under programme accreditation with a submission deadline of 2024

*Overview of requested **monitoring reports for NAB-accredited degree programmes under programme accreditation** with a submission deadline in 2024[47] (sorted by the requested monitoring report submission deadline)*

Faculty	Degree programme name	Required deadline for submission of the monitoring report	Type of study	Opinion of the NAB Council	Date of the NAB Council opinion
FAT USB	Agricultural biotechnology	31. 12. 2023	N	Noted + recommendations for further development of the degree programme	18. 1. 2024
FAT USB	Agricultural machinery and technology	31. 12. 2023	N	Noted + recommendations for further development of the degree programme	18. 1. 2024
FAT USB	Zootechnics	31. 12. 2023	N	Submit a new monitoring report	18. 1. 2024
FEC USB	Business informatics	31. 12. 2023	B	Noted + recommendations for further development of the degree programme	18. 1. 2024
FEC USB	Economics and management	31. 12. 2023	D	Noted	18. 1. 2024
FEC USB	Economics and management	31. 12. 2023	D	Noted	18. 1. 2024
FAT USB	Biology and protection of organisms of interest	31. 12. 2023	N	Noted	22. 2. 2024
FAT USB	Agroecology	31. 12. 2023	N	Noted	22. 2. 2024
FAT USB	General zootechnics	31. 12. 2023	D	Noted	22. 2. 2024
FTH USB	Pedagogy of free time	31. 12. 2023	B	Submit a new monitoring report	22. 2. 2024
FED USB	Special education	31. 1. 2024	N	Noted	4. 4. 2024
FHSS USB	Population protection with a focus on CBRNE	31. 1. 2024	B	Submit a new monitoring report	4. 4. 2024

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[47] For the sake of completeness, the overview also includes the monitoring reports, which, although submitted in 2023, were not acted upon by the NAB Council until 2024.

Faculty	Degree programme name	Required deadline for submission of the monitoring report	Type of study	Opinion of the NAB Council	Date of the NAB Council opinion
FAT USB	Zootechnics	31. 3. 2024	N	noted + recommenda-tions for further development of the degree programme	16. 5. 2024
FED USB	Art therapy	30. 4. 2024	B	Noted	12. 9. 2024
FTH USB	Pedagogy of free time	31. 8. 2024	B	Noted	17. 10. 2024
FHSS USB	Protection of the population with a focus on CBRNE	31. 8. 2024	B	Noted	17. 10. 2024
FTH USB	Spirituality and ethics in social work	30. 9. 2024	D	Noted	28. 11. 2024
FAT USB	Multifunctional agriculture	31. 12. 2024	N	Noted	23. 1. 2025

Annexe 15: List of accreditations of habilitation and professorship procedures granted by the NAB in 2024

*Overview of **accreditations of habilitation procedures granted by the NAB** in 2024 (sorted by the date of entry into force of the NAB decision)*

Faculty	Field of study	Decision number	Date of entry into force	Validity of accreditation until
FAT USB	Applied and landscape ecology	NAB-341/2023-8	20. 3. 2024	20. 3. 2034
FAT USB	Agricultural chemistry and biotechnology	NAB-345/2023-8	2. 8. 2024	2. 8. 2029

*Overview of **habilitation accreditation procedures discontinued by NAB** in 2024 (sorted by the date the NAB decision becomes final)*

Faculty	Field of study	Decision number	Date of entry into force	Reason for discontinuation
In 2024, the NAB did not discontinue any proceedings for accreditation of habilitation at USB.				

*Overview of **accreditations of the procedures for the appointment of a professor granted by the NAB** in 2024 (sorted by the date of the NAB decision becoming final)*

Faculty	Field of study	Decision number	Date of entry into force	Validity of accreditation until
FAT USB	Applied and landscape ecology	NAB-341/2023-8	20. 3. 2024	20. 3. 2034
FAT USB	Agricultural chemistry and biotechnology	NAB-345/2023-8	2. 8. 2024	2. 8. 2029

*Overview of **accreditation procedures for the appointment of a professor discontinued by the NAB** in 2024 (sorted by the date of the NAB decision becoming final)*

Faculty	Field of study	Decision number	Date of entry into force	Reason for discontinuation
In the year 2024, no procedure for accreditation of the procedure for the appointment of a professor at USB was discontinued by the NAB.				

Annexe 16: Overview of ending bachelor's and master's degree fields of study (programmes) evaluated by the IEB USB in 2024

*Overview of **ending bachelor's and master's fields of study (programmes)** evaluated by the IEB USB in 2024*

Faculty	Field of study	Type of study	Evaluated period	Year of evaluation
FEC USB	Financial and actuarial mathematics	B	2023	2024
FEC USB	Business entrepreneurship	B	2023	2024
FEC USB	Business management and economics	B	2023	2024
FEC USB	Accounting and financial management of enterprises	B	2023	2024
FEC USB	Economic informatics	B	2023	2024
FEC USB	Economic informatics	B	2023	2024
FEC USB	Business entrepreneurship	N	2023	2024
FEC USB	EU structural policy and rural development	N	2023	2024
FEC USB	Accounting and financial management of enterprises	N	2023	2024
FEC USB	Regional and European project management (non-major programme)	N	2023	2024
FEC USB	Economic informatics	N	2023	2024
FAR USB	Cultural studies (single/double major)	B	2023	2024
FAR USB	Archival studies (single/double major)	B	2023	2024
FAR USB	History (single/double major)	B	2023	2024
FAR USB	English language and literature (double major)	B	2023	2024
FAR USB	Czech studies (single/double major)	B	2023	2024
FAR USB	Czech-German area studies (single-subject)	B	2023	2024
FAR USB	French language for European and international business	B	2023	2024
FAR USB	French language and literature (single/double major)	B	2023	2024
FAR USB	Italian language and literature (double major)	B	2023	2024
FAR USB	German language and literature (double major)	B	2023	2024
FAR USB	Spanish language and literature (single/double major)	B	2023	2024
FAR USB	Spanish language for European and international business	B	2023	2024

Faculty	Field of study	Type of study	Evaluated period	Year of evaluation
FAR USB	Aesthetics (single/double major)	B	2023	2024
FAR USB	History of art (single/double major)	B	2023	2024
FAR USB	Cultural studies (single major)	N	2023	2024
FAR USB	History (single/double major)	N	2023	2024
FAR USB	Czech studies (single/double major)	N	2023	2024
FAR USB	Czech-German area studies (single/double major)	N	2023	2024
FAR USB	French language (single major) / French language and literature (double major)	N	2023	2024
FAR USB	Teacher training in the English language and literature for secondary schools (double major)	N	2023	2024
FAR USB	Teacher training in the Czech language and literature for secondary schools	N	2023	2024
FAR USB	Teacher training in the Spanish language for secondary schools	N	2023	2024
FAR USB	History and philosophy of art	N	2023	2024
FED USB	Pedagogical-psychological foundation for bachelor's degree fields of study with a focus on education at the 2nd level of primary schools	x	2023	2024
FED USB	Teacher training for the second level of primary schools – common foundation	x	2023	2024
FED USB	Pedagogical-psychological foundation for the consecutive master's degree in Teacher training for secondary schools	x	2023	2024
FED USB	Geography for public administration	B	2023	2024
FED USB	Physical education and sport (single major)	B	2023	2024
FED USB	Physical education and sport (double major)	B	2023	2024
FED USB	Preschool special education – Kindergarten teacher training	B	2023	2024
FED USB	English language with a focus on education	B	2023	2024
FED USB	Czech language and literature with a focus on education	B	2023	2024
FED USB	Physics with a focus on education	B	2023	2024
FED USB	Music education with a focus on education (double major)	B	2023	2024
FED USB	Chemistry with a focus on education	B	2023	2024
FED USB	Information technology and e-learning (full-time)	B	2023	2024

Faculty	Field of study	Type of study	Evaluated period	Year of evaluation
FED USB	German language with a focus on education	B	2023	2024
FED USB	Natural history with a focus on education	B	2023	2024
FED USB	Social pedagogy (part-time)	B	2023	2024
FED USB	Social sciences with a focus on education	B	2023	2024
FED USB	Teacher training for kindergartens	B	2023	2024
FED USB	Health education	B	2023	2024
FED USB	Art with a focus on education (single major)	B	2023	2024
FED USB	Fine arts with focus on education (double major)	B	2023	2024
FED USB	Fundamentals of production techniques with a focus on education	B	2023	2024
FED USB	Art therapy	B	2023	2024
FED USB	Psychology	B	2023	2024
FED USB	English language teaching for the 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in History for the 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in physics for 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in physics and informatics for the 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in informatics for the 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in mathematics for the 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in science for the 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in technical education for 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in health education for the 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in art education for 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in geography for 2nd level of primary schools	N	2023	2024
FED USB	Teacher training in physical education for secondary schools (single major)	N	2023	2024
FED USB	Teacher training in music education for primary schools, secondary schools and primary art schools	N	2023	2024
FED USB	Teacher training in basic social sciences and civic education for secondary schools and 2nd level of primary schools	N	2023	2024

Faculty	Field of study	Type of study	Evaluated period	Year of evaluation
FED USB	Education with a focus on health education	N	2023	2024
FED USB	Teacher training for the first level of primary schools (full-time)	M	2023	2024
FSC USB	Applied mathematics	B	2023	2024
FSC USB	Biologická chemie / Biological Chemistry	B	2023	2024
FSC USB	Biology	B	2023	2024
FSC USB	Biology for education (double major)	B	2023	2024
FSC USB	Biomedical laboratory technology	B	2023	2024
FSC USB	Biophysics	B	2023	2024
FSC USB	Environmental care	B	2023	2024
FSC USB	Physics	B	2023	2024
FSC USB	Applied informatics	B	2023	2024
FSC USB	Bioinformatics	B	2023	2024
FSC USB	Measurement and computing technology	B	2023	2024
FSC USB	Biochemistry	N	2023	2024
FSC USB	Experimentální biologie / Experimental Biology	N	2023	2024
FSC USB	Clinical biology	N	2023	2024
FSC USB	Parasitologie / Parasitology	N	2023	2024
FSC USB	Biologie ekosystémů / Ecosystem Biology	N	2023	2024
FSC USB	Teacher training in biology for secondary schools	N	2023	2024
FSC USB	Zoologie / Zoology	N	2023	2024
FSC USB	Botanika / Botany	N	2023	2024
FSC USB	Biophysics	N	2023	2024
FSC USB	Physical measurements and modelling	N	2023	2024
FSC USB	Teacher training in informatics for secondary schools	N	2023	2024
FFPW USB	Water protection	B	2023	2024

Faculty	Field of study	Type of study	Evaluated period	Year of evaluation
FFPW USB	Fisheries	B	2023	2024
FFPW USB	Rybářství a ochrana vod / Fisheries and water protectin	N	2023	2024
FTH USB	Filozofie a religionistika	B	2023	2024
FTH USB	Theology (single/double major)	B	2023	2024
FTH USB	Pedagogy of leisure time	B	2023	2024
FTH USB	Social and charity work	B	2023	2024
FTH USB	Theology of ministry	N	2023	2024
FTH USB	Teacher training in religion and ethics	N	2023	2024
FTH USB	Pedagogy of leisure time	N	2023	2024
FTH USB	Ethics in social work	N	2023	2024
FAT USB	Zootechnics	B	2023	2024
FAT USB	Biology and conservation of organisms of interest	B	2023	2024
FAT USB	Land development and real estate transfers	B	2023	2024
FAT USB	Agribusiness	B	2023	2024
FAT USB	Agroecology	B	2023	2024
FAT USB	Sustainable landscape management systems	B	2023	2024
FAT USB	Agricultural and transport technology: trade, maintenance and services	B	2023	2024
FAT USB	Agricultural biotechnology	B	2023	2024
FAT USB	Agriculture	B	2023	2024
FAT USB	Agroecology	N	2023	2024
FAT USB	Agribusiness	N	2023	2024
FAT USB	Agricultural and transport technology	N	2023	2024
FAT USB	Agricultural engineering	N	2023	2024
FAT USB	Multifunctional agriculture	N	2023	2024
FAT USB	Zootechnics	N	2023	2024

Faculty	Field of study	Type of study	Evaluated period	Year of evaluation
FAT USB	Biology and conservation of organisms of interest	N	2023	2024
FAT USB	Land development and real estate transfers	N	2023	2024

Annexe 17: Overview of ending doctoral fields of study (programmes) evaluated by the IEB USB in 2024

*Overview of **ending doctoral degree programmes** evaluated by the IEB USB in 2024*

Faculty	Field of study	Type of study	Evaluated period	Year of evaluation
FEC USB	Business management and economics	D	2023	2024
FAR USB	České dějiny / Tschechische Geschichte	D	2023	2024
FAR USB	Archaeology	D	2023	2024
FAR USB	Romance languages	D	2023	2024
FAR USB	Dějiny novější české literatury / History of 19th and 20th century literature	D	2023	2024
FED USB	Information and communication technology in education	D	2023	2024
FED USB	Theory of education in mathematics	D	2023	2024
FED USB	Education in biology	D	2023	2024
FSC USB	Entomologie / Entomology	D	2023	2024
FSC USB	Hydrobiologie / Hydrobiology	D	2023	2024
FSC USB	Infekční biologie / Infection Biology	D	2023	2024
FSC USB	Biologie ekosystémů / Ecosystem Biology	D	2023	2024
FSC USB	Zoologie / Zoology	D	2023	2024
FSC USB	Botanika / Botany	D	2023	2024
FSC USB	Fyziologie a vývojová biologie / Physiology and Developmental Biology	D	2023	2024
FSC USB	Biofyzika / Biophysics	D	2023	2024
FSC USB	Molekulární a buněčná biologie a genetika / Molecular and Cell Biology and Genetics	D	2023	2024
FFPW USB	Rybářství / Fisheries	D	2023	2024
FTH USB	Philozofie / Philosophy	D	2023	2024
FTH USB	Charity work	D	2023	2024
FTH USB	Teologie / Theologie / Theology	D	2023	2024
FAT USB	Agricultural chemistry	D	2023	2024
FAT USB	Applied and landscape ecology	D	2023	2024

Faculty	Field of study	Type of study	Evaluated period	Year of evaluation
FAT USB	Agroecology	D	2023	2024
FAT USB	General crop production	D	2023	2024
FAT USB	Special crop production	D	2023	2024
FAT USB	General zootechnics	D	2023	2024
FAT USB	Special zootechnics	D	2023	2024
FAT USB	Zoohygiene and prevention of livestock diseases	D	2023	2024
FAT USB	Agricultural biotechnology	D	2023	2024

Annexe 18: Overview of bachelor's and master's degree programmes evaluated by the IEB USB in 2024 as part of the process of internal evaluation of degree programmes during their accreditation

*Overview of bachelor's and master's fields of study (programmes) evaluated by the IEB USB in 2024 as part of the internal evaluation process of degree programmes during their accreditation – **degree programmes accredited by the IEB USB under institutional accreditation** (sorted by the date of discussion within the IEB USB)*

Faculty	Programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FAR USB	English language and literature	B	Philology	Approved	6. 2. 2024
FAR USB	English and American literature	N	Philology	Approved	6. 2. 2024
FAR USB	Czech studies	B	Philology	Approved	6. 2. 2024
FAR USB	Czech studies	N	Philology	Approved	6. 2. 2024
FAR USB	Czech-German area studies	B	Philology	Approved	6. 2. 2024
FAR USB	Czech-German area studies	N	Philology	Approved	6. 2. 2024
FAR USB	German language and literature	B	Philology	Approved	6. 2. 2024
FAR USB	French language for European and international business	B	Philology (78.5 %) Economic disciplines (21.5 %)	Approved	6. 2. 2024
FAR USB	Spanish language for European and international Business	B	Philology (78.5 %) Economic disciplines (21.5 %)	Approved	6. 2. 2024
FAR USB	French language and literature	B	Philology	Approved	6. 2. 2024
FAR USB	Italian language and culture	B	Philology	Approved	6. 2. 2024
FAR USB	Spanish language and literature	B	Philology	Approved	6. 2. 2024
FAR USB	Translation	N	Philology	Approved	6. 2. 2024
FAR USB	Romance philology	N	Philology	Approved	6. 2. 2024
FHSS USB	Social work	B	Social work	Approved	6. 2. 2024
FHSS USB	Social work management in organisations	N	Social work	Approved	6. 2. 2024
FHSS USB	Health and social care	B	Social work (63 %) Health care disciplines (37 %)	Approved	6. 2. 2024

Faculty	Programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FSC USB	Ecology	N	Biology, Ecology and Environment	Approved[48]	23. 4. 2024
FHSS USB	Physiotherapy	B	Medical disciplines	Approved	21. 5. 2024
FHSS USB	Nutritional therapy	B	Medical disciplines	Approved	21. 5. 2024
FHSS USB	Midwifery	B	Medical disciplines	Approved	21. 5. 2024
FHSS USB	Radiological assistance	B	Medical disciplines	Approved	21. 5. 2024
FHSS USB	Paramedics	B	Medical specialties	Approved	21. 5. 2024
FHSS USB	General nursing	B	Nursing disciplines	Approved	21. 5. 2024
FTH USB	Philosophy	B	Philosophy, Religious Studies and Theology	Approved	15. 10. 2024
FTH USB	Philosophy	N	Philosophy, Religious Studies and Theology	Approved	15. 10. 2024
FHSS USB	Paediatric nursing	B	Medical disciplines	Approved	15. 10. 2024
FEC USB	Finance and accounting	B	Economic disciplines	Approved[49]	19. 11. 2024
FAR USB	English language and literature with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FAR USB	Czech language and literature with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FAR USB	History with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024

[48] In the case of **NMgr. Ecology degree programme,** a proposal to change (postpone) the expiry date of the current accreditation of the degree programme was submitted by the programme sponsor as part of the internal evaluation process of the degree programme during its accreditation. Following the positive results of the internal evaluation of the degree programme during its accreditation, the IEB USB approved the proposal for extension of the authorisation to implement the degree programme within the framework of the valid institutional accreditation and **extended the authorisation until 12 March 2029.** The total duration of the accreditation of the degree programme in question is thus 10 years (the degree programme was accredited on 12 March 2019), which corresponds to the period for which the degree programme in question would have been originally accredited if the so-called continuous principle of determining the duration of accreditation had been applied at the time of its accreditation.

[49] In the case of **Bc. Finance and Accounting degree programme**, a proposal to change (postpone) the expiry date of the current accreditation of the degree programme was submitted by the programme sponsor as part of the internal evaluation process of the degree programme during its accreditation. Following the positive results of the internal evaluation of the degree programme during its accreditation, the IEB USB approved the proposal for the extension of the authorisation to implement the degree programme within the framework of the valid institutional accreditation and **extended the authorisation until 1 October 2029**. The total duration of the accreditation of the degree programme in question is thus 10 years (the degree programme was accredited on 1 October 2019), which corresponds to the period for which the degree programme in question would have been originally accredited if the so-called continuous principle of determining the duration of accreditation had been applied at the time of its accreditation.

Faculty	Programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FAR USB	French language with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FAR USB	German language with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FAR USB	Spanish language with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FSC USB	Biology with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FSC USB	Chemistry with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FSC USB	Physics with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FSC USB	Computer Science with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FSC USB	Mathematics with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FED USB	Music education with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FED USB	Physical education with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FED USB	Foundations of Social Sciences with a focus on education for secondary schools	B	Teacher training	Approved	19. 11. 2024
FED USB FAR USB FSC USB FTH USB	Teacher training for secondary schools	N	Teacher training	Approved	19. 11. 2024
FHSS USB	Laboratory diagnostics	B	Medical disciplines	Approved[50]	10. 12. 2024

[50] In the case of **Bc. Laboratory Diagnostics degree programme**, the programme guarantor submitted a proposal to change (postpone) the expiry date of the current accreditation of the degree programme as part of the internal evaluation process of the degree programme during its accreditation. Following the positive results of the internal evaluation of the degree programme in the course of its accreditation, the IEB USB approved the submitted proposal to extend the authorisation to implement the degree programme within the framework of the valid institutional accreditation and **extended** the **authorisation until 5 November 2029**. The total duration of the accreditation of the degree programme in question is thus 10 years (the degree programme was accredited on 5 November 2019), which corresponds to the period for which the degree programme in question would have been originally accredited if the so-called continuous principle of determining the duration of accreditation had been applied at the time of its accreditation.

Faculty	Programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FHSS USB	Specialisation in nursing	N	Nursing disciplines	Approved[51]	10. 12. 2024

*List of bachelor's and master's fields of study (programmes) evaluated by the IEB USB in 2024 as part of the process of internal evaluation of degree programmes during their accreditation – **degree programmes accredited by the NAB under programme accreditation** (sorted by the date of discussion by the IEB USB)*

Faculty	Programme name	Type of study	Area of education	Opinion of the IEB USB	Date of the opinion of the IEB USB
FSC USB	Physical measurements and modelling	N	Physics	Approved	6. 2. 2024
FSC USB	Biological chemistry	B	Chemistry	Approved	6. 2. 2024
FSC USB	Biological chemistry	N	Chemistry	Approved	15. 10. 2024
FEC USB	Economics and management	N	Economic disciplines	Approved	15. 10. 2024
FEC USB	Regional and European project management	N	Economic disciplines	Approved	19. 11. 2024

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[51] In the case of **NMgr. Nursing Specialisation degree programme**, a proposal to change (postpone) the expiry date of the current accreditation of the degree programme was submitted by the programme guarantor as part of the internal evaluation process of the degree programme during its accreditation. Following the positive results of the internal evaluation of the degree programme during its accreditation, the IEB USB approved the proposal for the extension of the authorisation to implement the degree programme within the framework of the valid institutional accreditation and **extended the authorisation until 5 November 2029**. The total duration of the accreditation of the degree programme in question is thus 10 years (the degree programme was accredited on 5 November 2019), which corresponds to the period for which the degree programme in question would have been originally accredited if the so-called continuous principle of determining the duration of accreditation had been applied at the time of its accreditation.

Annexe 19: Overview of other materials, issues, and matters discussed and debated by the IEB USB in 2024

*Overview of **other materials, issues and matters** discussed and debated by the IEB USB in 2024 (sorted by the date of discussion by the IEB USB)*

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Opinion of the IEB USB	Date of the opinion of the IEB USB
Overview of significant changes to degree programmes implemented by the academic year 2022/2023 (IEB USB has agreed to further proposed actions in this area)	Noted	6. 2. 2024
Information on the completion of the questionnaire survey as part of the CDP project 'IEB – PDO – Internal Evaluation Boards – Practice, Development and Organisation. Analysis of current practices and further development of the work of Internal Evaluation Boards'. (members of the IEB USB, representatives of the USB faculty management and guarantors of accredited USB degree programmes were also involved in this survey)	Noted	6. 2. 2024
Presentation of the final results of the questionnaire survey within the CDP project 'IEB – PDO – Practice, Development and Organisation. Analysis of current practices and further development of the work of Internal Evaluation Boards.' and the output methodological material of the CDP project, which was largely based on the results of the questionnaire survey (for all participating HEIs)	Noted	19. 3. 2024
Information on the planned dates of the IEB USB meetings in the first half of 2024	Noted	19. 3. 2024
Draft Addendum to the Report on the Internal Quality Assessment of the Educational, Creative and Related Activities of USB for the year 2023	Approved	23. 4. 2024
Proposal to modify the staffing of the IEB USB Evaluation Committees (following the appointment of new IEB USB leadership and a new external member of the IEB USB)	Approved	23. 4. 2024
Discussion of possible adjustments to the structure and functioning of the IEB USB Evaluation Committees to ensure that they are as functional as possible, have adequate representation of experts capable of assessing submitted accreditation and other materials, and are sufficiently operational	x	23. 4. 2024
Information on the planned dates of the IEB USB meetings in the second half of 2024	Noted	21. 5. 2024
Information on partial modifications of accreditation forms and related NAB methodological materials (effective 4/4/2024)	Noted	21. 5. 2024
Proposal for the conditions and deadlines for the use of the existing accreditation forms; proposal for the procedure for the transition to the new forms, making maximum use of the transition period set by the NAB (by 31 October 2024)	Approved	21. 5. 2024
Presentation of a draft Rector's ordinance regulating the use of distance education elements in full-time studies (this ordinance, which is based on the relevant NAB methodological guideline, also applies to distance methods of student assessment to an appropriate extent)	Noted	18. 6. 2024
Information on the main outcomes of the 04/2024 NAB Council meeting and the results of the discussion of the materials submitted to USB at this meeting	Noted	18. 6. 2024
Information on ongoing discussions (within USB and within a number of other HEIs) on the possible abolition of undergraduate dissertations or their replacement with some other type of output, not only in relation to advances in artificial intelligence (AI), but particularly in order to increase the emphasis on practical skills and analytical thinking of students	Noted	18. 6. 2024

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Opinion of the IEB USB	Date of the opinion of the IEB USB
Proposed verbal evaluation of the addenda to the self-evaluation reports of the study fields (programmes) of the individual faculties of USB for the year 2023	Approved	15. 10. 2024
Information on the setting up of a new regime of regular meetings with faculty quality coordinators (these meetings are held 1 week after the IEB USB so that faculty coordinators have up-to-date information and outputs from the IEB USB meetings and can also raise any comments, questions or suggestions, which are subsequently passed on to the IEB USB meetings)	Noted	15. 10. 2024
Information on the preparation of a call within the USB Fund for Strategic Priorities aimed at supporting the establishment of new strategic interdisciplinary degree programmes at USB	Noted	15. 10. 2024
Information on the change of the abbreviation of the Internal Evaluation Board of USB (instead of the existing abbreviation IEB USB [RpVH JU], the abbreviation IEB USB [RVH JU] has been newly introduced)	Noted	19. 11. 2024
Proposal for a system of internal quality assessment for degree programmes which are not planned to be re-accredited, or programmes which are accredited only for the completion by existing students	Approved	19. 11. 2024
Information on modifications to the procedure for the consideration of full accreditation applications for degree programmes for which the opinion of the competent recognition body (regulator) is required	Noted	19. 11. 2024
Information on preparations for the establishment of the School of Doctoral Studies at USB	Noted	19. 11. 2024
Information on the progress of the preparation of a call within the USB Fund for Strategic Priorities aimed at supporting the establishment of new strategic interdisciplinary degree programmes at USB	Noted	19. 11. 2024
Draft outline of the Addendum to the Report on the Internal Quality Assessment of the Educational, Creative and Related Activities of the USB for 2024	Approved	10. 12. 2024
Draft USB Rector's Ordinance concerning the USB School of Doctoral Studies, draft Statutes of the USB School of Doctoral Studies, and a detailed presentation of the activities and immediate tasks of the USB School of Doctoral Studies following its establishment	Noted	10. 12. 2024
Draft USB Rector's Ordinance (amendment to Rector's Ordinance R 533) regulating the processes of internal evaluation of doctoral degree programmes, evaluation of substantive plans and evaluation of proposals for doctoral degree programmes at USB in 2025	Noted	10. 12. 2024
Draft timetable for internal quality assessment of degree programmes, faculties, other constituent parts and other units for 2025	Approved	10. 12. 2024
Nomination of representatives of the IEB USB to the evaluation committees for the evaluation of faculties (one committee for each faculty evaluated), other constituent parts of USB (one joint committee for all evaluated other constituent parts and departments) for 2025	Approved	10. 12. 2024
Proposal for partial modifications to the procedure for reviewing full accreditation applications for degree programmes for which the opinion of the relevant recognition body (regulator) is required	Approved	10. 12. 2024
Information on the change in the method of processing the minutes of the IEB USB meetings	Noted	10. 12. 2024
Discussion on the procedures for reviewing submitted accreditation and other materials by the IEB USB Evaluation Committees	x	10. 12. 2024

Annexe 20: Projects of the Support Programme for Strategic Management of USB in 2024–2025

*Overview of projects, objectives and resources of the projects of the **Support Programme for the Strategic Management of USB in 2024–2025***

No	Const. part	Period of implementation	Project	Project Objectives	Total allocated resources for 2024 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2025 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
7	REC	2024–2025	International mobilities of students and staff	1. Support for mobilities of students and staff of USB	3 469 000	3 141 000	6 610 000
8	REC	2024–2025	Support for the internationalisation of USB	1. Creating an international environment 2. Development of global competences of students and staff 3. Promotion abroad	3 121 400	3 073 700	6 195 100
9	REC	2024–2025	Centralisation of M&R, SA, FAS and CCTV systems across USB	1. Next steps in the centralisation of M&R, SA and FAS systems 2. Establishment of a central systems control room 2. A full-fledged dispatch centre with oversight of centralised software at USB built	536 489	489 521	1 026 010
13	FSC	2024–2025	Renovation of Building O for the needs of the FSC USB – Part II	1. Project documentation, including a building permit	1 000 000	1 000 000	2 000 000
14	FED	2024–2025	Renewal of sports material for selective physical education of students of the University of South Bohemia	1. Replacement of sports equipment – 1st stage 2. Replacement of sports equipment – 2nd stage	250 000	450 000	700 000
19	REC	2024–2025	Development and increase of project management potential at USB	1. Improving the potential and quality of project applications in the field of European subsidies, sharing experience 2. Development and stabilisation of the project database 3. Participation in internships or training courses and seminars related to the performance of the activities of the project and financial manager	594 000	382 000	976 000
23	REC	2024–2025	Creating an international environment and promotion abroad	1. Implementation of the annual implementation plans for USB's international communication for the years 2024–2025 2. Application of modern forms of communication 3. Updating USB's international MKT communication strategy for 2024+ 4. Filling the position of language coordinator	650 000	650 000	1 300 000
24	REC	2024–2025	Communication and information support for university and faculty activities	1. Implementation of the annual implementation plans of the USB Communications MKT for 2024–2025 2. Application of modern forms of MKT communication 3. USB participation in selected educational fairs and popularization events 4. Update of the USB MKT communication strategy for 2026+ 5. Filling the position of MKT Project Coordinator and Administrator	3 766 000	3 766 000	7 532 000

No	Const. part	Period of implementation	Project	Project Objectives	Total allocated resources for 2024 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2025 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
25	REC	2024–2025	Development of central information systems at USB	1. Digitisation of remits and development of a central IS	1 935 000	1 935 000	3 870 000
26	REC	2024–2025	Development of the IT infrastructure of USB	1. Renewal and development of server, computing and data storage infrastructure 2. Renewal and development of computer and wireless network infrastructure 3. Development of information and physical security 4. Renewal and development of client equipment for operational remits 5. Renewal and development of IT and AV equipment in classrooms	5 062 300	4 940 100	10 002 400
27	REC	2024–2025	Promotion and development of education at USB 2024–2025	1. Technical and methodological support in the use of flexible forms of education 2. Support and development of platforms for flexible forms of education, support for digitisation processes in the area of education 3. Support for further education of USB employees 4. Supporting the positions of LLL coordinators 5. Strengthening the link between study and practice 6. Improving the availability and relevance of flexible forms of education within accredited degree programmes 7. Developing vocational and interest–based LLL programmes 8. Promotion of flexible forms of education 9. Development of information, support and counselling services for students, prospective students and graduates	9 058 924	9 225 792	18 284 716
28	REC	2024–2025	Analysis, reporting and data management 2024–2025	1. Expansion of the data warehouse with new data 2. Creation of new data models in PBI or new views 3. Creation of new reports	1 130 000	1 130 000	2 260 000
29	REC	2024–2025	Quality 2024–2025	1. Develop and support the work of internal and external evaluation panels 2. Implementation of the recommendations of the evaluation panels 3. Development of quality monitoring and assurance tools	2 520 000	2 600 000	5 120 000
34	REC	2024–2025	School of Doctoral Studies	1. Internationalisation of doctoral studies 2. Increasing students' general skills 3. Improving the quality of supervisors 4. University-wide doctoral conference 5. Operation of the School of Doctoral Studies 6. Targeted financial support	1 725 000	1 725 000	3 450 000
35	REC	2024–2025	Application of the MEYS's Guidelines for the passporting of USB buildings to the software in use	1. Provision of services, installation of the application with trial operation, import of data	1 370 000	900 000	2 270 000

No	Const. part	Period of implementation	Project	Project Objectives	Total allocated resources for 2024 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2025 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
36	REC	2024–2025	Specification of BIM protocol, including requirements for data annexes	1. Establishment of a BIM protocol, including its annexes with possible implementation	420 000	640 000	1 060 000
37	REC	2024–2025	Development of energy management at USB	1. Update of energy audits across USB	680 000	680 000	1 360 000
38	FHSS	2024–2025	FHSS USB study room – modernisation and innovation of premises	1. Renovation of non-functioning air conditioning	892 000	562 000	1 454 000
39	FAR	2025	Development and support of the International Board of FAR USB	1. Increase cooperation with the International Board of the FAR USB 2. FAR USB meetings, lecture activities	0	290 000	290 000
40	REC	2025	Ensuring an independent evaluation of the USB Strategic Plan	1. Ensuring an independent evaluation of the SP USB	0	600 000	600 000
				TOTAL	38 180 113	38 180 113	76 360 226

Annexe 21: Fund for strategic priorities 2022 projects+

*Overview of the projects, objectives and resources of the projects of the **2022+ Fund for strategic priorities***

No	Const. part	Period of implementation	Project	Project objectives	Total allocated resources for 2022 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2023 (INV + NIV) [CZK]	Total allocated resources (INV – NIV) for 2024 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
1	FAT	2022-2023	Fermentation laboratory as part of the building renovation – the project was replaced at the end of 2022 by a new project No 24. Project documentation for the building permit of the SMART AGRITECH Technological Research and Innovation Centre pavilion	1. Renovation and modernisation of the building in order to build a fermentation area	0	4 000 000	0	4 000 000
2	REC	2022-2023	Remote readings of all energy meters at USB	1. Provision of remote online readings of all energy meters (water, electricity, heat, cold, gas) across the whole of USB	173 860	2 473 860	0	2 647 720
3	REC	2022-2023	Implementation of the HR Award in 2022, 2023	1. Ensure implementation of the revised Action Plan in relation to the USB 'certification' HR Award	1 064 946	988 360	0	2 053 306
4	FED	2022	Use of plethysmograph in teaching physical education and sport	1. Equipping the laboratory and seminar room at the Department of Physical Education and Sport of the FED USB with modern equipment	2 480 000	0	0	2 480 000
5	REC	2022–2023	Systemic development of knowledge transfer at the University of South Bohemia in České Budějovice	1. Continued development of the technology transfer office both internally within the university and externally outside the University 2. Increasing and streamlining the cooperation between USB and the application sphere	920 000	2 900 000	0	3 820 000
6	FFPW	2022–2023	Connection of FFPW objects in Vodňany by optics – stages II. and III.	1. Interconnection of FFPW objects in Vodňany by optical data links	2 469 000	2 265 000	0	4 734 000
7	FEC	2022–2023	Strengthening the competitiveness of the University of South Bohemia	1. Establishment of a coworking office for startups emerging from the university-wide InvestDay competition 2. Use of the VR classroom for the creation of teaching models and tutorials in collaboration with other faculties (e.g. FFPW) 3. Linguistic and cultural preparation of DP Regional and European Project Management candidates and students	434 000	120 000	0	554 000

No	Const. part	Period of implementation	Project	Project objectives	Total allocated resources for 2022 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2023 (INV + NIV) [CZK]	Total allocated resources (INV – NIV) for 2024 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
8	D&R	2022	Construction of a modern laundry on the USB campus – the project was cancelled and the funds were transferred to Project No 12 SMART, Sustainable USB – Phase I, Support for Sports	1. Building a modern laundry 2. Improve services for USB students and staff	1 155 797	0	0	1 155 797
9	FED	2022	Removal of the grandstand in the Na Sádkách sports complex	1. Removal of non-compliant structure 2. Improvement of safety	5 832 000	0	0	5 832 000
10	FAT	2022	Change of name of the Faculty of Agriculture	1. Faculty support	1 000 000	0	0	1 000 000
11	FAT	2022	Meat and cheese fermentation plant KMU	1. Promotion of FAT USB and agriculture – own quality products and tradition building	685 000	0	0	685 000
12	REC	2022	SMART, sustainable USB – Phase I, support for sport	1. Promoting socially responsible behaviour at USB 2. Promotion of sports activities	2 019 210	300 000	0	2 319 210
13	REC	2022–2024	Support for translations of strategic documents[52]	1 Provide funding for translations of strategic plans, not only for faculties, but also for University-wide documents, including possible updates	250 000	0	100 000	350 000
14	FFPW	2022	Improvement of the quality of CENAKVA infrastructure (doctoral studies) through mutual sharing of capacities between FFPW USB and IHB	1. Clear identification of unique instruments, equipment with high potential for increasing expertise, skills 2. Description of the equipment, definition of capacity for sharing them and appropriate pricing of their use (appropriately chosen unit – hour, day, etc.) 3. Contractual anchoring of cooperation on specific topics using specific devices/equipment 4. Negotiations with the donor on the possibilities of IHB's participation in the earmarked support of the CENAKVA centre	800 000	0	0	800 000
15	REC	2022–2024	Renovation of the USB building Na Zlaté stoce 1619	1. Construction of the University of South Bohemia centre, which will be tasked with integrating computer science disciplines at USB	650 000	750 000	1 250 000	2 650 000

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[52] In view of the fulfilment of the original intention, the focus of this project has been changed to support CG Kvitek. The implementation continues in 2025.

No	Const. part	Period of implementation	Project	Project objectives	Total allocated resources for 2022 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2023 (INV + NIV) [CZK]	Total allocated resources (INV – NIV) for 2024 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
16	FTH	2022–2024	Update of ethics and religion education in the context of teacher training for secondary schools	1. Analyse the current situation of teaching ethics and religion in secondary schools in the CR 2. Design new LLL courses for accreditation	861 000	843 000	843 000	2 547 000
17	FTH	2022–2024	Establishment of FTH USB activities abroad in Zambia	1. Strengthen the existing activities of the FTH USB in Zambia 2. Support internships of Zambian students at USB	660 000	791 000	791 000	2 242 000
18	FHSS	2022–2024	Development of teaching of preclinical disciplines at FHSS USB	1. Supplementation of material equipment for teaching anatomy, pathological anatomy and physiology at FHSS USB with selected models	4 243 000	530 000	530 000	5 303 000
19	FHSS	2022	Strengthening of facilities and development of the Laboratory Diagnostics and Nutritional Therapy fields	1. Acquisition of equipment to improve the quality of instruction	1 241 000	0	0	1 241 000
20	FAR	2022–2024	School of Environmental Archaeology – development of the field of study and preparation of joint accreditation (together with the FSC USB)	1. Prepare the accreditation of the degree programme of environmental archaeology and systematically strengthen the interdisciplinary links between the two departments of the USB – the Institute of Archaeology (FAR USB) and the Laboratory of Archaeo-Botany and Palaeoecology (LAPE FSC USB)	2 156 000	2 156 000	2 156 000	6 468 000
21	FAR	2022–2023	Staff development of German Studies at USB (jointly with FED USB)	1. Support for existing promising staff of individual departments	2 185 000	2 185 000	0	4 370 000
22	CIT	2022	Implementation of tools to increase IT security at USB	1. Implementation of tools used in the security area, in particular the log management and processing system, the SIEM (Security Information and Event Management) system and penetration testing 2. Support for personnel security	1 220 000	0	0	1 220 000
23	FSC	2022–2024	Material and technical support for the Centre for Polar Ecology	1. Support for the activities of the Centre for Polar Ecology	500 000	800 000	8 000 000	9 300 000

No	Const. part	Period of implementation	Project	Project objectives	Total allocated resources for 2022 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2023 (INV + NIV) [CZK]	Total allocated resources (INV – NIV) for 2024 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
24	FAT	2023	Project documentation for the building permit for the pavilion of the SMART AGRITECH Technology Research and Innovation Centre	1. Provision of project documentation	0	6 800 000	0	6 800 000
				TOTAL	31 844 017	23 902 220	13 670 000	69 416 237

Annexe 22: Projects of the Fund for Strategic Priorities 2023 – 'Crisis'

*Overview of the **projects, objectives and resources of the projects** of the Fund for strategic priorities 2023 – 'Crisis'*

No	Const. part	Period of implementation	Project objectives	Total allocated resources (NIV) [CZK]
1	FEC	2023	1. Offsetting the impact of the energy crisis and inflation	1 334 000
2	FAR	2023	1. Offsetting the impact of the energy crisis and inflation	1 176 000
3	FFPW	2023	1. Offsetting the impact of the energy crisis and inflation	4 878 000
4	FED	2023	1. Offsetting the impact of the energy crisis and inflation	1 832 000
5	FSC	2023	1. Offsetting the impact of the energy crisis and inflation	3 116 000
6	FTH	2023	1. Offsetting the impact of the energy crisis and inflation	594 000
7	FHSS	2023	1. Offsetting the impact of the energy crisis and inflation	2 102 000
8	FAT	2023	1. Offsetting the impact of the energy crisis and inflation	2 436 000
9	REC[53]	2023	1. Offsetting the impact of the energy crisis and inflation	2 532 000
			TOTAL	**20 000 000**

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[53] The allocation of the REC also includes funds for special-purpose facilities and other units directly managed by the USB Rector according to the organisational regulations. For shared multi-component buildings in terms of energy consumption, the allocation was communicated by the components concerned (REC and FEC Dean's Office building, REC and FAR Dean's Office building). The implementation of most projects under this call continued in 2024.

Annexe 23: Fund for Strategic Priorities 2024+ projects

Overview of the projects, objectives and resources of the projects of **the Fund for Strategic Priorities 2024+**

No	Const. part	Period of implementation	Project	Project objectives	Total allocated resources for 2024 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2025 (INV + NIV) [CZK]	Total allocated resources (INV – INV) for 2026 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
1	REC	2024	Modernisation of the USB refectory equipment	1. Repair of the transport lift	3 025 000	0	0	3 025 000
2	REC	2024–2026	Implementation of the HR AWARD in 2024–2026	1 Implementation of AP HR AWARD nursing course activities 2. Preparation for the evaluation by the European Commission 3. Evaluation and possible implementation of recommendations by the EC	1 188 360	300 000	300 000	1 788 360
3	REC	2024–2026	Support for the design preparation of projects in the field of energy savings and the installation of OZE sources	1. Support for the preparation of project documentation	320 000	320 000	320 000	960 000
4	REC	2024–2026	SMART, sustainable USB – Phase II	1. Membership in the Association of Social Responsibility 2. Installation of SMART elements in the USB campus and buildings 3. Promoting well-being	720 000	2 820 000	320 000	3 860 000
5	REC	2024–2026	Student activities supporting the sustainability of USB and the SDGs (open project)	1. Support student sustainable projects – open projects 2. Emphasis on sustainability in teaching at the USB Faculty of Economics	665 000	665 000	550 000	1 880 000
6	REC	2024–2026	Support for the development of sports and social activities at USB with an overlap into public space	1. Implementation and participation in sports events (including media coverage)	300 000	300 000	300 000	900 000
7	FFPW	2024–2026	Support for design preparation of strategic investment projects FFPW USB / LRI CENAKVA	1. Support for the preparation of project documentation	600 000	600 000	0	1 200 000
8	FFPW	2024–2026	MEVPIS Campus Improvements – Phase II / Strengthening Social Responsibility in the Context of Global Climate Change	1. Implementation of MEVPIS modifications	300 000	1 500 000	0	1 800 000

No	Const. part	Period of implementation	Project	Project objectives	Total allocated resources for 2024 (INV + NIV) [CZK]	Total allocated resources (NIV) for 2025 (INV + NIV) [CZK]	Total allocated resources (INV – INV) for 2026 (INV + NIV) [CZK]	Total allocation (INV + NIV) [CZK]
9	CIT	2024–2025	Expansion of the Records Management with the functionalities needed to implement FDPB	1. Upgrade and launch of the certified Records Management (SPSL)	2 175 000	175 000	0	2 350 000
10	CIT	2024–2026	Construction of a backup server room for centralised services of USB	1. Construction of a geographically separated backup server room for the operation of the computing and storage infrastructure	700 000	1 500 000	600 000	2 800 000
11	FTH	2024–2026	Establishment and development of a new theological and religious studies journal in English KS Studies	1. Launching the website and editorial system 2. Publication of six issues of the journal 3. Access to databases	236 000	166 000	166 000	568 000
12	FHSS	2024–2026	SCHF-support for the development and sustainability of the centre	1. Purchase of specialised software	148 000	148 000	148 000	444 000
13	FHSS	2024	Development of teaching of preclinical subjects – functional anatomy and kinesiology	1. Acquisition of the analysis system of muscle activity during functional activities for innovation of instruction of pre-clinical fields of study of functional anatomy and kinesiology in the context of education in medical fields of FHSS USB	868 417	0	0	868 417
14	REC	2024–2025	Development of knowledge transfer at the University of South Bohemia	1. Identification of R&D results with potential for application, including comprehensive support for commercialisation of the results 2. Education and consultancy in the field of intellectual property. 3. Implementation of competitions	1 775 000	1 725 000	0	3 500 000
15	FED	2024–2025	Co-financing of the renovation of the FED USB 'Dukelská' buildings	1. Support for the renovation of the Dukelská building	1 500 000	0	0	1 500 000
16	FAT	2024–2025	Support for financing the preparation of project documentation and construction of the SMART AGRITECH Centre	1. Support for the preparation of project documentation 2. Support for construction work	1 500 000	1 500 000	0	3 000 000
				TOTAL	16 020 777	11 719 000	2 704 000	30 443 777

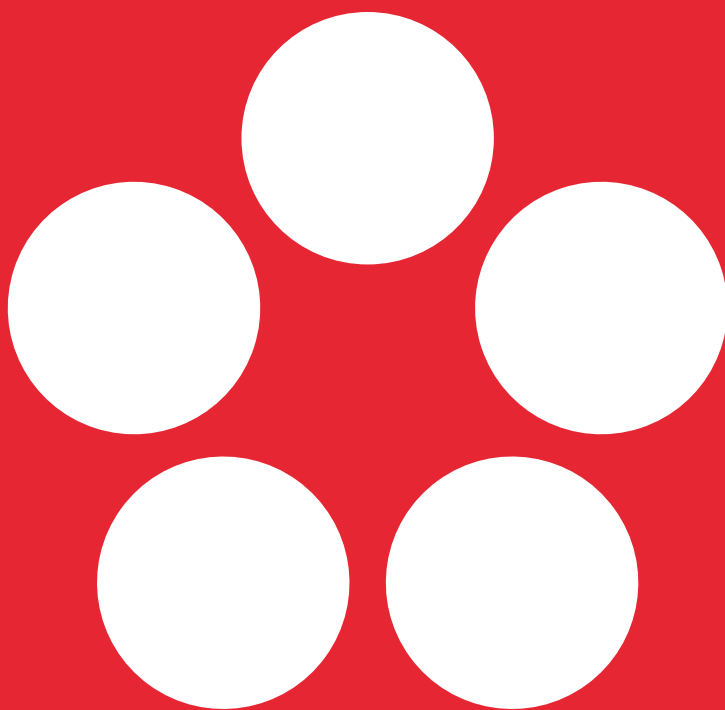# Annexe 24: Support Programme for the Development of Higher Education 2024

*Overview of the projects, objectives and resources of the **Support Programme for the Development of Higher Education 2024***

No	Name	Project objectives	Allocated resources SPDHE 2024 (INV + NIV) [CZK]
1	Support for the development of USB's strategic needs	1. Strategic management, process optimisation, competence development, and sharing of practices 2. Cybersecurity, digitalisation and modernisation of information systems 3. Development of internal quality assessment 4. Organisation of festivals, shows, exhibitions and other similar events of an exceptional nature 5. Other objectives – security, crisis management of USB	4 932 649
		TOTAL	**4 932 649**

Annexe 25: Higher Education Development Support Programme: Preparation for the implementation of the doctoral reform and the Human Resource Management Strategy 2024–2025

*Overview of projects, objectives and resources of the **Support Programme for the Development of Higher Education: Preparation for the Implementation of the doctoral reform and the Human Resources Management Strategy 2024–2025***

No	Name	Project objectives	Allocated resources SPDHE 2024 (INV + NIV) [CZK]	Allocated resources (NIV) SPDHE 2025 (INV + NIV) [CZK]	Allocated resources (NIV) SPDHE 2024–2025 (INV + NIV) [CZK]
A	Preparation for the implementation of the reform of doctoral studies	1. Support for the development of so-called doctoral schools 2. Definition of student status 3. Setting up processes to improve student success 4. Setting up a learner development system	550 590	550 590	1 101 180
B	Human resource management strategy	1. Equal pay strategy 2. Setting up a career system 3. System and implementation of staff appraisal 4. Implementation of a work-life balance policy and strengthening of a safe and stimulating working environment	435 000	435 000	870 000
		TOTAL	**985 590**	**985 590**	**1 971 180**

University of South Bohemia in České Budějovice