

# Annual Activity Report

the University of South Bohemia  
in České Budějovice

# 2024



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

[www.jcu.cz](http://www.jcu.cz)



# Introductory Information

---

The document 'Annual Activity Report of the University of South Bohemia in České Budějovice for 2024' (hereinafter referred to as 'AAR 2024') is an integral part of strategic management, including the fulfilment of the vision of the University of South Bohemia in České Budějovice (hereinafter referred to as 'USB'). In accordance with the specifications of the MEYS, AAR 2024 is structured into three parts: Main Section, Text Annexe and Table Annexe.

The main part of AAR 2024 is based on the structure of the USB Strategic Plan for 2021–2030 and the Implementation Plan of the USB Strategic Plan for 2024. For this reason, a total of five strategic themes are defined in the main part of AAR 2024: education, research, internationalisation, openness and management. The mission of the main part of the AAR 2024 is to describe the status of the implementation of the Implementation Plan of the USB Strategic Plan for 2024. The individual priority objectives are supplemented by descriptions of the implementation of the most important planned activities that were desirable for the development of USB. In addition to the most significant measures listed in the Implementation Plan of the USB Strategic Plan for 2024, other specific activities were also carried out to achieve the objectives, but these are reflected in the strategic plan implementation plans of the individual faculties and subsequently in the faculty AAR.

All mandatory data is processed by higher education institutions in the Text and Table Annexes to the AAR. The outline of the AAR annexes is binding for higher education institutions and is based on the instructions of the Ministry of Education, Youth and Sports.



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



---

# Vision

**The University of South Bohemia wants to be:**

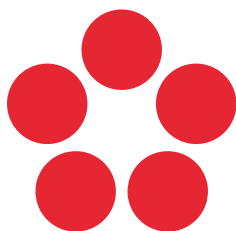
- a sought-after friendly university with a motivating learning and working environment
- a competitive university in Europe and the world
- a university with an unmistakable identity that benefits the city and the region
- an academic institution supporting students and staff

# Mission

---

The University of South Bohemia in České Budějovice (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 college according to Section 1 of the 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.

USB's main mission as a research organisation is to carry out basic and applied research or experimental development independently and to disseminate the results of these activities publicly through instruction, publications or knowledge transfer. Educational and related scientific and research, development, and innovation, artistic or other creative activities are developed at USB in the natural sciences, agriculture, humanities, social sciences, and medical disciplines, at an international level. In addition to educational and creative activities, the USB also carries out complementary activities to help fulfil the USB mission.





---

# Values

## Professionalism

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

## Ambition

The University of South Bohemia is a responsive institution and sets high goals in all areas of its activities.

## Responsibility

The University of South Bohemia is committed to social responsibility and the principles of sustainable living.

## Integration

The University of South Bohemia connects internal and external partners and is a free environment for the expression and implementation of their ideas.

## Openness

The University of South Bohemia subscribes to the principles of democracy and freedom, is open to accepting and sharing new ideas and approaches, as well as to forging new partnerships.

## Internationalisation

The University of South Bohemia relies on international cooperation to achieve its mission.

---

# Table of Contents

Introduction by the USB Rector **\_7**  
Implementation of activities for 2024 **\_10**  
Annexes **\_43**

**\_Text Annexe**  
**\_Table Annexe**  
**\_List of abbreviations**

# USB Rector Introduction

---

Dear colleagues, students and friends of the University of South Bohemia,

I am pleased to present the annual report for 2024, which was my first year as Rector of the University of South Bohemia in České Budějovice. In April 2024, together with almost the entire new University management, I took over responsibility for its direction and development. This year was full of changes that would not have been possible without the very important support of the Deans and faculties, and unfortunately, also involved several fundamental personnel changes, which, believe me, are never easy for me to make.

One of our main goals was to strengthen cooperation and communication between the University management, Deans and faculties. We introduced regular meetings within the Deans' club and the student committee composed of representatives of the student chamber of the USB Academic Senate and other Vice-Rectors and other managers. I hope that these regular meetings at all levels have enabled us to deal with individual remits more effectively and strengthen mutual communication. As part of the organisational changes, we have integrated some components as University-wide, such as the Career Centre and the Psychological Counselling Centre. These changes will enable us to provide better support to our students and staff. Finally, we have also established a School of Doctoral Studies, which will be of great importance in connection with the amendment to the Higher Education Act. This school will enable us to better prepare our doctoral students for their future careers, increase the competence of supervisors, further expand our bilateral cooperation with the Czech Academy of Sciences, and thus strengthen our scientific activities.

Another important step was the launch of the KreativEU project, which integrates us into the European University Alliance. Despite a difficult start, I believe that this strategic project will be of great benefit to our University in the future. KreativEU will enable us to cooperate with other European universities, share knowledge and experience, set European standards, and thus increase the internationalisation of our University, including an increase in bilateral mobility. In the future, this membership will also open up opportunities for us to apply for other European projects within the framework of new calls.

During the year, we worked on creating rules for the new budget for 2025 with new incentive measures that take



into account support for the School of Doctoral Studies, new strategic fields of study, increasing the number of students focusing on strategic fields, and supporting high-quality science. The budget is also being prepared in the spirit of progressive growth and sustainability of the Rectorate's financing with a view to 2028.

In the first half of 2025, an evaluation will be carried out by the USB International Board and the International Evaluation Panel, and we are preparing for these evaluations on an ongoing and responsible basis. These evaluations are very important to us, not only because they will provide us with feedback and recommendations that will help us further improve our activities but also because they will serve as a basis for our comparison with other PHEIs in CR and institutional funding for the coming years.

Improving the environment for students and staff is a high priority for our management. We are upgrading the dormitories and the Refectory, supporting sports



and other activities, and organising staff meetings. A number of investment activities are underway, including the final work on the Lecture Hall, which will open in 2025, the start of the renovation of the sports complex, and the renovation of a number of USB buildings and faculties. We are preparing to revitalise the USB campus in the spirit of green sustainability. These investments will enable us to create a modern and pleasant environment for our students and employees that supports their academic and personal development.

A number of cultural and social events have also taken place, such as balls, sports competitions, support for the Summer Olympics for children and young people, a cycling challenge, a half-marathon and more. Our athletes have achieved significant national and international successes, for which I congratulate them. These events allow us to strengthen the community spirit of our university and promote a healthy lifestyle.

Thank you all for your support and cooperation during the first year of my term of office, and I hope that this support will continue. I look forward to further joint successes and the development of our University.

Vivat, crescat, floreat Universitas Bohemiae meridionalis!

With respect,

Prof. Ing. Pavel Kozák, Ph.D.









# 1 Education

---





## Objective 1.1 Quality of education

### Implementation of activities for 2024

#### Partially fulfilled

#### **Establishment of a system for substantive quality control of education**

- The analysis assessed and discussed the conditions for conducting state final examinations with regard to ongoing digitisation and the need to record their progress (e.g. implementation of an electronic protocol on the progress of state final examinations and its uniform introduction at all USB constituent parts). The analysis of other aspects of the implementation of state final examinations should continue in the coming years, among other things, in view of the fact that, in 2024, an amendment to the Higher Education Institutions Act that could regulate these areas legislatively had still not been adopted.
- Quality assurance and evaluation are considered one of the basic management tools at USB. In 2024, there were also changes in the setting of the internal quality assurance system at USB, particularly with regard to the implementation of recommendations resulting from external evaluations carried out at USB in recent years (primarily the external evaluation of educational, creative and related activities at USB carried out by the National Accreditation Bureau for Higher Education, external evaluation of science and research carried out by the International Evaluation Panel, and evaluation carried out during the first meeting of the USB International Board).

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

- Adjustments to the quality criteria will be reflected in the budget methodology only after the expected amendment to the Higher Education Institution Act has been issued.
- To ensure the quality of the internal evaluation of doctoral degree programmes, an amendment to Rector's Ordinance R 533 was prepared, which modifies 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).

#### **Strengthening personal responsibility for quality and compliance with standards in education**

- The development of the portfolio of activities of the USB Career Centre, which proved successful during the implementation of the 'Development of USB – ESF II' project, continued. Emphasis was placed in particular on developing activities in the area of student and graduate care and on strengthening communication with potential employers. During 2024, intensive preparations were made for the OP JAK project 'Development of USB – ESF+', where the goal of the USB Career Centre is to expand support for students in the area of career development and entrepreneurship.

#### **Strengthening the substantive significance of the academic community**

- In order to improve mutual communication between the USB Rectorate, specifically the USB Rectorate Internal Evaluation Quality, and the individual USB faculties, a new regime of regular meetings with faculty quality coordinators was established in autumn 2024 on the initiative of the Vice-Rector for Internal Evaluation and Accreditation.

#### **Developing care for students at risk of academic failure**

- The development of the portfolio of activities of the University Counselling Centre and the Support Centre for Students with Special Needs continued, with an emphasis on building a system for the prevention of academic failure. The activities of the support group were strengthened, the network of academic and psychological counsellors was expanded, and the capacity for individual consultations was increased. At the same time, more attention is being paid to social counselling and the early identification of risk factors threatening the course of studies.

- Preparation of data analysis materials focused on identifying factors of academic failure and verifying the possibilities of early detection of students at risk of premature termination of their studies continued. The preparation mainly included the collection and consolidation of relevant data, the design of analytical methods, and close cooperation with faculties and other support facilities.
- During 2024, intensive preparations were made for the OP JAK 'Development of USB – ESF+', where one of the key activities of the project will be, among other things, the collection and evaluation of data on barriers to completing studies and academic failure, the implementation of measures leading to a reduction in academic failure, and the evaluation of the effect of measures taken to reduce academic failure. The aim is to create a predictive tool that would help to effectively target support measures.

#### **Systemic support for teachers**

- Activities aimed at strengthening and developing the pedagogical competences of teachers were implemented. Support included professional training, workshops and methodological consultations focused on modern forms of teaching and student guidance.
- During 2024, intensive preparations were made for the OP JAK 'Development of USB – ESF+', where one of the key activities of the project will be, among other things, support for the education of USB employees in the areas of pedagogy, psychology and didactics and the development of other relevant abilities, knowledge and skills, support for the collegial exchange of experiences and feedback in the area of preparation and implementation of educational activities.
- Technical and methodological support for academic staff in the use of flexible forms of education continued. In this area, too, intensive preparations were made during 2024 for the OP JAK project 'Development of USB – ESF+', which aims to further develop innovative approaches to teaching and support the digitisation of the educational process.
- In 2024, the MEYS discussed the preparation of a three-year programme call focused on supporting expert capacities for the development of teaching at higher education institutions. The aim is to connect the community of experts in teaching development across higher education institutions, share good practices, create a sustainable education offer and a strategy for the development of expert capacities, including inspiration and the acquisition of know-how from abroad.

#### **Effective organisation supporting the purpose of educational activities**

- Given that the amendment to the Higher Education Institution Act had still not been adopted in 2024, only a possible update to the USB Study and Examination Regulations was discussed during the meetings of the vice-deans for student affairs of the individual constituent parts of USB.

### **Responsibility**

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation and Accreditation

## **Objective 1.2    Link to practice**

---

### **Implementation of activities for 2024**

**Fulfilled**

#### **Qualifications framework and learning outcomes as part of standards**

- The publication of degree programme annotations on the new USB website continued and was further updated. The system settings were optimised so that the annotations of all degree programmes – especially professionally oriented ones – also included a specification of the graduate profile in terms of expected learning outcomes. The 'You will learn' section is automatically filled with data imported from IS STAG, ensuring that the information is up to date and consistent across degree programmes.

**Linking academically oriented degree programmes with research practice**

- Cooperation with research practice was strengthened, for example, with the facilities of the Czech Academy of Sciences, which took the form of joint lectures and the involvement of experts from the Czech Academy of Sciences in teaching and in the preparation of new degree programme accreditations. Cooperation is taking place mainly in the area of doctoral degree programmes. Furthermore, in November 2024, a professional conference focused on small modular reactors (SMRs) entitled 'Nuclear Energy 2024: Vision and Sustainability for South Bohemia' was held at the University of South Bohemia in České Budějovice, organised by the University in cooperation with the ČEZ Group. The event was attended by representatives of academia, industry, and public administration, who discussed the technological, economic, and legislative aspects of SMR construction. This conference represents an important step in strengthening cooperation between the University of South Bohemia and the ČEZ Group in the field of nuclear energy and research into new technologies.
- During 2024, intensive preparations were made for the OP JAK project 'Development of USB – ESF+', where one of the key activities of the project will be, among other things, the development of work with gifted students in cooperation with research practice.

**Linking professionally oriented degree programmes with institutions enabling professional employment**

- In cooperation with schools in the South Bohemian Region, the implementation of a system of teaching practice within degree programmes focused on the preparation of future teachers continued. In this area, too, preparations were made in 2024 for the OP JAK project 'Development of USB – ESF+', which focuses on training accompanying teachers (mentors at cooperating nursery, primary and secondary schools) and on developing a specific platform for their continuing education and effective cooperation with USB.

**Incorporate the issue of recognition of prior learning into the USB Study and Examination Regulations**

- Given that the amendment to the Higher Education Institution Act had still not been adopted in 2024, the possible update of the USB Study and Examination Regulations in terms of a more comprehensive and flexible solution to the issue of recognition of prior learning was only discussed during the meetings of the vice-deans for student affairs of the individual constituent parts of USB.

**Development of professionally oriented bachelor's programmes**

- Decisions on the implementation/accreditation/re-accreditation of professional or academic degree programmes are based on the needs and analyses of individual faculties. In 2024, there was a clear shift towards professional programmes at USB, particularly in the field of teacher training.

**Strengthening the relevance of the profile of degree programme graduates**

- As part of the first year of the new method of evaluating faculties and degree programmes (in a five-year cycle), an evaluation and subsequent University-wide reflection are taking place. Based on the experience of the first year of evaluation, a discussion will be initiated within the IEB USB with the aim of improving the work with this data on degree programmes.
- In 2024, in accordance with the revised schedule incorporated into USB Rector's Ordinance R 533, an internal evaluation of two other USB faculties, namely the USB Faculty of Arts and the USB Faculty of Theology, will take place.

**Support for active learning**

- Informal learning activities for students were supported, particularly in the areas of entrepreneurship, soft skills and professional development. Examples include events such as JobDay, InvestDay, thematic workshops and networking meetings, which enabled students to gain practical experience, expand their professional contacts and better orient themselves in the labour market.

**Responsibility**

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation and Accreditation



## Objective 1.3 Modern educational infrastructure

---

### Implementation of activities for 2024

#### Fulfilled

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

- The development of services provided by the USB Career Centre continued. Based on feedback from students, the range of workshops was updated to better reflect their interests and needs across the individual faculties of USB.
- The development of the services of the Support Centre for Students with Special Needs continued, particularly in the area of social counselling. At the same time, systemic issues related to the use of support measures were addressed, including the possibility of spreading the study load over several academic years.
- The development of the University Counselling Centre's services continued, with a special emphasis on working with the support group. Group and individual psychological care focused on supporting students' mental well-being and preventing academic failure was strengthened.
- Despite the fact that the amendment to the Higher Education Institution Act had still not been adopted in 2024, an update to the USB's internal regulations, specifically the Scholarship Regulations, was prepared. Once the amendment to the Act is approved, legislative steps will be taken without delay to bring these regulations into force in accordance with the new legislation.

#### **Construction, modernisation and innovation of premises/equipment for degree programmes**

- The construction, modernisation and innovation of premises/equipment for degree programmes was carried out in 2024 mainly in accordance with the USB Investment Activity Plan (IAP), with the support of OP JAK 'ERDF – quality' and other suitable grant programmes or grant programmes. At the central level, the ongoing reconstruction of the USB Auditorium and FED USB buildings was coordinated, the reconstruction of the FED USB Stadium was started, and the reconstruction of the Mlýnská stoka building and the construction of the Vltava IV FHSS USB building were in the preparation phase. Similarly, individual investment projects of USB faculties and departments were implemented according to the expected PIA schedule and funding milestones, such as the reconstruction of Pavilion O, the reconstruction of Pavilion M, and the reconstruction of the fermentation pavilion.
- With the support of other OP JAK projects, 'Development of USB – ERDF DP' and 'Development of USB – Infrastructure for Doctoral Degree Programme,' USB aimed to modernise and make the environment barrier-free according to the needs of students with specific needs, as well as to renew equipment, study materials, databases, and facilities for the implementation of DDP.
- Support and development of infrastructure acquired under operational programmes were provided in accordance with the sustainability conditions of the faculties that own this infrastructure, in the form of modernisation of instruction, infrastructure development projects, or reinvestment in equipment and infrastructure for educational purposes

#### **Digitisation of study remits**

- Electronic enrolment in studies is available for all faculties of USB. During the year, the necessary modifications to the IS STAG system were discussed and proposed, which will enable effective control and approval of mandatory annexes as part of the enrolment process.
- The submission of student applications via the IS STAG system is now fully implemented at all parts of the University of South Bohemia.
- The transfer of documents from the existing website to the USB intranet continued.
- The connection of the IS STAG system to the European Erasmus Without Paper (EWP) platform continued with the aim of streamlining the electronic exchange of data and the remit related to the international mobility of students and staff.

- The development of the IS STAG internship management system continued at faculties offering professionally oriented degree programmes. The aim is to streamline the organisation and recording of internships and, at the same time, strengthen their links with the graduate profile. In this context, thematic meetings focused on sharing examples of good practices were also held.

## Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Development and External Relations, Bursar

## Objective 1.4 Effectiveness and quality of doctoral studies

---

### Implementation of activities for 2024

#### Fulfilled

#### Financial stability of DDP

- Based on background materials and discussion points for the planned amendment to the Higher Education Institution Act, intensive discussions continued on doctoral programme admissions, the scholarship system and other forms of remuneration for doctoral students. In 2024, the School of Doctoral Studies was established at the University of South Bohemia, which systematically addresses this issue and coordinates its implementation across the entire university. The results of these discussions have already been taken into account in the prepared update of the USB Scholarship Regulations. As soon as the amendment to the Higher Education Act is approved, legislative steps will be taken without delay to bring this regulation into force in accordance with the new legislation.
- In 2024, discussions were held at various levels of USB management on the establishment of the USB School of Doctoral Studies (hereinafter referred to as 'ŠDS'). Following the approval of all relevant bodies, the SDS was established with effect from 1 February 2025.

#### Harmonisation of standards governing the implementation of DDP at USB

- Given that the amendment to the Higher Education Act had still not been adopted in 2024, the vice-deans for student affairs of the individual constituent parts of USB only discussed a possible update to the USB Study and Examination Regulations concerning studies in doctoral degree programmes.

## Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation and Accreditation

## Objective 1.5 Flexible forms of education

---

### Implementation of activities for 2024

Fulfilled

#### Development of distance learning

- Activities aimed at expanding the portfolio of forms of studies at the University of South Bohemia to include distance learning were supported. Support was directed both towards the preparation of degree programmes implemented in distance learning form and towards the creation of an appropriate administrative and methodological framework that will enable this form of study to be implemented effectively.

#### Flexible organisation of studies

- Given that the amendment to the Higher Education Institution Act had still not been adopted in 2024, the vice-deans for student affairs of the individual constituent parts of USB only discussed a possible update to the University's Study and Examination Regulations concerning greater flexibility in the organisation of studies, including addressing issues of permeability and transition between different forms of study and between degree and lifelong learning programmes.
- Support and development of platforms for flexible forms of education continued, as did the strengthening of digitisation processes in the field of teaching. The aim of these activities is to ensure a modern, accessible and effective educational infrastructure across the university.
- In 2024, documents were prepared for the OP JAK project 'Development of USB – ESF+', which are focused on supporting flexible forms of education.

#### Instruction/study materials and supports

- Support continued for increasing the availability, relevance and quality of teaching and study materials supporting flexible forms of education.

### Responsibility

Vice-Rector for Student Affairs

## Objective 1.6 Development and professionalisation of LLL

---

### Implementation of activities for 2024

Fulfilled

#### Development of the LLL system and LLL programmes for the public

- Further development of the LLL system and LLL programmes for the public was implemented, with an emphasis on improving their accessibility and relevance. Support was directed primarily towards the use of flexible forms of education.
- In terms of the systemic interconnection of lifelong learning activities with degree programmes, the development of programmes of further education for teaching staff (FETS) and other qualification programmes was also one of the areas of development. Increased attention was paid in particular to changes resulting from the amendment to the act on teaching staff and their reflection in the content and structure of these educational activities.
- The development of the LLL module on a new platform continued, enabling more efficient administration of programmes and their interconnection with the USB Business Centre, the LMS Moodle system and the new USB website. As part of the support for flexible forms of education in LLL programmes, the LMS Moodle portal was also continuously updated.



- In 2024, the concept of lifelong learning from the perspective of programmes leading to micro-certification was intensively discussed and prepared. Discussions focused on the systemic anchoring of this form of education within USB, setting rules for the creation and approval of programmes, and their alignment with practical needs and the requirements of the European framework for micro-certificates.

#### **Further education for USB students and employees**

- Support for further education for USB staff continued.
- Activities in the field of language education and digital skills training also continued, particularly in view of the growing need to implement flexible forms of teaching. Emphasis was placed on expanding the range of courses on offer and modernising content using digital tools and online platforms.
- The development of the area of education for USB employees also included activities aimed at strengthening pedagogical competencies (see section 1.1).

#### **Strengthening cooperation among the constituent parts of USB within the framework of LLL activities**

- In 2024, a new LLL Board was appointed. In connection with this, support for the positions of LLL coordinators at individual constituent parts of USB continued, and cooperation between faculties and other units within the framework of lifelong learning activities continued to be developed.
- Support for cooperation between constituent parts of USB in the implementation of lifelong learning programmes continued, thanks in part to the active involvement of all USB constituent parts in the activities of the LLL Board. Emphasis was placed on making the LLL programme system more transparent and effective in relation to other educational and cultural activities at USB, as well as on sharing examples of good practices between constituent parts.

#### **Responsibility**

Vice-Rector for Student Affairs

## **Objective 1.7      Graduates**

---

### **Implementation of activities for 2024**

#### **Fulfilled**

- In 2024, the services provided by the USB Career Centre, piloted as part of the 'Development of USB – ESF II' project, continued to be developed, including selected services for graduates and students in the transition phase between studies and job search.
- Events for the USB Alumni Club were organised in accordance with the prepared methodologies.
- The range of benefits for graduates provided through the USB Business Centre has been maintained in its current form.

#### **Responsibility**

Vice-Rector for Internal Evaluation and Accreditation, Vice-Rector for Development and External Relations

## Expected sources of funding

- CR Operational Programmes for 2014–2020, European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- Czech Republic Operational Programmes 2021–2027, Cross-border Cooperation Programmes, Transnational and International Cooperation Programmes
- Horizon 2020 (ending programme) and the new Horizon EUROPE (9th FP; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility/National Renewal Plan for 2020–2030; EC Community programmes, including Digital EU; React-eu, etc.
- Support programme for the strategic management of higher education institutions for 2022–2025
- Programme to support development in the field of higher education institutions
- Programme funding by MEYS
- Own resources
- Institutional and earmarked funds, systemic support
- Other supplementary resources (funds from local authorities/cities, regions, donations, foundations, etc.)
- Resources from the Integrated Territorial Investment of the České Budějovice Agglomeration (ITI)

# 2

## Research

---



## Objective 2.1 Research excellence

---

### Implementation of activities for 2024

#### Partially fulfilled

##### **Strengthening the international position of research carried out at USB**

- Discussions on the possibilities of supporting and developing the four basic pillars of science and research at USB (excellence, interdisciplinarity, social relevance and internationalisation) took place throughout 2024 at various levels (USB management, USB Rector's Board, vice-deans with the science and research remit).
- There was broad agreement on incorporating all these pillars into the principles of the USB School of Doctoral Studies – doctoral students (and researchers at the beginning of their careers) as the foundation of future science and research, and their informed and motivated supervisors (and mentors) as the main target group of these efforts.
- In 2024, the USB Research Strategy was approved, covering the four basic pillars mentioned above and based on the USB Strategic Plan.
- The existing tools implementing this strategy form the basis of the Self-Assessment Report for the International Evaluation Panel.
- The necessary new tools identified in this report will serve as the basis for the further development of USB after evaluation by the International Evaluation Panel.

##### **Support for excellent teams**

- In 2024, new tools to support the preparation of ERC grants were discussed and prepared, with launch scheduled for 2025.
- Interdisciplinary (inter-faculty) grants were submitted within the USB Grant Agency.
- The issue of identifying sub-excellent teams and central support tools and tools for reporting inter-faculty cooperation was still at the discussion stage in 2024.
- Support for the preparation of interdisciplinary/interfaculty projects under the OP JAK Top Research and OP JAK Social Sciences and Humanities programmes.
- Central competition in applied research within the TA CR Sigma project, acquired by the USB Technology Transfer Office.
- In 2024, excellence was enhanced through regular investments in USB infrastructure.
- Central competition for support for postdoctoral positions – often new topics, primarily intended for applicants from foreign institutions.

##### **HRS4R implementation**

- In accordance with the Revised Action Plan, the expected outputs were prepared and implemented. As part of the preparations for the transition from the implementation phase to the renewal phase, a questionnaire survey was conducted to gather opinions on the analysed areas of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code). The results of the questionnaire were one of the supporting materials for the preparation of the Self-Assessment Report and the Improved Action Plan, which were submitted to the European Commission in October 2024 as a basis for the on-site evaluation to be carried out in 2025.

### Responsibility

Vice-Rector for Research, Vice-Rector for Development and External Relations, Vice-Rector for Internal Evaluation and Accreditation

## Objective 2.2 Social relevance of research

### Implementation of activities for 2024

#### Partially fulfilled

##### Open science

- In 2024, the position of USB data steward remained unfilled. Two faculties have their own data stewards.
- In 2024, cooperation was established with an experienced team from Masaryk University, which is implementing a data repository for, among other things, the large eLTER research infrastructure, which, if we obtain the necessary funding (application for support in the OP JAK Research Environment project), will prepare a fully-fledged institutional data repository, enabling USB to have an overview of the data generated at USB.
- Some faculties were involved in citizen science in 2024.
- Regular meetings of USB staff interested in open science issues, exchange of experiences, mutual assistance, website, organisation of the European Open Access Week activity at USB continued.
- In 2024, a seminar for guests from EOSC-CZ was held at USB.
- Central support for Open Access in the form of free tokens from selected publishers (managed by the Academic Library of USB).
- An extension of the obligations of FFPW PhD students regarding research data management to the entire USB through the School of Doctoral Studies was approved. Subsequent codification will take place in 2025.

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

- In 2024, a central competition in applied research took place within the TA CR Sigma project, acquired by the USB Technology Transfer Office.
- The creation of grant support tools for projects related to social relevance continued but was conditional on the transfer of subsidies for Specific Higher Education Research to the LCDRO budget chapter, which has not yet happened at the state level.

#### Responsibility

Vice-Rector for Research, Vice-Rector for Internal Evaluation and Accreditation

## Objective 2.3 Support and development of research infrastructures

### Implementation of activities for 2024

#### Fulfilled

##### Development, modernisation and renewal of research infrastructure

- Support for large research infrastructures at USB (CENAKVA, Josef Svoboda Czech Arctic Research Station on Spitsbergen) was also provided in 2024 by USB at the central level through a separate budget item within the LCDRO budget chapter. The large research infrastructure CENAKVA is also directly supported by special-purpose funds from the Ministry of Education, Youth and Sports for large research infrastructures (Roadmap for Large Infrastructures in CR).
- Support for USB infrastructure development in 2024 was provided through OP JAK projects.
- In 2024, the project 'OP JAK Research Environment' was submitted, which focuses on the comprehensive development of the USB in several areas (of the USB School of Doctoral Studies, open science, technology transfer, evaluation of research organisations, popularisation of science).

#### Responsibility

Vice-Rector for Science, Vice-Rector for Development

## Objective 2.4 Systemic support for young researchers

---

### Implementation of activities for 2024

#### Fulfilled

#### **Systemic support for the creation and maintenance of jobs for young researchers, university postdoctoral positions**

- In 2024, four University postdoctoral positions were again announced, and two positions in natural and agricultural sciences and two positions in humanities, social and economic sciences were selected and approved. The selection of candidates was carried out by committees composed of members of the Scientific Council of USB based on a methodology approved by this council.
- Further direct support for young researchers was provided, as usual, through the USB Grant Agency at the university level and through other support mechanisms (e.g. internal grant competitions) at the level of individual faculties.

#### **Development of doctoral studies**

- In 2024, the University-wide conference of doctoral students of the University of South Bohemia did not take place. Due to the intensive preparation of the USB School of Doctoral Studies (see next point), it was decided to postpone the conference until 2025, when it will be held under its auspices.
- Through its Career Centre and individual faculties, USB organised a number of courses and seminars to develop the general skills of PhD students.
- Although the USB School of Doctoral Studies was formally launched on 1 February 2025, its formation, content and financing were discussed throughout 2024. This school, supported by the USB Rector's Board, oversees all doctoral degree programmes at USB, and its main mission is 'to provide talented and motivated students with an excellent start to their independent, internationally recognised careers and, through a friendly and professional research environment, to enable them to become critical thinkers and bearers of knowledge and innovation both within and outside the academic environment'. The year 2025 will be a year of setting up and launching its various activities.

### Responsibility

Vice-Rector for Research, Vice-Rector for Internal Evaluation and Accreditation



## Objective 2.5 Technology transfer

---

### Implementation of activities for 2024

#### Fulfilled

#### **Systemic support for cooperation with industry and the development of application potential at USB**

- Functional, professional and systemic support for the administration of intellectual property protection, the entire commercialisation process and cooperation with industry continued to be provided in 2024 by the Technology Transfer Office (KTT).
- In 2024, a second USB spin-off company was established, also at the USB Faculty of Science.
- In 2024, the TTO guaranteed and implemented the Intellectual Property course, cooperated with the USB Career Centre and provided consultations to USB employees on applied research.
- Systematic support for the promotion of science and research results into practice was implemented via websites, social networks, the Transfera.cz national platform database and other foreign databases.
- In 2024, KTT also actively participated in national and international innovation networks.
- Active support for the participation of USB applied research results in national competitions such as the Innovation of the Year Award or Transfera Technology Days.
- KTT's grant activities continued (e.g. the project mapping the cultural and creative industries in cooperation with Upper Austria).
- Active cooperation with application practice, investors and regional, national and foreign innovation partners continued. Investor meetings at USB.
- In 2024, the so-called 'Café at the Faculty' was introduced, a new KTT programme, meeting at the faculties every six months to discuss applied research, intellectual property issues, the possibilities of applying faculty results, and the possibilities of supporting further applied research at USB.

#### Responsibility

Rector, Vice-Rector for Research, Vice-Rector for Development and External Relations

## Expected sources of funding

- Operational programmes of CR for the period 2014–2020, European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- Operational programmes of CR 2021–2027, Cross-border cooperation programmes, Transnational and international cooperation programmes
- Support programme for the strategic management of higher education institutions for 2022–2025
- Programme to support development in the field of higher education institutions
- Own resources
- Institutional (long-term conceptual development of research organisations) and special-purpose funds (GA CR, TA CR, MEYS, MA, other agencies); systemic support (e.g. large research infrastructures)
- Foreign funds
- Horizon 2020 (ending programme) and the new Horizon EUROPE (9th FP; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility/National Renewal Plan; EC Community programmes, including Digital EU; React-eu, etc.
- Other additional sources (funds from local authorities/cities, regions, donations, foundations, etc.)
- Resources from the 'Integrated Territorial Investment of the České Budějovice Agglomeration' (ITI)

# 3 Internationalisation



## Objective 3.1 Development of global competencies of students and staff

---

### Implementation of activities for 2024

#### Fulfilled

#### Support for language and intercultural training for students and staff at USB

- In 2024, USB employees had the opportunity to participate in language courses organised by foreign universities or language schools. Participation in language courses was supported by the Erasmus+ project and SPSM 2024–25 Support for the internationalisation of USB. Within USB, or rather LLL, language courses were organised for academic and non-academic staff of USB (e.g. English for employees, German, French).
- At the FED USB, courses designed for foreign students on short-term stays and regular USB students were held in the summer semester of the 2023/2024 academic year and in the winter semester of the 2024/2025 academic year, offering the opportunity to acquire communication, social and language skills in English.
- The Faculty of Arts and the Faculty of Science at USB organise Czech language courses for foreign students enrolled at USB and courses for foreign students on semester stays.

#### Development of international mobility of USB students and staff

- In 2024, USB students and staff took advantage of opportunities to participate in foreign exchange programmes within the Erasmus+ programme (KA 131 and KA 171) and SPSM projects (2024-25). Student and staff mobility was also carried out within the framework of other international educational programmes, such as Erasmus Mundus, the Fulbright Foundation, the Barrande Fellowship Programme, CEEPUS, DAAD, Aktion, etc.
- The number of BDP, MDP, CMDP and DDP students who went on a stay or internship of at least 14 days in 2024 was 292. Financial support was primarily provided by the Erasmus+ programme or allocated own financial resources and the scholarship fund of the USB faculties. International cooperation at USB is also supported through two foreign research stations in Svalbard (Polar Ecology Station) and Papua New Guinea (Tropical Ecology Station), which is operated in close cooperation with the Biology Centre of CR. Students from USB work at both of these stations.
- Credits earned for courses completed abroad are subsequently recognised upon the students' return (based on the Transcript of Records and according to compatibility with the courses of accredited degree programmes).
- The number of employees who went on a trip or training abroad for at least 5 days in 2024 was 142. Employee trips were supported by funds from the Erasmus+ programme (KA 131) and allocated own financial resources from SPSM or FÚUP. Staff mobility to countries outside the EU was supported by Erasmus+ credit mobility projects (KA171). In 2024, 28 mobility projects were carried out to/from Albania, Bosnia and Herzegovina, Montenegro, Israel, Cameroon and Senegal.
- Scientific and research mobility was financed from relevant sources (e.g. Horizon, etc.). Internships also continued to be carried out as part of the current project 'Development of USB – International Mobility – MSCA II' for the period October 2023 to March 2026, which involves the international mobility of junior and senior researchers and internships for technical and administrative staff.
- The number of foreign students who came to USB for a study stay or internship in 2024 was 249. The number of foreign students coming to USB is also increasing thanks to the short-term intensive Erasmus+ programmes, which are very popular among students and staff. The proportion of foreign students (1,025) to the total number of students (9,422) in 2024 was 10.9%. The arrival of foreign staff at USB was financially supported by sub-faculty projects within the SPSM programme and the Erasmus+ programme (KA171).
- Information on opportunities for internships abroad was provided to USB students and staff by a specialist officer at the International Relations Office of the Rectorate (IRO) in the position of Go Abroad Officer. This position was introduced at USB as part of the OP RDE project Development of USB-ESF and in 2024 it was supported by the SPSM 2024-25 project Support for the Internationalisation of USB.
- The International Relations Office also employs a specialist officer in the position of Welcome Officer (also supported by the SPSM 2024–25 Support for the Internationalisation of USB project). The Welcome Office services are focused on supporting foreign staff and students coming to USB.

- One week before the start of the summer and winter semesters, an Orientation Week was held for foreign students arriving at USB on exchange programmes, with the aim of familiarising them with the university environment and providing assistance with the most important matters related to the start of their studies at our university and life in the Czech Republic. On 16 October 2024 and 15–16 October 2024, the StuduJU, cestuJU event took place (as part of the nationwide Erasmus Days event) with the aim of informing students about trips abroad and the international environment at USB. Students who had already completed a study
- stay or internship abroad were given the opportunity to share their experiences and inspire other students to study abroad. Students also had the opportunity to consult other forms of scholarship support with representatives of partners participating in the event (Europe Direct České Budějovice, Eurocentrum České Budějovice, Czech-us, Alliance Française Jižní Čechy, Campus France, etc.).
- In 2024, the Euraxess contact point continued its activities at the USB Rectorate. At the same time, the IT officer continued to support foreign mobility and the digitisation of the Erasmus+ programme in the new period (2021–27).

#### **Development of professional competences of staff in the field of internationalisation**

- IRO staff participated in international training courses and staff weeks in Slovenia (University of Primorska, 5–7 March 2024) and Spain (Universitat Politècnica de València, 27–31 May 2024). In addition to foreign training courses, they attend various training courses organised by the Czech National Agency for International Education and Research or the Association of University Employees. They regularly participate in CZEDUCON, the largest Czech conference in the field of HEI education.

#### **Responsibility**

Rector, Vice-Rector for Research, Vice-Rector for Development and External Relations

## Objective 3.2 Internationalisation of USB degree programmes

---

### Implementation of activities for 2024

#### Partially fulfilled

##### **Increase in the number and quality of degree programmes (DP) offered in foreign languages**

- In 2024, USB offered 33 degree programmes in foreign languages (including double and joint degree programmes) as part of its international marketing strategy. These programmes were: Biological Chemistry (bachelor's, master's); 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); 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.

##### **Increase in the number and quality of joint degree programmes in foreign languages**

- In 2024, USB offered 9 double degree and 2 joint degree programmes (see <https://www.jcu.cz/cz/prijimackovsky/double-joint-degree>). In terms of cross-border cooperation, USB cooperates most intensively with its partner, Johannes Kepler University in Linz and the University of Passau.
- The faculties of USB are involved in cross-border Czech-Bavarian cooperation projects in close contact with the Czech-Bavarian Higher Education Agency (e.g. projects of the FSC USB 'Flora of the Šumava Mountains'; 'Czech-Bavarian Network for Open Data'); Information System for Medieval Monuments in the Czech-Bavarian Border Region

##### **Internationalisation of degree programmes accredited in the Czech language**

- In 2024, the faculties expanded their range of courses taught in foreign languages for incoming students (also with the support of SPSM projects). USB offers Czech language courses for foreign students (FAR, FSC USB), and FAR USB offers a one-year Czech language course for foreigners. The course concludes with a certified exam.

### Responsibility

Vice-Rector for International Relations, Vice-Rector for Student Affairs



## Objective 3.3 Simplification of the process of recognising foreign education

### Implementation of activities for 2024

*Irrelevant*

#### Automatic recognition of study results abroad

- The implementation of the activity 'automatic recognition of study results abroad' is still in progress. This is a long-term issue that requires coordination between multiple levels of university administration and individual USB faculties. The diverse settings of processes and requirements for the recognition of foreign studies at individual faculties, which often retain a high degree of autonomy, also have a significant impact. For this reason, it is necessary to first unify the approach to this issue at the university level and prepare methodological guidelines that will respect not only current domestic legislation and methodology, but also the practical needs of the faculties. At the same time, an analysis of legislative changes in the area of recognition of foreign education and their impact on USB's internal regulations, especially the Study and Examination Regulations, is underway. Based on this analysis, a proposal to update the relevant provisions will be prepared, the adoption of which is planned in connection with the schedule for discussing changes to regulations in 2025.

#### Responsibility

Vice-Rector for International Relations

## Objective 3.4 Creating an international environment and promotion abroad

### Implementation of activities for 2024

**Partially fulfilled**

#### Development of international marketing

- In 2024, acquisition trips and online meetings were held to develop cooperation with foreign universities and partners (e.g. within the KreativEU consortium). To support educational and research activities and student mobility, University-wide cooperation agreements (Memoranda of Understanding) were concluded with the Academic Alliance Taiwan (Taiwan), Konkuk University (Republic of Korea) and the Universidad Católica del Uruguay Dámaso Antonio Larrañaga (Uruguay).
- In 2024, multilingual documents and the necessary language versions of texts, such as the Study Programmes in Foreign Languages and Study with us brochures, continued to be created and updated at USB.
- The promotion of USB's foreign language programmes offered to foreign applicants and students was strengthened through online and offline presentations abroad (Google marketing campaigns and USB social media, educational portals, presentations of studies at USB at selected physical events).
- Cooperation with the European Danube-Vltava Region (ERDV) continued to be supported and strengthened.
- Cooperation with the ESN USB Budweis student association in the field of international marketing continued to be developed and supported.
- During 2024, the University of South Bohemia in České Budějovice participated in student and professional education fairs and webinars, either physically or online. Specifically, these were the following fairs and webinars: EAIE 2024, APAIE 2024, CZEDUCON 2024, Study.eu Digital Marketing Day, DZS Study In Academy webinars, virtual student fairs, FPP Study in Czechia (within DZS), FPP Study in Europe, webinars.
- Cooperation with selected portals (e.g. as part of the Study in the Czech Republic initiative and the Czech Universities portal) continued to be supported and developed.

#### Development of services for foreign students and staff

- In 2024, USB continued to support Belarusian students who were admitted to studies at USB in close connection with the political situation in Belarus, with one student receiving support. Financial support in the form of scholarships was also provided to 55 Ukrainian students admitted to study at USB in connection with the war in Ukraine.

- USB is involved in the Student Regime project and, through its Welcome Officer, provides basic support and advice on visa matters to applicants for study at USB.
- In 2024, support for the activities of the European Student Network (ESN USB Budweis) at USB continued under the patronage of the Welcome Officer and Go Abroad Officer. This student network is essential in providing and operating the so-called buddy system, where network members provide personal assistance and support to incoming foreign students (and staff). Active students working in ESN USB Budweis were supported by scholarships from the scholarship fund and the SPSM Support for the Internationalisation of USB project. During 2024, the student organisation prepared a large number of activities for foreign students, ranging from sightseeing trips to cultural and sporting events, which were also financially supported by the SPSM project.
- The following events were prepared for foreign students in 2024: Orientation Week (in the SS 2023/2024 and WS 2024/2025), StuduJiU, cestuJiU and Welcome Back.
- In 2024, cooperation with EURAXESS Czech Republic and the activities of the contact point at USB continued.
- In 2024, cooperation with the European Region Danube-Vltava (ERDV) was further supported and the information and profile of USB on the ERDV website was continuously updated.

#### **Strengthening cooperation with foreign students and graduates**

- During 2024, emphasis was placed on cooperation with DZS (Study in Czechia), updating information about USB, faculties and degree programmes on the studyin.cz website, as well as working with USB foreign ambassadors (promotion of contributions and activities on the USB website, the website about student life at USB usblife.cz and social networks) and cooperation with partner universities (sharing promotional materials and items within the framework of International/Erasmus Days, planning webinars).

### **Responsibility**

Vice-Rector for International Relations, Vice-Rector for Development and External Relations

## **Objective 3.5 Strategic management of internationalisation**

---

### **Implementation of activities for 2024**

#### **Partially fulfilled**

- One of the goals of USB's internationalisation is to involve USB in the structure of European university alliances. USB has joined the KreativEU (Knowledge & Creativity European University) project, which is based on a shared vision of the importance of European cultural and artistic diversity as a driving force for cohesion, equality, peace and sustainability, as well as on the educational, economic, political, social and scientific aspects of innovation and development. In Call 2024, this project successfully passed the evaluation and was selected for financial support.
- The KreativEU consortium brings together a total of 11 European universities: Instituto Politécnico de Tomar (Portugal; main project coordinator), University of South Bohemia in České Budějovice, Universitatea Valahia din Târgoviște (Romania), D. A. Tsenov Academy of Economics (Bulgaria), Adana Alparslan Türkeş Science and Technology University (Turkey), Università degli Studi di Camerino (Italy), Trnava University in Trnava (Slovakia), Breda University of Applied Sciences (Netherlands), Politechnika Opolska (Poland), Södertörn University (Sweden) and Universität Greifswald (Germany). This consortium represents a unique alliance of universities that connects local and national heritage, traditions, crafts and folklore with common European values.
- In 2024, the implementation of Erasmus Without Paper continued at USB. In accordance with the guidelines of the European Commission and in cooperation with IS STAG developers, work was carried out on the digitisation of processes, in particular on the launch and further upgrade of the electronic conclusion of inter-institutional agreements and study agreements (so-called Learning Agreements).

### **Responsibility**

Vice-Rector for International Relations, Vice-Rector for Development and External Relations

## Expected sources of funding

- CR Operational Programmes for 2014–2020, European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- CR Operational Programmes 2021–2027, Cross-border Cooperation Programmes, Transnational and International Cooperation Programmes
- Support programme for the strategic management of higher education institutions for 2022–2025
- Own resources
- Institutional (long-term conceptual development of research organisations) and special-purpose funds (GA CR, TA CR, MEYS, MA, other agencies)
- Horizon 2020 (ending programme) and the new Horizon EUROPE (9th FP; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility / National Renewal Plan for 2020–2023; EC Community programmes, including Digital EU; React-eu, etc.
- Other additional sources (funds from local authorities/cities, regions, donations, foundations, etc.)
- Resources of the 'Integrated Territorial Investment of the České Budějovice Agglomeration' (ITI)

# 4 Openess

---



## Objective 4.1 Marketing

### Implementation of activities for 2024

#### Fulfilled

#### Spreading the good name of the university

- In 2024, the University implemented marketing and promotional activities based on an updated marketing strategy action plan, which was created after personnel changes in 2024, with the aim of building the USB brand as a modern provider of quality education and increasing awareness of this brand. This included a new visual advertising campaign for applicants and the visual unification of the remaining materials for promoting study at USB, which the University used for the first time in 2023. In 2024, the implementation and updating of the established communication strategies continued, primarily the unification of the visual and content presentation of the remaining parts of the university on the website and the updating and visual change of materials for promoting study at USB.
- The University continued its cooperation with PS, SSch and higher vocational schools by promoting study at schools, planning events with the support of USB, and organising the 'Day with the University' and 'Open Day' events. Attention was paid to maintaining the high standard of professional activities provided to schools (e.g. activities of the MEVPIS centre, lectures and seminars, personal visits by experts to schools, children's and junior universities, work with gifted students, etc.).
- In order to improve the promotion of the University, cooperation between the Marketing Office and the USB Technology Transfer Office continued to be developed in 2024 with the aim of expanding the USB's B2B offer in the coming years.
- The university maintained and further developed mutual cooperation with key partners influencing the development of education, such as the České Budějovice City Council, the South Bohemian Regional Authority, local governments, ministries, SSch, HEI, the Chamber of Commerce, JAIP, JVP, the MAS Association, the Institute of Certified Accountants of CR, the Association of Chartered Certified Accountants, etc.
- In 2024, social networks were again used to build a profile on the LinkedIn professional network and to utilise the X social network.
- Cooperation with student associations (e.g. the Student Union of the University of South Bohemia, ESN USB Budweis, etc.) was further expanded. In addition to co-organising traditional and new social events for USB students and the general public, the web portal studentskyzivot.cz, created with the support of USB by the Student Union of the University of South Bohemia, was developed.
- The University continued to develop cooperation within communication platforms with employers in order to support the employability of university graduates (cooperation within projects, student professional activities, summer schools, involvement of experts from the field in LLL programmes, assessment centre for students with ČSOB, shadowing managers, professional internships, Jobday job fair, building further cooperation with the USB Career Centre and professional events).
- Virtual reality courses continued to be organised so that the university could provide support to other entities in the region in this modern field.

#### Internal communication as a tool for strengthening positive attitudes towards USB

- At the same time, traditional informal social and sporting events for USB employees were organised in 2024, such as the USB Representative Ball, the Opening of the Academic Year, the Advent Concert, the Academic Bicycle Challenge (ABC), etc.

#### Responsibility

Rector, Vice-Rector for Development and External Relations



## Objective 4.2 Public Relations

---

### Implementation of activities for 2024

Fulfilled

#### Development of communication with the public

- In 2024, the University continued to develop communication with the public and its surroundings, e.g. through a unified USB website, the LLL web portal, regular press releases, regular publication of articles on science and research on the USB website and at [www.sciencezoom.cz](http://www.sciencezoom.cz), and regular publication of the university magazine Journal.
- Long-term cooperation with regional and national media also continued through the USB Marketing Office.

#### Open science

- The USB Publishing House has published prestigious professional monographs as well as texts intended for instruction, which will help raise awareness of the results of research work at USB among both professionals and the general public. The University will continue its publishing activities through specialised web portals (e.g. [www.sciencezoom.cz](http://www.sciencezoom.cz); [elearning.jcu.cz](http://elearning.jcu.cz); [eknihovna.jcu.cz](http://eknihovna.jcu.cz); [czv.jcu.cz](http://czv.jcu.cz); [www.jctt.cz](http://www.jctt.cz)).
- In 2024, popularisation events were organised, such as the Europe-wide Researchers' Night, Academic Half-Hours – popularisation lectures for the public, Day with the University, Adult Education Week, etc.

#### Developing communication with graduates

- The University continues to build a University-wide coordination platform for communication with its own graduates through regular updates of the database of graduates and employers, questionnaire surveys, round tables and, above all, targeted communication and presentations. As part of the University-wide alumni club, newsletters for graduates, a web platform for graduates' needs, etc. continued to be used.
- Members of the Alumni Club were offered discounts on literature, promotional items, lifelong learning courses and services provided by external partners (e.g. GoDrive) at the business centre.
- After registering in the IDM system, alumni club members also have access to office system licences and are provided with a University email account.

### Responsibility

Vice-Rector for Development and External Relations



## Objective 4.3 Fundraising

---

### Implementation of activities for 2024

**Fulfilled**

#### Improvement of the fundraising concept

- The University maintains and develops cooperation with partners in this area, such as Budějovický Budvar and EG.D, a.s., and ČEZ, a.s. The University also proactively approaches the expansion of its network of partners to include other significant commercial entities, e.g. by renting advertising space in the media at its disposal, within the framework of organised social events, etc.
- Cooperation with the Student Union of the University of South Bohemia continues, with which the University regularly applies for financial support from the Statutory City of České Budějovice to organise social events for the general public. In 2024, the city of České Budějovice, together with the South Bohemian Region, also contributed financially to the operation of the university's Goethe Centre.
- In 2024, USB, together with the Statutory City of České Budějovice, also participated in the preparation of activities within the framework of the newly acquired title 'European Capital of Culture 2028'.

### Responsibility

Vice-Rector for Development and External Relations

## Objective 4.4 Social responsibility

---

### Implementation of activities for 2024

**Fulfilled**

#### Strengthening activities arising from USB's social responsibility

- New technologies in the field of building management (intelligent lighting control responding to daylight intensity, building shading, current room usage, etc.) continued to be supported. Furthermore, the measurement and control system was developed to achieve the highest possible energy efficiency of USB buildings.
- In 2024, activities supporting sustainable development and energy self-sufficiency with an emphasis on energy savings and environmental protection continued to be implemented, such as the project to develop a green environment at the USB Campus, etc.
- In 2024, the implementation of the PV Systems – University of South Bohemia in České Budějovice project continued, with photovoltaic systems being installed on five selected buildings. In 2024, the final inspection and commissioning took place.
- In 2024, the Strategy for Sustainable Development and Green Transformation 2025–2030 was created and approved.
- With the support of the National Renewal Plan project, a Carbon and Water Footprint Audit of USB was also created.
- In the area of sustainability, the university established four new strategic partnerships.
- In 2024, support was provided for the creation of a new degree programme in Sustainability Management, several new/revised study subjects and LLL courses focused on sustainability and green transformation.
- The University participated in organising public discussions on topics of interest to society as a whole. The discussions took place at the faculties and in public spaces, including in the form of Academic Half-Hours. USB employees also actively appeared in the media.

- In 2024, USB was again a member of the Association for Social Responsibility, and as part of its membership, USB employees participated in several educational and awareness-raising events. At the same time, several news items and updates from USB were published through the Association's communication channels as part of its membership.
- The University participated in European Sustainable Development Week for the first time in the form of an information campaign and several lectures and excursions.
- Activities in the field of sustainability and social responsibility were supported as part of the USB Fund for Strategic Priorities projects 'SMART, Sustainable USB – Phase II' and 'Student Activities Supporting USB Sustainability and SDG Achievement'.
- In 2024, the University also took part in the beneficial 'Academic Bicycle Challenge'.
- Several faculties further developed courses focused on Industry 4.0.

## Responsibility

Rector, Vice-Rector for Development and External Relations, Bursar

## Expected sources of funding

- CR Operational Programmes for 2014–2020, European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- CR Operational Programmes 2021–2027, Cross-border Cooperation Programmes, Transnational and International Cooperation Programmes
- Support programme for the strategic management of higher education institutions for 2022–2025
- Own resources
- Institutional (long-term conceptual development of research organisations) and special-purpose funds (GA CR, TA CR, MEYS, MA, other agencies)
- Horizon 2020 (ending programme) and the new Horizon EUROPE (9th FP; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility / National Renewal Plan for 2020–2023; EC Community programmes, including Digital EU; React-eu, etc.
- Other additional sources (funds from local authorities/cities, regions, donations, foundations, etc.)
- Resources of the 'Integrated Territorial Investment of the České Budějovice Agglomeration' (ITI)

# 5 Management

---



## Objective 5.1 Transformation of the environment and setting of processes in relation to the strategic management of the institution

---

### Implementation of activities for 2024

#### Fulfilled

#### Financial stability

- The USB budget methodology – distribution of institutional funds – was approved and applied. Future parametric adjustments to the methodology for allocating the institutional part of funds were discussed on an ongoing basis in connection with expected changes to the methodology for evaluating R&D in the higher education institution segment and in connection with the development of strategic tools shaping R&D. The Ministry of Education, Youth and Sports was provided with one-off financial support to eliminate negative elements of the wage policy (wage cohesion).
- In 2024, strategically important project applications for support under operational programmes, such as the Jan Amos Komenský Operational Programme, the Operational Programme Environment, IROP, etc., were intensively prepared/submitted or their implementation was started. Furthermore, centrally coordinated measures were implemented under the Support programme for the strategic management of higher education institutions for the period 2021–2025 (SPSM), and in the first year, projects under the Support programme for Higher Education Development (SPHED) were implemented, which were not covered by centralised development programmes.
- Projects of the Fund for Strategic Priorities – calls 2021–2023 (completion of implementation), 2022–2024, 2023 crisis, 2024–2026, and discussions were held on a specific call for proposals to support strategic degree programmes from 2025 onwards, with an emphasis on inter-faculty cooperation and cooperation with practice, and on other areas of possible targeting of specific support as motivation for development activities.
- Preparation continued on a unified approach to the rules for managing central strategic instruments (Fund for strategic priorities, etc.) and the centralisation and digitisation of USB management and administration activities.
- It is a long-term concept of USB to create analyses and subsequently conditions for the use of innovative technologies in the management system, strategic planning and effective management of activities in the area of financing and economic management (data-based decision-making, development of SW for property management, prediction of study success).
- The integration of electronic courses in LMS Moodle into the USB electronic business centre and the expansion of the electronic business centre to include additional commodities were implemented.
- Further centralisation of University management and administration activities continued, particularly in the area of energy management, e.g. development of a measurement and regulation system on the USB campus, effective building passports, etc.

#### Automation/digitisation of activities and operational agendas

- The electronic organisational structure was connected to other USB IS and the use of this tool was expanded to other processes. For example, electronic travel orders were introduced in connection with the electronic organisational structure at REC, FSC, FEC and FAR.
- Many improvements were made to the economic electronic systems (development of CUL, crediting of liabilities and receivables in foreign currencies, connection of iFIS to Cribis sanction lists, etc.) and to the study information systems (see Chapter 1.3).
- In 2024, a new USB Records Management system was implemented, which went into production in 2025.
- An evaluation and review of internal processes and tools targeting areas such as scientific ethics, plagiarism, cybersecurity, crisis management, etc. was carried out.
- The digitisation of the accreditation process also continued.



**Data-driven decision-making**

- The development of management reporting and data warehousing continued to be supported centrally. Reports are used primarily for the day-to-day management of the USB, project activities, science and research indicators, etc.
- In order to increase the efficiency of building management, the requirements for the functionality of the software tools used, the possibilities for their updating, replacement or merging were defined in cooperation with other departments (e.g. CIT, Investment Department, Economic Department).

**Quality system**

- The system of tools for monitoring and ensuring quality continued to be developed (activities of the IEB USB, greater involvement of the USB Academic Senate and the USB Administrative Board in the preparation and discussion of USB strategic management).
- The implementation of the recommendations of the evaluation panels (including IEP M17+) continued, as did the further development of the activities of international boards at USB and the development of foreign-language documentation at USB.

**Responsibility**

Rector, Vice-Rector for Development and External Relations, Vice-Rector for Internal Evaluation and Accreditation, Bursar

## Objective 5.2 Human resources

---

**Implementation of activities for 2024****Fulfilled****Motivational system**

- As part of the HEI Development Support Programme, analyses focused on human resources were carried out across higher education institutions, specifically in the areas of developing stabilisation and incentive programmes, wage conditions, employee evaluation, employee care, career path settings, etc. In the next year of the programme, recommendations for higher education institutions should be developed based on good practices from the Czech Republic and abroad and expected amendments to related legislation.
- The range of benefits has been revised and expanded, with the addition of contributions to supplementary pension insurance or supplementary pension savings, the ALZA benefit programme, the DATART VIP programme, etc.

**Personnel policy**

- In accordance with amendments to legislation and organisational changes affecting human resources, the relevant internal regulations and measures were updated.
- In 2024, discussions were held on the possible readjustment of certain parameters of the IS EAS system at USB, in response to trends, particularly in the creative field. The result of this discussion is the following adjustments to the IS EAS system, which will be reflected for the first time in the 2024 evaluation (the evaluation will take place in April 2025).
- New USB Payroll Regulations were prepared, approved and registered on 29 November 2024, with effect from 1 January 2025. A new USB Collective Agreement for the period 2025–2027 was also concluded. The evaluation of the functionality of the USB Career Order and its implementation by the faculties continued.
- The implementation of the Revised HR Award Action Plan proceeded according to the set schedule. As part of the USB Gender Equality Plan for the period 2025–2028, the activities of the original plan were evaluated, and a new action plan was drawn up.

**Responsibility**

Rector, Vice-Rector for Internal Evaluation and Accreditation, Bursar

## Objective 5.3 Development and renewal of infrastructure

---

### Implementation of activities for 2024

#### Fulfilled

##### Technological development and renewal of IT, ICT, etc.

- Further development of electronic teaching support, including the administration of online education, was carried out by connecting the electronic business centre and LMS Moodle.
- The continuous renewal of outdated IT equipment for the purposes of supporting distance learning and study, in particular, part-time forms of studies, lifelong learning and employee development, was ongoing.
- The innovative USB VVV cloud was launched for the needs of science, research and education at USB. The Proxmox virtualisation cluster was developed, and migration from HyperV took place, with an emphasis on high availability and personnel substitutability.
- Preparations for the construction of a backup data centre at USB continued.
- The identity management system at USB (IDM) was developed in connection with the introduction of an electronic organisational structure and lightweight identity in the electronic business centre.
- Personnel and software support for the implementation of measures arising from the obligations under the Cyber Security Act was strengthened. Regular electronic training courses were launched.
- Electronic applications in IS/STAG were extended to other faculties.
- The connection of USB to the Unified Digital Gateway was completed.

##### Implementation of the investment strategy

- Activities for the development, construction and modernisation of educational and research facilities are ongoing, in particular in accordance with the Investment Activity Plan. Among the most significant investment activities (beyond those listed in the Education 1.3 chapter) were the reconstruction of the USB Auditorium, the intensive work on the USB campus revitalisation project, and the renovation of the building at Na Zlaté stoe 1619. 'VTP' building, making buildings accessible with an emphasis on barrier-free access, the successful completion of the revitalisation project of the USB Academic Library, and the installation of photovoltaic systems on selected USB buildings.
- In accordance with the PIA, material and technical renewal of equipment at individual constituent parts of USB was also carried out, including the purchase of machinery and equipment.
- In addition to periodic assessments of the energy intensity of operations through a building management system linked to energy management, an internal audit of the carbon and water footprint was carried out in cooperation with the LCA laboratory.
- The concept of a sustainable university (optimisation of rainwater management, waste, energy self-sufficiency, campus revitalisation, etc.) was incorporated into the USB's Sustainability and Green Transformation Strategy.

### Responsibility

Rector, Vice-Rector for Development and External Relations, Vice-Rector for Student Affairs, Bursar

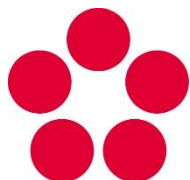
## Expected sources of funding

- Operational programmes of the CR for the period 2014–2020, European Territorial Cooperation Programmes, Transnational and International Cooperation Programmes
- Operational programmes of CR 2021–2027, Cross-border cooperation programmes, Transnational and international cooperation programmes
- Horizon 2020 (ending programme) and the new Horizon EUROPE (9th FP; EU research and innovation programme 2021–2027)
- Just Transition Fund, Invest EU, Support and Recovery Facility / National Renewal Plan for 2020–2023; EC Community programmes, including Digital EU; React-eu, etc.
- Support programme for the strategic management of higher education institutions for 2022–2025
- Programme to support development in the field of higher education institutions
- Programme funding by MEYS
- Own resources
- Institutional and special-purpose funds, systemic support
- Foreign funds
- Other supplementary resources (funds from local authorities/cities, regions, donations, foundations, etc.)
- Resources from the Integrated Territorial Investment of the České Budějovice Agglomeration (ITI)

# Annexes ---

- 1** — Text Annexe to the USB Annual Activity Report for 2024
- 2** — Table Annexe to the USB Annual Activity Report for 2024
- 3** — List of Abbreviations





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

---

# Annual Activity Report for 2024

## Text annexe

---



# CONTENTS

<b>1</b>	<b>Basic information about USB.....</b>	<b>5</b>
1.1	Contact details.....	5
1.2	Organisational chart of USB .....	6
1.3	Composition of USB bodies .....	6
1.3.1	Managing USB staff.....	6
1.3.2	Directors of University-wide units and special-purpose facilities at USB .....	7
1.3.3	USB Board of Trustees .....	7
1.3.4	Scientific Board of USB .....	9
1.3.5	Academic Senate of USB.....	12
1.3.6	Internal Evaluation Board of USB .....	13
1.3.7	International Board of USB .....	13
1.3.8	Ethics Committee of USB .....	14
1.4	Representation of the University of South Bohemia in the Czech Higher Education Institutions.....	15
1.5	Changes in internal regulations .....	15
<b>2</b>	<b>Degree programmes, organisation of studies and educational activities .....</b>	<b>16</b>
2.1	Accredited degree programmes described by the learning outcomes methodology and newly described programmes in 2024.....	16
2.2	Cooperation with the application sphere in the creation and implementation of degree programmes.....	16
2.3	Other educational activities.....	18
2.3.1	Lifelong learning.....	19
2.3.2	Other.....	20
<b>3</b>	<b>Students .....</b>	<b>24</b>
3.1	Measures to reduce academic failure.....	24
3.2	Final decisions on the invalidity of state examinations .....	26
3.3	Measures to limit the extension of studies.....	26
3.4	Own scholarship programmes.....	26
3.5	Counselling services .....	28
3.6	Students with special needs.....	28
3.7	Exceptionally gifted students and applicants .....	29
3.8	Students with socio-economic disadvantages .....	31
3.9	Support for parent students .....	32
<b>4</b>	<b>Graduates .....</b>	<b>33</b>
4.1	Cooperation and maintaining contact with graduates.....	33
4.2	Employment and employability of graduates .....	34
4.3	Cooperation with future employers of graduates.....	36
<b>5</b>	<b>Applications .....</b>	<b>39</b>
5.1	Entrance examinations .....	39
5.2	Cooperation with secondary schools in the promotion of USB .....	39
<b>6</b>	<b>Staff.....</b>	<b>40</b>
6.1	Career rules for academic staff, motivational tools for employee remuneration .....	40
6.2	Development of teaching skills of academic staff .....	40
<b>7</b>	<b>Internationalisation.....</b>	<b>41</b>
7.1	Support for student participation in international mobility programmes.....	41
7.2	Support for foreign mobilities of academic and non-academic staff .....	43
7.3	Support for the integration of foreign members of the USB academic community.....	44
7.4	Integration and experiences with virtual and combined mobility of students and staff.....	46
7.5	Other significant activities bolstering the internationalisation of USB activities .....	48
<b>8</b>	<b>Research, development, artistic and other creative activities .....</b>	<b>52</b>
8.1	Measures taken to strengthen the links between creative activities and educational activities .....	52
8.2	Involvement of students in creative activities .....	53
8.3	Earmarked funds for research, development and innovation .....	55
8.4	Support for doctoral students and postdoctoral researchers .....	55

8.5	Cooperation with the application sphere on the creation and transfer of innovations and their commercialisation .....	57
8.6	Support for horizontal (cross-sector) mobility of students and academic staff, development of competencies for innovative entrepreneurship .....	60
<b>9</b>	<b>Quality assurance and evaluation of implemented activities.....</b>	<b>66</b>
9.1	Significant events and facts relating to quality assurance and evaluation of implemented activities that occurred in 2024.....	66
9.1.1	Control system .....	69
9.1.2	Infrastructure and other significant projects .....	71
9.1.3	Library and information services .....	76
9.1.4	Accommodation and catering services.....	76
9.1.5	Information and Communication Technology .....	77
9.1.6	USB British Centre .....	79
9.1.7	USB Goethe Centre.....	80
9.1.8	USB Preschool Facility – Kvitek Children's Group .....	81
9.1.9	USB Publishing House .....	83
<b>10</b>	<b>National and international excellence .....</b>	<b>86</b>
10.1	International and significant national research, development and creative activities, integration of research infrastructure into international networks and involvement in professional or artistic networks .....	86
10.2	National and international awards .....	88
10.3	International evaluation of the University or its constituent parts, including foreign accreditations .....	90
<b>11</b>	<b>Third role.....</b>	<b>95</b>
11.1	Transfer of knowledge into practice and its results .....	95
11.2	Activities in the region, cooperation with regional entities.....	95
11.3	Supraregional activity .....	98
<b>12</b>	<b>Activities related to the impact of the state of war in Ukraine.....</b>	<b>102</b>
12.1	Educational activities – applications from Ukrainian students after 24 February 2022 .....	102
12.2	University activities .....	102
12.3	Volunteer activities of students and employees .....	103
<b>13</b>	<b>Supporting well-being in the academic environment: gender equality and a safe environment</b>	<b>104</b>
13.1	Sexual and gender-based harassment .....	104
13.2	Human Resources Management Strategy (Gender Equality Plan).....	105
13.3	Integration of gender in the area of research and instruction.....	105
<b>14</b>	<b>Strengthening institutional resilience to illegitimate influence/enhancing research security ...</b>	<b>108</b>
14.1	The issue of research security and the related increase in resilience to illegitimate influence .....	108
14.2	Implementation of specific measures, policies and strategies .....	108
14.3	Target groups of the proposed measures .....	109
14.4	Raising awareness of the issue and preventive measures.....	109
14.5	Cooperation with other actors or partners at the national and international level to minimise risks .....	109
14.6	Taking into account illegitimate influence when concluding agreements, contracts and memoranda.....	109
<b>Annexe 1 – Organisational structure of USB, the USB Rectorate and non-faculty constituent parts of USB</b>		<b>110</b>



# 1 Basic information about USB

## 1.1 Contact details

The University of South Bohemia in České Budějovice is a public university under Act No. 111/1998, on Higher Education Institutions and on Amendments and Supplements to Other Acts (the Higher Education Act), as amended (hereinafter referred to as the 'Act'). The contact details of the university and individual faculties, other workplaces (pursuant to Section 22(1)(c) of the Act) and special-purpose facilities (pursuant to Section 22(1)(d) of the Act) are listed below.

*Contact details of the University and faculties*

Name	Abbr.	Contact address	Website
University of South Bohemia in České Budějovice	USB	Branišovská 1645/31a 370 05 České Budějovice	<a href="http://www.jcu.cz">www.jcu.cz</a>
Faculty of Economics, USB	FEC USB	Studentská 13 370 05 České Budějovice	<a href="http://www.ef.jcu.cz">www.ef.jcu.cz</a>
Faculty of Arts, USB	FAR USB	Branišovská 1645/31a 370 05 České Budějovice	<a href="http://www.ff.jcu.cz">www.ff.jcu.cz</a>
Faculty of Education, USB	FED USB	Jeronýmová 10 371 15 České Budějovice	<a href="http://www.pf.jcu.cz">www.pf.jcu.cz</a>
Faculty of Science, USB	FSC USB	Branišovská 1760 370 05 České Budějovice	<a href="http://www.prf.jcu.cz">www.prf.jcu.cz</a>
Faculty of Science, USB	FFPW USB	Zátiší 728/II 389 25 Vodňany	<a href="http://www.frov.jcu.cz">www.frov.jcu.cz</a>
Faculty of Theology, USB	FTH USB	Kněžská 8 370 01 České Budějovice	<a href="http://www.tf.jcu.cz">www.tf.jcu.cz</a>
Faculty of Health and Social Sciences, USB	FHSS USB	J. Boreckého 1167/27 370 11 České Budějovice	<a href="http://www.zsf.jcu.cz">www.zsf.jcu.cz</a>
Faculty of Agriculture and Technology, USB	FAT USB	Studentská 1668 370 05 České Budějovice	<a href="http://www.fzt.jcu.cz">www.fzt.jcu.cz</a>

*Contact details of other units (pursuant to Section 22(1)(c) of the Act)*

Name	Abbr.	Contact address	Website
Academic Library, USB	AL USB	Branišovská 1646/31b 370 05 České Budějovice	<a href="http://www.lib.jcu.cz">www.lib.jcu.cz</a>
British Centre, USB	BC USB	Krajinská 2 370 01 České Budějovice	<a href="http://www.britskecentrum.cz">www.britskecentrum.cz</a>
Information Technology Centre, USB	CIT USB	Branišovská 1645/31a 370 05 České Budějovice	<a href="http://www.jcu.cz/o-university/organisational-structure/rectors_office/cit">www.jcu.cz/ o-university/organisational- structure/rectors_office/cit</a>
Goethe Centre, USB	GC USB	Krajinská 2 370 01 České Budějovice	<a href="http://www.goethecentrum.cz">www.goethecentrum.cz</a>
Publishing House, University of South Bohemia	PH USB	Branišovská 1645/31a 370 05 České Budějovice	<a href="http://nju.jcu.cz">http://nju.jcu.cz</a>

*Contact details of special-purpose facilities (pursuant to Section 22(1)(d) of the Act)*

Name	Abbr.	Contact address	Website
USB Dormitories and Refectories	D&R USB	Studentská 800/15 370 05 České Budějovice	<a href="http://kam.jcu.cz">kam.jcu.cz</a>
USB Preschool Facility – Kvítek Children's Group	CG Kvítek	Šípková 1822/1 370 05 České Budějovice	<a href="http://www.jcu.cz/o-university/facilities-and-services/ju-children-s-group">www.jcu.cz/ o-university/facilities-and- services/ju-children-s-group</a>

More information about the University of South Bohemia, its individual faculties and other departments can be found on the University of South Bohemia website,<sup>1</sup> on the official university pages on social networks Facebook,<sup>2</sup> Twitter<sup>3</sup> and LinkedIn,<sup>4</sup> or on the YouTube internet server,<sup>5</sup> where the University

<sup>1</sup> <https://www.jcu.cz>

<sup>2</sup> <https://www.facebook.com/jihoceska.univerzita>

<sup>3</sup> <https://twitter.com/jihoceskaUni>

<sup>4</sup> <https://www.linkedin.com/company/jihoceska-univerzita-v-ceskych-budejovicich/>

<sup>5</sup> [https://www.youtube.com/results?search\\_query=jiho%C4%8Desk%C3%A1+university](https://www.youtube.com/results?search_query=jiho%C4%8Desk%C3%A1+university)

has set up its own channel. Interesting photographs capturing events at the University of South Bohemia can also be found on Instagram,<sup>6</sup> an application designed for sharing photographs.

## 1.2 Organisational chart of USB

In accordance with Article 14(2) of the USB Statutes, updates to the Organisational Rules of the USB Rectorate were issued in the form of a Rector's measure, with annexes containing a graphic representation of the organisational structure of the USB and the USB Rectorate and parts of the USB that are not faculties. The second annexe regulated the status and powers of the individual organisational units of the USB Rectorate. Specifically, these were the following ordinances of the USB Rector: R 548, R 552, R 561 and R 582.

## 1.3 Composition of USB bodies

### 1.3.1 Managing USB staff

According to the Statutes of USB, the managing staff of USB within the meaning of Section 9(1)(a) of the Act are the Rector, Vice-Rectors, Bursar and Deans of the Faculties.

*Senior staff at USB in 2024*

<b>Rector</b>	prof. PhDr. Bohumil Jiroušek, Dr. (until 31 March 2024) prof. Ing. Pavel Kozák, Ph.D. (from 1 April 2024)
<b>Vice-Rectors</b>	
Vice-Rector for Student Affairs	PaedDr. Petr Bauman, Ph.D. (until 31 March 2024)
Vice-Rector for Student Affairs	doc. PhDr. Renata Malátová, Ph.D. (from 1 April 2024)
Vice-Rector for Research	doc. Ing. Luděk Berec, Dr.
Vice-Rector for International Relations	doc. PaedDr. Radka Závodská, Ph.D. (until 31 March 2024)
Vice-Rector for International Relations	prof. Ing. Vladimír Žlábek, Ph.D. (from 1 April 2024)
Vice-Rector for Development	Ing. Michal Hojdekr, Ph.D., MBA (until 31 March 2024)
Vice-Rector for Development and External Relations, Statutory Representative of the Rector	PhDr. Pavel Král, Ph.D. (from 1 April 2024)
Vice-Rector for Internal Evaluation	prof. Tomáš Machula, Ph.D., Th.D. (until 31 March 2024)
Vice-Rector for Internal Evaluation and Accreditation	doc. ThDr. Rudolf Svoboda, Th.D. (from 1 April 2024)
Vice-Rector for Management and External Relations	Ing. Ludvík Friebe, Ph.D. (until 31 March 2024)
<b>Bursar</b>	Ing. Michal Hojdekr, Ph.D., MBA
<b>Deans of Faculties</b>	
Faculty of Economics, USB	doc. RNDr. Zuzana Dvořáková Líšková, Ph.D.
Faculty of Arts, USB	doc. PhDr. Ondřej Pešek, Ph.D.
Faculty of Education, USB	doc. RNDr. Helena Koldová, Ph.D.
Faculty of Science, USB	prof. RNDr. František Vácha, Ph.D.
Faculty of Science, USB	Prof. Ing. Pavel Kozák, Ph.D. (until 31 March 2024)
	prof. Ing. Tomáš Policar, Ph.D. (from 1 April 2024)
Faculty of Theology, USB	Doc. ThDr. Rudolf Svoboda, Th.D. (until 31 March 2024)
	Doc. Michal Opatrný, Dr. theol. (from 1 April 2024)
Faculty of Health and Social Sciences, USB	Mgr. Ivana Chloubová, Ph.D.
Faculty of Agriculture and Technology, USB	doc. RNDr. Petr Bartoš, Ph.D.

<sup>6</sup> <https://www.instagram.com/jihoceskauniverzita/>

### 1.3.2 Directors of University-wide units and special-purpose facilities at USB

*Directors of other units and special-purpose facilities of the University of South Bohemia in 2024*

<b>Other USB units</b>	
Academic Library, USB	Ing. Helena Vorlová
British Centre, USB	PhDr. Ivana Šamalíková
Information Technology Centre, USB	Josef Milota (until 30 April 2024)
	Bc. Eduard Krlín (from 1 May 2024)
Goethe Centre, USB	Mgr. Lucie Trnková
Publishing House, USB	prof. Petr A. Bílek, CSc.
<b>Special-purpose facilities, USB</b>	
Dormitories and Refectories, USB	Bedřiška Karasová
Preschool Facility – Kvítek Children's Group, USB	Mgr. Michaela Felendová

### 1.3.3 USB Board of Trustees

*USB Board of Trustees*

<b>Chair</b>	
Mgr. Ing. Miroslav Šimek	Senior Advisor, Deputy Director and Head of the State Property Transfer Department, Regional Land Office for the South Bohemian Region, České Budějovice
<b>Vice-Chairs</b>	
Ing. Jiří Boček	Former Director of Budějovický Budvar, n. p.
Ing. Hana Šťastná	Director of the Regional Agricultural Chamber of the South Bohemian Region and the District Agricultural Chamber of České Budějovice
<b>Members</b>	
Zdeňka Erhartová	Director of the Secondary School and Higher Vocational School of Tourism, České Budějovice
Ing. Pavel Fantyš	Director of the Section, Financial Office for the South Bohemian Region, regional office in Prachatice
Karolína Gondková	Director of the Department of Higher Education, Ministry of Education, Youth and Sports
Ing. Jan Hůda, Ph.D.	Chairman of the Board of Directors, Rybářství Třeboň Hld. a. s.
Ing. Ivo Moravec	City Councillor, Chair of the City Council Audit Committee, Statutory City of České Budějovice
MUDr. Jaroslav Novák, MBA <sup>7</sup>	First Vice-Chair of the Board of Directors, Deputy CEO and Director of the Other Medical Fields Department, Nemocnice České Budějovice, a. s.
Antonín Sekyrka	Director of Česká 64 Grammar School, České Budějovice
Ing. František Štangl	Former Director of the South Bohemian Museum in České Budějovice
Ing. Jaromír Talíř	Member of the Cultural Committee of the South Bohemian Region, former mayor, member of parliament and minister

In 2024, three regular meetings of the USB Board of Trustees (Nos. 72–74) and three per rollam votes (Nos. 47–49) were held, and a total of 22 prior written consents of the USB Board of Trustees (Nos. 524–545) were issued. Brief summaries of the most important points of the regular meetings of the USB Board of Trustees are available on the website of the University of South Bohemia.<sup>8</sup>

<sup>7</sup> With effect from 1 August 2024, the Minister of Education, Youth and Sports reappointed MUDr. Jaroslav Novák, MBA, as a member of the USB Board of Trustees (3rd term of office).

<sup>8</sup> <https://www.jcu.cz/cz/univerzita/organy/spravni-rada>

*Basic overview of previous written consents of the USB Board of Trustees issued in 2024*

Types of previous written consents of the USB Board of Trustees issued in 2024	Number of consents of a given type
Agreement on a future agreement on the establishment of a right of easement – utility network easement	10
Agreement on the establishment of a right of easement – utility network easement	4
Contract for the sale of immovable property	3
Acquisition of real estate into the ownership of USB	2
Acquisition of ownership interest in a legal entity	1
Other – intention to sell immovable property	1
Land exchange agreement	1
<b>Total</b>	<b>22</b>

*Detailed overview of previous written consents issued by the USB Board of Trustees in 2024*

Consent number	Description	Date of issue
524	Conclusion of a purchase agreement governing the terms and conditions of purchase of real estate for the Czech Arctic Research Station in Svalbard	22 February 2024
525	Conclusion of an exchange agreement between the University of South Bohemia in České Budějovice and ZD Krásná Hora nad Vltavou a.s.	26 March 2024
526	Conclusion of a preliminary agreement on the establishment of easements between the University of South Bohemia in České Budějovice and ZD Krásná Hora nad Vltavou a.s.	26 March 2024
527	Conclusion of a preliminary agreement on the establishment of an easement in favour of CETIN a.s. for the implementation of a construction project entitled: '0483/22 FTTH RD a BD Hůrka 39_OK.	2 May 2024
528	Conclusion of an agreement on the establishment of an easement – servitude for EG.D, a.s. after the implementation of the construction project entitled: 'ČB, Na Sádkách, TS 606 hala VŠZ, rozv. VN".	2 May 2024
529	Conclusion of a preliminary agreement on the establishment of an easement – servitude in favour of EG.D, a.s. for the implementation of the construction project entitled: 'Bavorovice par 5/1 brewery – HV, TS and LV".	2 May 2024
530	Conclusion of a preliminary agreement on the establishment of an easement – servitude in favour of EG.D, a.s. for the implementation of a construction project entitled: 'Vodňany Suchomelka: LV or cab.	2 May 2024
531	Conclusion of a preliminary agreement on the establishment of an easement – servitude in favour of EG.D, a.s. for the implementation of the construction project entitled: 'Hluboká nad Vltavou Za pilou – relocation of high-voltage line'.	2 May 2024
532	Conclusion of a preliminary agreement on the establishment of an easement – servitude in favour of EG.D, a.s. for the implementation of a construction project entitled: 'Vodňany Nad Velkou podvinicí: HV, LV connection".	26 June 2024
533	Intention to sell part of plot no. 2200/13 in the cadastral area of České Budějovice 6 to the owners of five garages – to ensure access and entry to the garage.	26 June 2024
534	Acquisition of a stake in a legal entity	26 June 2024
535	Conclusion of a preliminary agreement on the establishment of a right corresponding to an easement – utility network easement (optical cable) in favour of the University of South Bohemia in České Budějovice, for the implementation of a construction project entitled: 'Optical connection of the buildings of the University of South Bohemia in Vodňany – Phase 3". Future beneficiary: University of South Bohemia in České Budějovice	29 October 2024
536	Conclusion of a contract on a future contract for the establishment of a right corresponding to an easement - utility network easement (optical cable) in favour of the University of South Bohemia in České Budějovice, for the implementation of the construction project entitled: 'Optical connection of the buildings of the University of South Bohemia in Vodňany - 3rd stage'. Future beneficiary: University of South Bohemia in České Budějovice.	29 October 2024
537	Intention to acquire FFPW USB used property from the town of Vodňany. This concerns parcel no. 241/16, parcel no. 241/17, parcel no. 241/18, parcel no. 241/19, parcel no. 390/1, building parcel no. 2162, building plot no. 2163/1 and plot no. 1157/2, all in the municipality and cadastral area of Vodňany.	20 November 2024
538	Intention to sell part of parcel no. 389/2, on which there is an unpaved road, in the cadastral area of Vodňany to the town of Vodňany	20 November 2024
539	Conclusion of a purchase agreement – sale of plot no. 1944/1 in the cadastral area of Č.B. 2 to Venture Development Gama s.r.o.	20 November 2024



540	Conclusion of a purchase agreement – sale of part of plot no. 1297/1, newly separated by a geometric plan as plot no. 1297/21, in the cadastral area of Č.B.2 to cz. Immo s.r.o.	20 November 2024
541	Conclusion of a contract for the establishment of an easement for engineering networks in favour of Dopravní podnik města České Budějovice, a.s. following the completion of the construction project 'Trolleybus line, connecting the trolleybus depot in Horní Street with Strakonická and Nádražní Streets'. The land in question is plot no. 178/4 in the cadastral area of České Budějovice.	20 November 2024
542	Conclusion of an agreement on the establishment of an easement for engineering networks in favour of EG.D, a.s. following the completion of the construction project 'ČB: Papírny 1,2 – reconstruction of HV, TS'. The land in question is plot no. 2432/2 in the cadastral area of České Budějovice 6.	20 November 2024
543	Conclusion of an agreement on the establishment of an easement for engineering networks in favour of CZ4 Logimac s.r.o. following the completion of the construction project 'Boršov nad Vltavou II Economic Development Zone – Infrastructure'. The land in question is plot no. 769/4 in the cadastral area of Boršov nad Vltavou.	20 November 2024
544	Conclusion of a preliminary agreement on the establishment of an easement – utility network easement in favour of STARNET, s.r.o., for the laying of data cables in HDPE protective conduits on plot no. 260/42 and plot no. 265/8 in the cadastral area of Haklovy Dvory, for the implementation of the construction project entitled 'Haklovy Dvory'.	20 November 2024
545	Conclusion of a preliminary agreement on the establishment of an easement – utility network easement in favour of T-Mobile Czech Republic a.s., for the relocation of the electronic communications network, as part of the construction project 'SO 460 Relocation of the T-Mobile electronic communications network' within the construction of the 'I/20 České Budějovice, northern link' road. The land in question is parcel no. 4725/9 in the cadastral area of České Budějovice 3.	20 November 2024

### 1.3.4 Scientific Board of USB

*Scientific Board of the University of South Bohemia until 31 March 2024*

<b>Chair</b>	
prof. PhDr. Bohumil Jiroušek, Dr.	Rector, USB
<b>Internal members</b>	
doc. RNDr. Petr Bartoš, Ph.D.	Faculty of Agriculture and Technology, USB
PaedDr. Petr Bauman, Ph.D.	Vice-Rector for Student Affairs, USB
doc. Ing. Luděk Berec, Dr.	Vice-Rector for Research, USB
prof. MUDr. Mgr. Alan Bulava, Ph.D.	Faculty of Health and Social Sciences, USB
prof. PhDr. Václav Bůžek, CSc.	Faculty of Arts, USB
prof. Ing. Martin Flajšhans, Dr.rer.agr.	Faculty of Science, USB
Ing. Ludvík Friebel, Ph.D.	Vice-Rector for Management and External Relations, USB
prof. RNDr. Libor Grubhoffer, CSc., Hon. D.Sc., dr. h. c.	Faculty of Science, USB Director of the Biology Centre CAS, v. v. i., České Budějovice
Mgr. Ivana Chloubová, Ph.D.	Faculty of Health and Social Sciences, USB
doc. RNDr. Jana Klicnarová, Ph.D.	Faculty of Economics, USB
prof. RNDr. Dalibor Kodrík, CSc.	Entomological Institute; Faculty of Science, USB; Biology Centre CAS, České Budějovice
doc. RNDr. Helena Koldová, Ph.D.	Faculty of Education, USB
prof. Ing. Pavel Kozák, Ph.D.	Faculty of Science, USB
prof. Ing. Martin Křížek, CSc.	Faculty of Agriculture and Technology, USB
prof. Ing. Otomar Linhart, DrSc.	Faculty of Science, USB
prof. Tomáš Machula, Ph.D., Th.D.	Vice-Rector for Internal Evaluation, USB
prof. PaedDr. Vladimír Papoušek, CSc.	Faculty of Arts, USB
prof. PhDr. Jiří Pelán, Ph.D.	Charles University in Prague
doc. PhDr. Ondřej Pešek, Ph.D.	Faculty of Arts, USB
prof. RNDr. Tomáš Polívka, Ph.D.	Faculty of Science, USB
prof. PaedDr. Iva Stuchlíková, CSc.	Faculty of Education, USB
doc. ThDr. Rudolf Svoboda, Ph.D.	Faculty of Theology, USB
prof. Ing. Hana Šantrůčková, CSc.	Faculty of Science, USB
doc. Dr. Ing. Dagmar Škodová Parmová	Faculty of Economics, USB
Prof. Ing. Miloslav Šoch, CSc., Dr. h. c.	Faculty of Agriculture and Technology, USB

Prof. PhDr. Valérie Tóthová, Ph.D., R.N.	Faculty of Health and Social Sciences, USB
Doc. Mgr. et Mgr. Jitka Vacková, Ph.D.	Faculty of Health and Social Sciences, USB
Doc. RNDr. Radka Závodská, Ph.D.	Faculty of Education, USB
<b>External members</b>	
Prof. Jiří Balík, CSc.	Czech University of Life Sciences Prague
Prof. RNDr. Bohuslav Gaš, CSc.	Charles University in Prague
Prof. RNDr. Tomáš Herben, CSc.	Institute of Botany CAS, Průhonice; Charles University in Prague
Doc. Dr. RNDr. Miroslav Holeček	University of West Bohemia in Plzeň
Prof. PhDr. Martin Holý, Ph.D.	Institute of History CAS, v.v.i.
Prof. PhDr. Darja Jarošová, Ph.D.	University of Ostrava
Prof. Ing. Miroslav Ludwig, CSc.	University of Pardubice
Prof. PhDr. Tomáš Nejeschleba, Ph.D.	Palacký University Olomouc
Prof. PhLic. Vojtěch Novotný, Th.D.	Charles University in Prague
Prof. Ing. Petr Ráb, DrSc., dr. h. c.	Institute of Animal Physiology and Genetics CAS, v.v.i., Liběchov
Doc. Ing. Pavel Ryant, Ph.D.	Mendel University in Brno
Prof. Ing. Petr Sklenička, CSc.	Czech University of Life Sciences Prague
Prof. Jaroslav Slaný, CSc.	Trnava University in Trnava, Slovakia
Prof. PhDr. Stanislav Štěch, CSc.	Charles University in Prague
Doc. Ing. Zdeněk Tůma, CSc.	CSOB a.s.; Charles University in Prague
Prof. PhDr. Petr Vorel, CSc.	University of Pardubice
Prof. RNDr. Eva Zažímalová, CSc.	Czech Academy of Sciences

*Scientific Board of USB from 29 May 2024*

<b>Chair</b>	
prof. Ing. Pavel Kozák, Ph.D.	Rector of USB
<b>Internal members</b>	
doc. Ing. Jan Bárta, Ph.D.	Faculty of Agriculture and Technology, USB
doc. RNDr. Petr Bartoš, Ph.D.	Faculty of Agriculture and Technology, USB
doc. Ing. Luděk Berec, Dr.	Vice-Rector for Research, USB
prof. Alan Bulava, M.D., M.Sc., Ph.D.	Faculty of Health and Social Sciences, USB
prof. PhDr. Václav Bůžek, CSc.	Faculty of Arts, USB
doc. RNDr. Zuzana Dvořáková Líšková, Ph.D.	Faculty of Economics, USB
prof. RNDr. Libor Grubhoffer, CSc., Hon. D.Sc.	Director of the Biology Centre CAS, v. v. i. Faculty of Science, USB
Mgr. Ivana Chloubová, Ph.D.	Faculty of Health and Social Sciences, USB
prof. PhDr. Bohumil Jiroušek, Dr.	Faculty of Arts, USB
doc. RNDr. Helena Koldová, Ph.D.	Faculty of Education, USB
PhDr. Pavel Král, Ph.D.	Vice-Rector for Development and External Relations, USB
doc. Tomáš Machula, Ph.D., Th.D.	Faculty of Theology, USB
doc. PhDr. Renata Malátová, Ph.D.	Vice-Rector for Student Affairs, USB
doc. Michal Opatrný, Dr. theol.	Faculty of Theology, USB
prof. PaedDr. Vladimír Papoušek, CSc.	Faculty of Arts, USB
doc. PhDr. Ondřej Pešek, Ph.D.	Faculty of Arts, USB
prof. Ing. Tomáš Polícar, Ph.D.	Faculty of Science, USB
prof. RNDr. Tomáš Polívka, Ph.D.	Faculty of Science, USB
prof. Ing. Tomáš Randák, Ph.D.	Faculty of Science, USB
doc. Ing. Ladislav Rolínek, Ph.D.	Faculty of Economics, USB
prof. PaedDr. Iva Stuchlíková, CSc.	Faculty of Education, USB
doc. PhDr. Rudolf Svoboda, Ph.D.	Vice-Rector for Internal Evaluation and Accreditation, USB
doc. Dr. Ing. Dagmar Škodová Parmová	Faculty of Economics, USB
prof. Valérie Tóthová, Ph.D., R.N.	Faculty of Health and Social Sciences, USB
doc. Mgr. Jitka Vacková, Ph.D.	Faculty of Health and Social Sciences, USB

prof. RNDr. František Vácha, Ph.D.	Faculty of Science, USB
doc. Ing. Vladimír Žlábek, Ph.D.	Vice-Rector for International Relations, USB
<b>External members</b>	
prof. Ing. Jiří Balík, CSc., dr.h.c.	Czech University of Life Sciences Prague
prof. RNDr. Bohuslav Gaš, CSc.	Charles University
prof. RNDr. Tomáš Herben, CSc.	Faculty of Science, Charles University
prof. PhDr. Martin Holý, Ph.D.	Institute of History CAS, v. v. i.
prof. PhDr. Darja Jarošová, Ph.D.	University of Ostrava
prof. Mgr. Tomáš Kašparovský, Ph.D.	Masaryk University
doc. RNDr. Jan Kříž, Ph.D.	University of Hradec Králové
prof. PhDr. Tomáš Kubíček, Ph.D.	Charles University
prof. PhDr. Tomáš Nejeschleba, Ph.D.	Palacký University Olomouc
prof. Martin Prudký, Dr.	Charles University
prof. Ing. Petr Ráb, DrSc.	Institute of Animal Physiology and Genetics CAS, v. v. i.
doc. Ing. Pavel Ryant, Ph.D.	Mendel University in Brno
prof. Jaroslav Slaný, CSc.	Trnava University in Trnava
prof. PhDr. Vladimíra Spilková, CSc.	University of Pardubice
prof. Stanislav Štech, CSc.	Charles University
doc. Ing. Zdeněk Tůma, CSc.	Chairman of the Supervisory Board of CSOB a.s. Charles University
prof. RNDr. Eva Zažímalová, CSc.	Chair of CAS Czech Academy of Sciences

In 2024, two meetings of the Scientific Board of USB were held on 6 March and 30 October, along with one per rollam vote and, by 10 June, discussion of the Annual Report on the Activities of USB for 2023 and discussion of the Addendum to the Report on Internal Quality Assessment for 2023.

In 2024, the Rector awarded the following honours:

- RNDr. Gabriela Krejčová, Ph.D., FSC USB, student category:  
The award is linked to the Zdeněk Veselovský Prize in Natural Sciences.
- Ing. Ondřej Nikl, FFPW USB, student category:  
The award is linked to the Jakub Krčín Prize in Agricultural and Fisheries Sciences.
- Mgr. Helena Dvořáková, Ph.D., FAR USB, student category:  
The award is linked to the Robert Sak Prize in the Humanities.
- Mgr. Martin Kaplický, Ph.D., and Mgr. Ondřej Dadejík, Ph.D., FAR USB  
The award is linked to the Robert Sak Prize in the humanities.
- doc. PhDr. Martin Horyna, Ph.D., FED USB:  
The award is linked to the Jiří František August Buquoy Prize in Social Sciences.
- doc. PhDr. Ing. Hana Konečná, Ph.D., FSC USB:  
The award is linked to the presentation of the Jana Anna Kateřina Zátková Prize for contributions to the popularisation of science.
- Mgr. Veronika Plachá, Ph.D., FED USB:  
The award is linked to the presentation of the Jana Anna Kateřina Zátková Prize for contributions to the popularisation of science.

The minutes of the regular meetings of the Scientific Board of the University of South Bohemia are available on the website of the University of South Bohemia.<sup>9</sup>

<sup>9</sup> <http://www.jcu.cz/veda-a-vyzkum/vedecka-rada-ju/zapisy-z-jednani-vr-ju>

### 1.3.5 Academic Senate of USB

In 2024, a total of six meetings of the Academic Senate of USB were held and one per rollam vote took place. The minutes of the meetings of the Academic Senate of USB are available on the website of the University of South Bohemia.<sup>10</sup>

*Academic Senate of USB in 2024*

<b>Chair</b>	PhDr. Petr Dvořák
<b>Vice-Chair of the Chamber of of Academic Staff</b>	JUDr. Ing. Zdeněk Strnad, Ph.D. MPA
<b>Vice-Chair of the Student Chamber</b>	Bc. Damián Dedecius
<b>Members – Academic Staff</b>	JUDr. Martin Slobodník, Ph.D., LL.M.
	Doc. Ing. Tomáš Volek, Ph.D.
	Mgr. Martin Dvořák, Ph.D.
	Mgr. Vera Kaplická Yakimova, Ph.D.
	Mgr. Kateřina Pražáková, Ph.D.
	PhDr. Petr Bahenský, Ph.D.
	Petra Karvánková, MSc, PhD
	Josef Juráň, M.A., Ph.D.
	PhDr. Milan Novák, Ph.D.
	doc. Ing. Martin Bláha, Ph.D.
	Ján Regenda, Ph.D.
	MVDr. Eliška Zusková, Ph.D.
	Josef Nota, MSc, PhD
	Mgr. Anna Dudová, Ph.D.
	doc. PhDr. Helena Zbudilová, Ph.D.
	PhDr. Andrea Hudáčková, Ph.D.
	PhDr. Martin Červený (until 30 April 2024)
	Mgr. Ing. Renata Švestková, Ph.D. (from 8 October 2024)
	doc. Mgr. Lenka Šedová, Ph.D.
	Ing. Mgr. Zbyněk Havelka, Ph.D.
	doc. Ing. Pavel Ondr, CSc.
	doc. Ing. Pavel Smetana, Ph.D.
<b>Members – students</b>	David Zeman
	Ing. Tereza Čapková
	Mgr. Noemi Koreňová
	Martin Prkna
	Petra Kotlárová
	Olga Laštovičková, BSc
	Aleš Lisner
	Anna Koutská, MA
	Ing. Alžběta Strouhová
	Jan Škrabánek
	Jakub Luksch
	Magdalena Rašplíčková
	Zdeněk Hošek
	Pavel Kincl
	Jan Kresan
	Ing. Eliška Kůrková

<sup>10</sup> <https://www.jcu.cz/cz/univerzita/organy/akademicky-senat-ju>

### 1.3.6 Internal Evaluation Board of USB

*Internal Evaluation Board of the University of South Bohemia in 2024*

<b>Chair</b>	
prof. PhDr. Bohumil Jiroušek, Dr.	Rector of USB (until 31 March 2024)
prof. Ing. Pavel Kozák, Ph.D.	Rector of USB (from 1 April 2024)
<b>Vice-Chair</b>	
prof. Tomáš Machula, Ph.D., Th.D.	Faculty of Theology, USB (until 31 March 2024)
doc. ThDr. Rudolf Svoboda, Th.D.	Faculty of Theology, USB (from 1 April 2024)
<b>Chair of the Academic Senate of the University of South Bohemia</b>	
PhDr. Petr Dvořák, Ph.D.	Faculty of Education, USB
<b>Student Representative</b>	
Ing. Michaela Hana Votruba	Faculty of Agriculture and Technology, USB
<b>Members</b>	
prof. 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 Science, 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
Ing. Vladimír Jandík	Banking sector
doc. RNDr. Stanislav Kozubek, DrSc.	Institute of Biophysics CAS, v. v. i., Brno (until 6 February 2024)
Jiří Peterka, Ph.D.	Biology Centre CAS (from 13 March 2024)
prof. RNDr. Ivo Šauman, Ph.D.	Biology Centre CAS, v. v. i., České Budějovice

In 2024, eight regular meetings of the Internal Evaluation Board of the University of South Bohemia were held. A summary of the most important points of the regular meetings of the USB Internal Evaluation Board is available on the University of South Bohemia website.<sup>11</sup> The activities of the USB Internal Evaluation Board are described in more detail in Chapter 9.1 Significant events and facts relating to quality assurance and evaluation of activities carried out in 2024.

### 1.3.7 International Board of USB

**The International Board of the University of South Bohemia in České Budějovice** (USB International Board) is an advisory body to the Rector for assessing the direction and quality of USB's educational and creative activities. The Rector of USB appoints the members of the USB International Board for a period of five years after discussion in the USB Rector's Board.

The USB International Board provides opinions and recommendations on newly developed USB degree programmes and the future direction of planned USB degree programmes, comments on areas of education for which USB is seeking accreditation, and proposes procedures for possible improvements to the overall concept of education at USB. The USB International Board provides suggestions for improving the organisation and processes of USB's scientific and research activities, provides suggestions

<sup>11</sup> <https://www.jcu.cz/cz/univerzita/organy/rada-pro-vnitri-hodnoceni-ju>



on conceptual issues and, at the request of the Rector, evaluates individuals or teams nominated for USB grants, medals and awards.

The USB International Board was appointed by the USB Rector with effect from 1 January 2018, following discussion of proposals for its composition in the Rector's Board in autumn 2017. The USB International Board is composed of eight foreign experts in key scientific areas developed at the University of South Bohemia. The USB International Board meets at least once every five years. The International Board in its current composition was reappointed with effect from 1 January 2023 for another five-year term.

More information about the USB International Board is available on the University of South Bohemia website.<sup>12</sup>

#### *USB International Board in 2024*

<b>Members</b>	
<b>Prof. Dr Klaus Baumann</b>	Psychologist, professor and theologian specialising in social work, psychology and practical theology, Theological Faculty, University of Freiburg
<b>Assoc. Prof. Dipl.-Ing. Mag. Dr.nar.techn. Reinhard Neugschwandtner</b>	Institute of Agronomy, University of Natural Resources and Life Sciences, Vienna
<b>Prof. Dr. József Betlehem, Ph.D.</b>	Professor in the field of nursing, University of Pécs, Hungary
<b>Prof. Dr. Joanna Czaplińska</b>	Professor of Czech Studies, University of Opole, Poland
<b>Prof. Dr. Martin Lindner</b>	Professor of Biology and Geography Education, Martin Luther University Halle-Wittenberg, Germany
<b>Prof. Dr. Norbert Müller</b>	Professor of Chemistry, Johannes Kepler University Linz, Austria
<b>Prof. Dr. James Sanford Rikoon</b>	Professor, expert in rural and environmental studies, University of Missouri, USA
<b>Prof. Dr. Johan Verreth</b>	Professor of Aquaculture and Fisheries, Wageningen University, Netherlands

### 1.3.8 Ethics Committee of USB

The Ethics Committee of the University of South Bohemia in České Budějovice is an advisory body to the USB Rector and discusses matters beyond the scope of labour law standards and employee obligations related to general and professional ethics in the university environment of higher education and research, artistic activities and other creative activities. The ethical principles to which USB is committed are declared in the USB Code of Ethics.

#### *USB Ethics Committee until May 2024*

<b>Chair</b>	
prof. PhDr. Marie Ryantová, CSc.	Faculty of Arts, USB
<b>Members</b>	
Mgr. Zuzana Duchková, Ph.D.	Faculty of Education, USB
Ing. Ján Regenda, Ph.D.	Faculty of Science, USB
doc. Ing. Milan Štech, Ph.D.	Faculty of Science, USB
<b>Ombudsman</b>	
doc. MUDr. Jiří Šimek, CSc.	Faculty of Health and Social Sciences, USB

#### *Ethics Committee of the University of South Bohemia since May 2024*

<b>Chair</b>	
Ing. Ján Regenda, Ph.D.	Faculty of Science, USB
<b>Members</b>	
Zuzana Duchková, M.A., Ph.D.	Faculty of Education, USB
PhDr. Andrea Hudáčková, Ph.D.	Faculty of Health and Social Sciences, USB
Mgr. Martin Kaplický, Ph.D.	Faculty of Arts, USB
<b>Ombudsman</b>	
doc. Ing. Milan Štech, Ph.D.	Faculty of Science, USB

<sup>12</sup> <https://www.jcu.cz/cz/univerzita/organy/mezinarodni-rada-ju>

The Ethics Committee was established by Rector's Decision R 253 on the establishment of the Ethics Committee of the University of South Bohemia in České Budějovice, and Measure R 433 brought into force the amended Rules of Procedure of the Ethics Committee of the University of South Bohemia. Measure R 432 of 19 May 2020 also issued the Code of Ethics of the University of South Bohemia.

On 1 October 2023, Amendment No. 2 to Rector's Decision No. R 253 came into effect, extending the original decision.

In 2024, six meetings were held and three opinions were issued concerning proposals from the Faculty of Education, the Faculty of Science and the Academic Library of the University of South Bohemia.

More detailed information on the activities of the Ethics Committee of the University of South Bohemia is available on the website of the University of South Bohemia.<sup>13</sup>

## 1.4 Representation of the University of South Bohemia in the Czech Higher Education Institutions

In 2024, the University of South Bohemia was represented in the Czech Rectors' Conference by Rector prof. Bohumil Jiroušek (until March 2024) and, following a change in the University's leadership, by Rector prof. Pavel Kozák (from April 2024). Furthermore, in June 2024, the University of South Bohemia was accepted into the Association of Research Universities (AVUNI), where the Rector now represents the University.

Organisation	USB representative
Czech Rectors' Conference	prof. Ing. Pavel Kozák, Ph.D.
	prof. PhDr. Bohumil Jiroušek, Dr.
Council of Higher Education Institutions	Mgr. et. Mgr. Ondřej Doskočil, Th.D.
	PhDr. Petr Dvořák, Ph.D.
	Zdeněk Strnad, LL.B., M.Sc., Ph.D., MPA
	Mgr. Anna Koutská
	prof. Mgr. Ivana Kutá Smatanová, Ph.D.
	JUDr. Ivo Petrů, Ph.D.
	doc. Ing. Kamil Pícha, Ph.D.
	doc. JUDr. Stanislav Přibyl, Ph.D., JCD
	Ing. Ján Regenda, Ph.D.
	Ing. Alžběta Strouhová
	Mgr. Michal Vančura, Ph.D.

## 1.5 Changes in internal regulations

The following changes were made in 2024 to the internal regulations of USB defined in Section 17 of the Higher Education Act and Article 20(1) of the USB Statutes:

- On 1 January 2024, the USB Wage Regulations, which was registered by the Ministry of Education, Youth and Sports on 6 November 2023, came into effect. During 2024, the need arose to amend this internal regulation. A new USB Wage Regulations was therefore prepared, which came into force (i.e. was registered by the Ministry of Education, Youth and Sports) on 29 November 2024 and took effect on 1 January 2025.
- The new USB Statutes came into force (i.e. was registered by the Ministry of Education, Youth and Sports) on 21 October 2024 and became effective on 1 January 2025.

<sup>13</sup> <https://www.jcu.cz/cz/studium/eticka-komise-a-ombudsman-ju>

## 2 Degree programmes, organisation of studies and educational activities

### 2.1 Accredited degree programmes described by the learning outcomes methodology and newly described programmes in 2024

The learning outcomes methodology, in accordance with the National Reference Framework for Tertiary Education, establishes a new way of describing the knowledge, skills and other competences (so-called descriptors) that a student must demonstrate in order to be awarded the relevant diploma. This methodology has been reflected in the requirements for the accreditation of degree programmes for several years.

At the end of 2024, 169 degree programmes were accredited at the University of South Bohemia, 51 of which were in English. Of this number, 82 are bachelor's programmes, 67 are master's programmes and 46 are doctoral programmes. Six new degree programmes were accredited during 2024. A year earlier, in 2023, 15 new degree programmes were accredited. However, the quantitative list should not be taken as an absolute measure of quality, as a number of programmes are coming to an end, and the number of existing and newly prepared degree programmes is being adjusted within the faculties – in line with their strategies and the university's strategic plan – in order to respond to the current needs of society and the need to streamline internal processes within the university. The issue of learning outcomes is taken into account in these standards and is explicitly mentioned in the Rector's Ordinance issuing the Standards for the Accreditation and Implementation of USB Study Programmes. An overview of all accredited USB degree programmes, including programmes newly accredited under programme and institutional accreditation, is available on the USB website.

### 2.2 Cooperation with the application sphere in the creation and implementation of degree programmes

One of the long-term priorities of the University of South Bohemia in České Budějovice is the systematic linking of the academic environment with the application sphere. Experts from the field actively participate in the creation, implementation and evaluation of degree programmes at individual faculties, and their involvement significantly contributes to the quality of teaching and increases the employability of graduates on the labour market.

Representatives of the applied sphere regularly participate in degree programme board meetings, act as guarantors or lecturers in professionally oriented fields, and provide feedback on the content of instruction. Students complete professional internships and placements in partner organisations in the commercial, public and non-profit spheres, where they often produce their qualification theses.

In 2024, experts from the field were involved in instruction through lectures, seminars and excursions across all faculties. The University of South Bohemia also organised events such as Job Day and thematic popularisation projects, which strengthen students' contact with the real working environment.

Cooperation within doctoral studies is also significant, with application partners participating in the supervision of dissertations and research activities. Thanks to this approach, the University develops practically oriented education and creates strong links between the academic and professional worlds, which is an important element of its competitiveness.

A specific link between the application sphere and the process of creating degree programmes has existed at the USB **Faculty of Economics** for many years, namely within the traditional Job Day job fair. In addition to being an effective and useful platform for connecting the academic sphere and practice, it also provides up-to-date data necessary for further activities in the area of designing and preparing new degree programmes or updating existing ones. As part of the aforementioned event, consultations and surveys of organisations' needs for graduate competencies are conducted, which are then reflected in proposals for improving degree programmes. Experts from the field are also invited to give lectures. Specific examples are listed below.

On 25 April 2024, Jiří Hejkrlik gave a lecture on 'Fairtrade as a tool for improving the position of small cocoa farms'.

On 25 April 2024, Ctirad Slavík gave a lecture on 'Inequality and taxation: should we tax robots?'.

On 7 November 2024, an excursion and lecture by Daniel Havner and Jan Moravec at Fixed on the topic of Meeting with Business was organised as part of the Entrepreneurship Support course.

The application sphere at the **USB Faculty of Arts** is primarily reflected in the teaching of specific disciplines in certain fields, such as archiving, monument preservation, museology, librarianship, gallery practice, and translation. Student internships in companies or public institutions, both domestic and foreign, are also important. The faculty is represented in the ELIA Exchange programme (a platform for student internships organised by the global association of translation agencies), which is mainly used by students of Romance languages. Students' creative translation work is applied in cooperation with some publishing houses (e.g. Dybbuk), in the translation of dramatic theatre scripts, and with language agencies (Sophia, jazykové služby s.r.o.). Cooperation also extends to Czech foreign offices and other professional organisations, such as the Czech Embassy in London, the Mexican and Peruvian embassies in Prague, the Czech School Without Borders, the French Alliance of South Bohemia, the Society of Friends of Italy and the Instituto Cervantes.

The **USB Faculty of Education** actively cooperates with the application sphere, particularly in the creation and implementation of professional degree programmes. Close cooperation takes place primarily through the verification of the introduction of accompanying teachers into undergraduate training, but also through other types of practical training. The Faculty of Education also organises further education for teachers in practice. At the same time, popularisation events such as 'Science in the Countryside' or 'Researchers' Night' are held. To evaluate the involvement of the application sphere, the USB Faculty of Education uses standard mechanisms, such as degree programme boards, which evaluate this cooperation and assess its contribution to the quality of education.

At the **USB Faculty of Science**, the application sector plays a key role in the teaching of practically oriented fields such as Applied Informatics, Artificial Intelligence and Data Science, Measurement and Computing Technology, Biomedical Laboratory Technology, Biology and Protection of Organisms of Interest, Laboratory and Medical Biology, and Clinical Biology. Experts from the field actively participate in teaching both theory directly at the university and practical skills in companies and organisations. Most student theses in these fields are written in collaboration with the application sphere. In addition, the faculty works closely with secondary school teachers to prepare and implement practical training for future teachers. The effectiveness of this cooperation is regularly evaluated through student instruction evaluations and degree programme board meetings.

The application sphere participates in the creation and implementation of degree programmes at the **USB Faculty of Fisheries and Water Protection** in several ways:

- Representatives from the application sphere sit on degree programme boards for bachelor's and master's degree programmes. As part of the council's activities, these representatives from the field participate in the creation and implementation of degree programmes.
- Representatives from the application sphere are guarantors or teachers of subjects in accredited degree programmes at FFPW USB.
- Various entities in the field of application provide professional and operational internships for students in bachelor's and master's degree programmes. Until now, however, this cooperation has been based on individual agreements between the student, the entity and FFPW USB.
- At the end of 2024, a professionally oriented bachelor's degree programme in Fishery was accredited at FFPW USB as part of institutional accreditation. As part of this programme, the faculty has concluded framework agreements on the performance of internships with five entities (Rybářství Třeboň a.s., Rybníkářství Pohořelice a.s., Rybářství Hluboká cz. s.r.o., Klatovské rybářství a.s. and Dvůr Lnáře spol. s.r.o.).
- Representatives of the application sphere are also members of state final examination committees or opponents of our students' bachelor's and master's theses.
- Based on significant research cooperation between FFPW USB and the application sphere, students carry out various experiments and collect data on ponds, other waterworks and fish farming facilities managed by representatives of the application sphere as part of their final theses.

The degree programmes offered at the **USB Faculty of Health and Social Sciences** are accredited as professionally oriented, which is why cooperation with the application sphere plays a significant role in their implementation, primarily through the direct involvement of experts from the field in instruction. Involvement of experts from the field in teaching and supervising qualification theses, as well as supervising students during internships at individual clinical workplaces. Experts from the field are also involved as consultants for qualification theses and members of examination boards for state final examinations. The Faculty of Health Sciences at the University of South Bohemia has contractual agreements with a number of major healthcare and social service providers in the South Bohemian Region and the wider region, as well as with integrated rescue system facilities. An advantage is that the experts from the field who participate in teaching and practical training work mainly in clinical facilities where students carry out group and individual practical training. This creates a mutual bond, and these workplaces often become natural employers for FHSS USB graduates. Representatives of these workplaces regularly participate in degree programme board meetings, where the faculty obtains feedback and suggestions for optimising further cooperation.

The **USB Faculty of Agriculture and Technology** is in contact with specialists from the application sphere when preparing accreditation documents for the implementation of degree programmes. The experience of experts from the agricultural and food sector and services is used in selected lectures, excursions, seminars, and also in the implementation of students' qualification work. Their role is reflected in their positions as members of degree programme boards. In professionally oriented degree programmes, such as Agribusiness and Land Consolidation and Real Estate Transfers, experts from the field are directly involved as teachers within the accreditation of these degree programmes. These specialists are thus directly involved in the implementation of instruction and studies, while also obtaining and providing feedback on the level of students and graduates. As members of the degree programme boards, they have the opportunity to contribute to their optimisation. Experts from the field also play an important role in cooperating on the implementation of doctoral programmes and in creating conditions for doctoral theses, which are mostly linked to research projects involving partner companies and the Faculty of Agriculture and Food Technology of the University of South Bohemia. In 2024, the Department of Agroecosystems prepared four lectures for students, with the participation of four lecturers from the business sector (ZD Podkleťan, the Young Farmers' Association and the Social Farming Association). The department also organised a series of excursions for students to three companies (ZD Podkleťan, Sady sv. Prokopa and Dvůr Čihovice), focusing on social agriculture, non-production activities, agroforestry, organic orchards, processing, distribution and marketing of organic production, logistics of agricultural production, environmental measures in agricultural enterprises, erosion protection, landscape elements, strip-till and no-till technologies, and the use of catch crops. In 2024, the Department of Applied Chemistry organised an excursion to a production plant (Budvar, n. p.) and the South Bohemian University Microbrewery in České Budějovice, with 19 students participating in both excursions. The department also organised two visits to the South Bohemian Museum in České Budějovice for 32 students. In order to deepen students' contact with the application sphere, the Department of Technology and Cybernetics, in cooperation with Agrio MZS s.r.o., organised excursions and specialist lectures focused on 'The production of modern sprayers', 'Precision agriculture' and 'The economic side of company management and important investment goals'. Two other lectures by Agrozet Č. Budějovice, combined with an excursion to the company, and A. PÖTTINGER, spol. s r.o. were also significant. In addition, the department organised an excursion to the Temelín Nuclear Power Plant. The Department of Genetics and Biotechnology arranged lectures for students by leading experts from VÚRV Praha – Ruzyně, Moravoseed CZ, and VÚŽV Praha – Uhřetěves. The lectures focused on 'The Gene Bank and its Role in the Protection and Preservation of Agrobiodiversity', 'Hybrid Plant Breeding', 'The Production of Dihaploid Plants and their Use in Breeding', and 'Genetic Resources of Poultry.' The students' knowledge was also supplemented by an excursion to the Gene Bank of VÚRV Prague Ruzyně. The Department of Food Biotechnology and Agricultural Product Quality involved eight experts in the lectures in 2024, namely from the State Agricultural and Food Inspection Authority, the State Veterinary Administration, the University of Chemistry and Technology Prague, Mendel University Brno, CheeseSpectrum s. r. o., CHR. Hansen ČR and Trouw Nutrition ČR. The lectures focused on legislation and control activities, cheese production and quality, innovations in the food industry, fermentation processes in the meat industry, probiotic microorganisms, and the textural properties of food. The lectures were supplemented by several excursions to production plants, some of them in cooperation with the Department of Plant Production – Planá nad Lužnicí, Dobrovice Sugar Refinery, Lyckebý Amylex Horažďovice Starch Factory, Hemp Production, Extrudo Bečice, Madeta České Budějovice, and Masokombinát Vodňany. The Department of Landscape Management, in collaboration with experts from the field, organised six lectures in 2024. Specialists from SSRV Třeboň, OSV4 zemědělec, Agro Pojišťovna, BDO ČR, SPU Nitra and Patria Financial Services participated in the lectures. The lectures focused on 'Water quality and its impact on the revitalisation of watercourses', 'The impact of agricultural production on the landscape in marginal areas', 'Agricultural crop insurance', 'Changes in taxes in the Czech Republic', 'Land consolidation in Slovakia' and 'Financial markets – real estate financing'. In 2024, the Department of Zootechnical Sciences organised an extensive series of 21 lectures by experts from companies and agricultural societies. The lectures focused on the issues of reproduction management in dairy herds, prevention of mastitis and hoof diseases, principles of dairy cattle management, andrology and its use in breeding, nutrition of farm animals, pet breeding, pigs and dairy cows, animal hygiene, health prevention and veterinary care, and meat and milk production. The lectures were supplemented by nine excursions, e.g. to the Písek State Stud Farm; Koně Mažice – horse breeding and active stabling; DZV NOVA, a.s., Petrovice farm – management of a modern dairy farm; Prague Zoo – Troja – animal ethology; International Poultry Testing, s. p. – poultry performance testing; AGRICO s.r.o. – stable technology for pigs; Milná Farm (near Frymburk) – animal breeding in organic farming; Radešínská Svratka + surrounding farms (two-day excursion) – nutrition, reproduction, livestock breeding; České Budějovice Wastewater Treatment Plant.

## 2.3 Other educational activities

Lifelong learning continued to be an important part of the activities of the University of South Bohemia in 2024. The faculties offered a wide range of courses for a broad spectrum of target groups – from seniors within the University of the Third Age, through professional training for teachers, healthcare



professionals, social service workers and agricultural workers, to language and hobby courses for the general public.

Activities aimed at children and young people also developed significantly – children's and junior universities, summer schools and suburban camps promoting a relationship with science and education. The offer also included online courses, which increased the accessibility of education across the region.

Thanks to its professional background and cooperation with partners from the field and public administration, the University of South Bohemia has consolidated its position as an important centre for lifelong learning in South Bohemia.

### 2.3.1 Lifelong learning

In 2024, the U3A study programme continued with the theme 'Across the Modern World II', in which 13 participants were studying at the **USB Faculty of Economics** as of 31 December 2024. Within the framework of the topics, the students focused, for example, on step-by-step stress reduction techniques, recruitment and remuneration across generations – how technology and generational changes are shaping today's HR, and ethics around us.

On 12 and 13 February 2024, a course entitled 'Preparing a personal income tax return' was held for the public.

From 22 February to 24 April 2024, a preparatory course in the Czech language B2 (online) for foreigners took place.

From 14 February to 17 April 2024, a course entitled Introduction to Securities Trading was held for the public.

On 24 June 2024, an event was organised for pupils of the Bezdrevská Primary School in České Budějovice, focusing on financial literacy and sustainability. The children also took a tour of the library and campus.

The first year of the Children's Suburban Camp took place from 26 to 30 August 2024. It was intended for children aged 8–12 and focused on economics, mathematics and travel, all in a fun and playful way.

On 7 December 2024, a course entitled Criminology, Criminalistics and Victimology – New Phenomena and Trends was held for the public.

In 2024, the **USB Faculty of Arts** held U3A courses entitled 'Archaeology in Theory and Practice: Selected Archaeological Monuments of South Bohemia' and 'Transnational Journeys of Czech Literature'.

Nine so-called joint courses were offered, where participants in continuing education programmes had the opportunity to attend classes together with students in bachelor's and master's programmes.

As part of the continuing education of teaching staff in 2024, the USB Faculty of Arts held courses entitled 'Current Trends in Teaching Spanish' and 'New Trends in History Education'.

The **USB Faculty of Education** regularly organises various forms of education for the general public, including one-off seminars, workshops and long-term courses. It also offers an accredited specialisation course for a newly established position in schools – the so-called accompanying teacher.

In 2024, some categories of courses and groups of continuing education programmes saw an increase, while others saw a decline. Overall, however, the structure and focus of the courses and participants did not change significantly. The faculty implemented education studies under a new standard, establishing new cooperation with partner schools to ensure practical training. In view of the increase in wage costs, programme prices were adjusted, and the offer was optimised. The faculty focused more on promoting courses, held meetings with school principals to determine the demand for courses, and also participated in the nationwide Adult Education Week event.

The **USB Faculty of Science** has long sought close cooperation with secondary schools, teachers and gifted students. It focuses primarily on active communication with teachers, for whom it prepares continuing education programmes (DVPP), particularly in the area of extending teaching qualifications from primary to secondary schools or additional secondary school qualifications in shortage subjects. The activities also include weekend events focused on various areas of science education, which provide teachers with the latest scientific knowledge and trends that are not yet included in secondary school textbooks. The faculty has expanded its range of events to include one-day professional seminars and, newly, webinars. In 2024, eight educational events were held for secondary school teachers, four of which were weekend events, three were one-day events, and one was a webinar. A total of 216 teachers participated. In addition to supporting teachers, the faculty also collaborated with talented students or students interested in the natural sciences. For them, we organised two dozen one-day Junior University workshops on various science topics, which were attended by about 120 secondary school students. We also prepared the first year of the Summer School with Natural Sciences, where we focused on the

individual work of secondary school students on a scientific project in a real research team and environment. Thirty-four participants completed the week-long event. We prepared a training camp for 25 participants in the Biology Olympiad. In the summer, the faculty also organised two runs of the Suburban Camp with Natural Sciences for 39 children. Approximately 180 juniors and 39 primary school children actively participated in the events for secondary school students.

In 2024, the **USB Faculty of Fisheries and Water Protection**, MEVPIS Centre, continued to offer a wide range of educational activities as part of lifelong learning. Six sessions of the FFW USB Children's University, designed for children aged 6–13, were held in the form of suburban camps during the Easter, summer and autumn holidays. One session of the Junior University was also held, attended by 31 students from the Hořovice Secondary Vocational School.

The faculty organised the traditional International Summer School and a week-long educational programme for the Austrian ecological school Yspertal. In cooperation with the USB Faculty of Education, a Summer School for teachers was held, and Franz Kett's pedagogy courses were also held during the year.

A significant part of the activities consisted of educational programmes for educational institutions (kindergartens, primary schools and secondary schools). A total of approximately 80 events were held, attended by around 2,000 pupils and students, representing approximately 8,000 participant hours. Cooperation with the Vodňany Grammar School was significantly deepened, with specialist lectures and excursions being prepared for them.

The faculty hosted the general meeting of SSEV Pavučina and participated in the organisation of approximately 10 major conferences and specialist seminars, including, for example: the final conference on the project 'Nature-friendly fisheries management as a tool for the protection of valuable pond ecosystems (RAGO, No. 3211100004)', the introductory conference for the Šumava Fish Jewels project, the Toxicology Conference, the Meeting of Hydrobiological Laboratory Staff, the introductory conference for the AquaCycle project, the Life Living Rivers project workshop, and The FAO Workshop.

In 2024, the **USB Faculty of Theology** offered a total of 86 courses, some of which had up to five groups. A total of 1,222 participants attended the courses, roughly two-thirds of whom were U3A participants. This year, the most popular U3A courses were those focused on art techniques. Long-term cooperation with the Municipal Library in Prachatice and Charita in Vlašim continued in organising U3A courses. As part of the children's university, both the popular Philosophy for Children course and the new Playful and Fun Reading course were offered. Qualification courses focused on the education of educators and leisure time teachers, as well as hospital chaplains, also continue.

In 2024, the **USB Faculty of Health and Social Sciences** organised continuing education activities in the following areas: Professionally focused courses – Bladder catheterisation in men (2x), Nursing care for patients with geriatric frailty (2x), Interactive anatomy, Winter anatomy school, and others. Interest courses – Prenatal course (2x), Italian language, Spanish language, Preparatory courses for study, and others. University of the Third Age – History of South Bohemia, Schwarzenberg Canal, Known and Unknown Šumava, and others. Children's University – Summer day camp and two-semester teaching in the 1st and 2nd years of the Children's University. Courses for students – Preparatory English language course, Intensive English language remedial course.

In 2024, the Department of Applied Chemistry of the **USB Faculty of Agriculture and Technology** organised a course focused on refreshing theoretical and practical chemistry teaching at primary and secondary schools. Eight students participated in the course. The Department of Genetics and Biotechnology enabled students of bachelor's and master's programmes to participate in doctoral seminars held in English beyond the scope of standard teaching, which has a positive impact on their successful completion of compulsory English seminars. The Department of Food Biotechnology and Agricultural Product Quality prepared a total of four courses as part of lifelong learning: Brewery and Beer Cellar Worker – 4 participants, Beer Brewing – 11 participants, Brewhouse Worker – 4 participants, Beer Bottling Plant Worker – 4 participants. In 2024, the department organised a course entitled 'Semi-industrial production of surface-mould and semi-hard cheeses' in Planá nad Lužnicí. Lecturers: Prof. Eva Samková, Ph.D. (USB), Lucie Kadlecová (*Madeta*) – 11 participants. The department also prepared two seminars: 'Development of Communication and Presentation Skills', Lecturers: Prof. Ing. Eva Samková, Ph.D., Doc. Ing. Lucie Hasoňová, Ph.D. (USB) – 10 participants, and 'Application of Scientific and Research Findings in Creative Activities', Lecturers: Prof. Ing. Eva Samková, Ph.D., Doc. Ing. Lucie Hasoňová, Ph.D. (USB) – 12 participants. In 2024, the Department of Zootechnical Sciences organised a Horse Riding V course, which was attended by two members of the public.

## 2.3.2 Other

In 2024, the **USB Faculty of Economics** participated in the Adult Education Week event. Interested parties could attend three interesting workshops:

- The first took place on 18 November 2024 at the BudeHub coworking centre and took the form of a panel discussion with representatives of three family businesses: the Plojhar stationery shop, the Ferenčík garden centre and the Srnín bakery.
- On 19 November 2024, Hugo Repáň, managing director of Reneso, presented the project Recycling Cigarette Filters for Sustainability.
- JUDr. Martin Slobodník, PhD. LL.M. gave a lecture on 19 November 2024 on Selected Issues in Land and Cadastral Law.

At other events, such as the Education and Crafts Fair and Adventure with Technology, faculty representatives demonstrated the use of modern technologies such as VR and Industry 4.0 kits and presented the conclusions of their research activities.

At the fictitious companies' fair, students and teachers presented their outputs from the Company 1 and Company 2 courses, showing the public how the faculty promotes entrepreneurship and inspires its students to become self-employed.

As every year, FEC USB took part in the Researchers' Night event. It took place on 26 September 2024 on the theme of transformation, with individual departments presenting topics such as: the transformation of world logos over time, the transformation of advertising from the past to the present, the transformation of Czech monuments and a VR battle for a medieval castle, the transformation of finance in time and space, creative transformation and recycling, and the journey of natural resources to products.

The concept of fair trade has been incorporated into two events: Fair Breakfast (11 May 2024) and Fair Trade Faculty Day (26 November 2024). Both events take place every year at the Faculty of Economics and Administration. Fair Breakfast was created to support growers around the world and has been held in the Czech Republic since 2011, always on the second Saturday in May on World Fair Trade Day. Fair Breakfast is organised by active individuals throughout the country and coordinated by the Czech non-governmental organisation Fairtrade Czechia and Slovakia. Fair Breakfast takes the form of a community picnic organised by volunteers in more than a hundred locations across the country, bringing together 5,000 to 8,000 people every year. In this way, they express their support for growers both in their local area and far away in the world.

In 2024, the **USB Faculty of Arts** organised a series of educational and popularisation activities available not only to students but also to the wider public, including, for example:

- Student lecture evenings (12 and 27 March 2024) organised by students of the USB Faculty of Arts in the South Bohemian Research Library with the aim of introducing the general public to the areas of research at the USB Faculty of Arts.
- The American Spring lecture series (22 and 23 April 2024), dedicated to American culture and society.
- Ibero-American Week (13 to 17 May 2024), aimed at raising awareness of the Ibero-American region in the Czech Republic and deepening mutual cooperation.
- Italian Evening at the South Bohemian Research Library (22 May 2024) attended by leading contemporary Italian writer Gian Marco Griffio.
- Colloquium The Work of Arthur Conan Doyle in the Context of Czechoslovak Pop Culture (19–20 June 2024), which took place at the Wortner House of the Aleš South Bohemian Gallery.
- Lecture series Women in Art (3 October to 19 December 2024) dedicated to the transformations in the history of European art from antiquity to the 20th century as seen from a female perspective.
- The lecture series The Habsburgs in History (29 August to 5 December 2024) held in Třeboň.
- Film screenings with guests Stars in Kotva (24 September to 25 November 2024), accompanied by moderated discussions.
- The Film.Kultura Passau & České Budějovice Festival (5 November to 6 December 2024), which aimed to bring the current cultural events of the neighbouring country closer to audiences of all ages.

The following exhibitions were open to the public in the Rectorate and the USB Faculty of Arts: '100th Anniversary of Diplomatic Relations between the Czech Republic and Mexico' (6 May to 7 June 2024), 'Transformation into Text: Franz Kafka and South Bohemia' (17 September to 4 October 2024), '100th Anniversary of Diplomatic Relations between the Czech Republic and Argentina' (7 October – 1 November 2024), and '29 Months of Fighting on the Sochi Front' (4 November – 9 December 2024).

In the area of extracurricular education, the **USB Faculty of Education** continued to offer courses for USB students focused on physical activities at a discounted price. Summer day camps were successfully organised, and a yoga course was opened for employees.

**The USB Faculty of Science**, in cooperation with the Calla association, organised a series of field trips and excursions focused on botany, ornithology and mycology. Each of these events was attended by more than 50 participants. The faculty also participated in the Researchers' Night, where it presented various scientific fields and interesting findings to the public. It also paid great attention to secondary schools, organising specialist excursions and practical exercises for students. The most popular were field trips to sites of botanical and ornithological significance, while the practical exercises focused mainly on physics and chemistry. Every year, the faculty organises more than 15 botanical walks, which take place on Saturdays at various locations in the South Bohemian Region. In 2024, several excursions were held for both primary and secondary schools. Supporting talented students was another key area of the faculty's activities. More than ten secondary school students worked in the laboratories, where they prepared their first scientific papers as part of their secondary school professional activities (SOČ). The faculty also focused on popularising the natural sciences through lectures for secondary school students. The faculty organised a traditional mathematics course, Methods of Solving Secondary School Problems, for secondary school students.

During the winter, the **USB Faculty of Fisheries and Water Protection** organised Ph.D. seminars, both in person and online. Throughout the year, lectures were held by our scientists as well as visiting experts on various topics in the field of fisheries, water protection and aquaculture (e.g. crayfish rescue, foreign substances in the aquatic environment, intensive breeding of cartilaginous fish, fly fishing, genetics and breeding of common carp, water retention in the landscape, climate change, biodiversity conservation, etc.).

In 2024, the USB Faculty of Fisheries and Water Protection, MEVPIS Centre, organised a series of popularisation, educational and cultural activities for the general public, students and employees.

We traditionally celebrated World Water Day with a programme focused on families with children and interactive forms of education about the importance of water in the landscape. The event was attended by approximately 170 visitors. As part of the Vodňany Fishing Days city festival, we prepared a three-day programme: on Thursday, an educational block for 9th grade pupils focused on climate change; on Friday, biological and art activities for 1st grade pupils from Vodňany primary schools; and on Saturday, an Open Day, during which the public could visit the Faculty of Fisheries and Aquaculture ( ) and the faculty's specialist workplaces and laboratories. The total attendance for Saturday's programme reached approximately 800 people.

The faculty also participated in the nationwide challenge 'Let's Clean Up Czechia' through a local event called 'Let's Clean Up Vodňany,' during which students, employees, and the public worked together to improve the environment around the city.

Another significant event was Researchers' Night, this year with the theme 'Transformation'. The faculty offered a programme focused on the transformation of aquatic ecosystems over time and the development of aquatic animals from an ecological perspective. The event attracted 450 visitors.

The cultural season culminated with the final year of the FROVfest music festival, which attracted 1,500 participants. The festival has traditionally become an opportunity for informal meetings between students, staff, graduates and the public.

The **USB Faculty of Theology** organised a special event for the public called March for the Brain

In 2024, international doctoral seminars were held for students of the USB Faculty of Theology:

- In the Shadow of Certainty: Scientific Orthodoxy in the Covid-19 Pandemic (Alex Broadbent)
- Summer Philosophy School on the topic of SOUL
- Plato's dialogue Symposium

On 19 January 2024, the **USB Faculty of Agriculture and Technology** held an Open Day, which was attended by approximately 200 potential applicants from secondary schools. The faculty presented itself at several trade fairs, including TechAgro, Czech Food Expo and Země živelka. The faculty also presented itself at many other events aimed at popularising science, such as University Day, Researchers' Night (27 September 2024) and Modern Technology Day at the Blatná Vocational School, where the faculty was the main partner of the event. In 2024, Children's Day was also held, featuring fun and educational activities related to agriculture. The day is regularly attended by approximately 200 parents with children. Several secondary school excursions were also held at the faculty during the year. The Department of Applied Chemistry participated in the organisation of the regional round of the Chemistry Olympiad, in which 14 students took part. The department also prepared an excursion for the natural science club from the Ševětín Primary School at the department and a lecture as part of the Academic Half-Hour series. An interview for Czech Radio was also part of the popularisation of the department's work. The Department of Technology and Cybernetics participated in the Introduction to Smart Agriculture workshop, an excursion organised by the Association of Private Farmers, and the TechAgro trade fair. In

2024, the Department of Agroecosystems participated in or helped organise 30 seminars, workshops and conferences for both students and professionals. Approximately 1,800 participants took part in these educational events. Among the most significant activities were the conference 'Local Food in Public Catering: Real and Imaginary Barriers to the Use of Local Food in Public Catering and Ways to Overcome Them,' which was attended by 100 participants; Ministry of Regional Development seminar: Minimum OVZ standards for food supplies to hospitals (Use of organic food in public catering) – 200 participants; Workshop: Marketplace of good examples of hospital catering (SZÚ, Use of organic food in public catering) – 100 participants; Conference on Sustainability in Public Administration Catering: Organic Food: Why Buy It? Won't It Increase the Price Too Much? Will there be enough? – 80 participants; TPS Workshop Use of local food in public catering – Options for including local food and organic food in public catering – 50 participants; Conference Countryside 2024: Use of agricultural production in short supply chains – 300 participants; AGASI 2024 Conference: Agriculture as an actor in social inclusion (eco-social agriculture) – 80 participants; 50th field sermon in Lanškrounsko (presentation to farmers) – 90 participants; Agroforestry seminar: sharing experiences from the first year of the subsidy programme and support for landscape features – 70 participants; Four seminars on fertilisation organised by K+S for farmers – a total of 180 participants. The Department of Food Biotechnology and Agricultural Product Quality, under the patronage of the Czech Chamber of Food Industry, organised a faculty round of a student competition, in which five students participated. Furthermore, under the leadership of Prof. Samková, the department organised a lecture on The Importance of Cheese in Human Nutrition, which took place at the event 'A Day with Milk at MENDELU in Brno' as part of the 51st Ingrové Days conference. The Department of Landscape Management prepared three field exercises, lectures and seminars to promote studies at the Faculty of Landscape Management of the University of South Bohemia, which focused on the issue of 'The Development of Small River Basins and Their Hydrology in Marginal Areas of the Czech Republic for Students of the Secondary School of Agriculture in Třeboň'. followed by 'Land consolidation as a tool for landscape protection' and 'Land consolidation in the Czech Republic'. The department team also prepared a 'Presentation of the PUPN field for parents of SSRV Třeboň students'. In order to popularise education at the Faculty of Horticulture and Landscape Engineering, the Department of Zootechnical Sciences organised the Cavy Academy focused on the ethology of breeding, which took place on 10 March 2024, with the participation of 25 people interested in this issue. The department also prepared a seminar entitled Calves are the foundation of the herd. The seminar was prepared in cooperation with the Czech Technology Platform for Agriculture. The seminar was attended by 85 people. In addition to some of the above-mentioned events, the Department of Plant Production participated in the organisation of the workshop 'Innovations in potato cultivation technology for starch production'. The workshop was attended by 52 people.



## 3 Students

### 3.1 Measures to reduce academic failure

In 2024, the faculties of the University of South Bohemia continued to implement a number of targeted measures aimed at reducing academic failure. Adaptation and preparatory courses for first-year students played a key role in helping them make the transition from secondary school and compensate for differences in their initial knowledge.

Students had access to a supportive study remit, including clear instructions, consultations, information meetings and accessible online materials. The faculties also used student tutors, year representatives and counselling systems to identify study problems at an early stage.

Measures also included motivation through scholarships, an individual approach by teachers, and, at some faculties, the offer of psychological or spiritual support. Systematic evaluation of student feedback remains an important tool for optimising study conditions.

Through this comprehensive approach, the University of South Bohemia strives to increase student success while maintaining the quality and rigour of higher education.

During September, the **USB Faculty of Economics** organises a Preparatory Week for first-year students, offering them paid courses – a refresher course in secondary school mathematics and a refresher course in computer science. The week also includes meetings between students and the Student Affairs Office and the guarantors of individual degree programmes. Here, students obtain key information and can ask questions. To support communication, newly admitted students were given the opportunity to chat online with the Student Affairs Office before the start and at the beginning of the winter semester. The faculty also actively uses social networks to inform students.

The USB Faculty of Economics also takes into account the results of student evaluations of teaching.

As part of its elective courses, the faculty offers, for example, English Language A2-1 and English Language A2-2, which are focused on developing English language skills.

The **USB Faculty of Education** regularly updates information for first-year students in the 'First-Year Guide', which is freely accessible to all students without distinction via the website.

For students in higher years, information is available in the 'Organisation of Studies', where all study plans for programmes offered at the Faculty of Education are published. Information on the state final examinations is also provided in the form of a directive from the head of the department.

The **USB Faculty of Science** offers newly enrolled students of programmes with mathematics and chemistry subjects in their study plan, as well as other interested parties, tutoring or overview courses in mathematics and chemistry, such as Integrate!, Mathematics Lifeline, Mathematics Revision Course, Chemistry Revision Course and Revision Course in Organic Chemistry. In 2024, a long-term marketing campaign continued, aimed at providing secondary school students with sufficient information about the content of degree programmes through print and digital media, Open Days and participation in study fairs. The main source of information about degree programmes remains IS STAG. In order to make the information more accessible to users from outside the university and new students, the promotion department, in cooperation with the programme guarantors, has prepared more user-friendly websites for individual degree programmes and diagrams to help students navigate the study plans.

Due to the relatively low number of students at the **USB Faculty of Fisheries and Water Protection**, students can be approached on a relatively individual basis. Measures related to reducing academic failure are as follows:

- During enrolment, but also during the course of studies, the faculty ensures that students are properly informed by the student affairs office. This mainly concerns information about the course of study at the USB Faculty of Fisheries and Water Protection, the structure of the study plan and the method of choosing subjects so that students can meet the condition of obtaining a minimum of 20 credits for the first semester. Short informational videos on various topics are available to students (e.g. Logging into IS STAG and university services, General information about IS STAG, Registration for credit and exam dates, Electronic registration in IS STAG, Basic student obligations, Faculty website, USB Library, USB dormitories and cafeteria), which can improve students' orientation at USB and FFWP USB.
- In 2024, the faculty organised its first adaptation course for first-year students of bachelor's degree programmes with the aim of facilitating the transition from secondary school. Students also had the opportunity to familiarise themselves not only with the university environment, but also with each other.

- FFPW USB strives to attract students with good academic potential who are more likely to meet the study requirements – students with good academic potential (based on their secondary school results) are motivated by the possibility of receiving a one-time special scholarship. We also strive to reduce academic failure by positively motivating students to fulfil the conditions of the first semester through the possibility of obtaining a one-off special scholarship.
- Students receive further information via the faculty website, at annual meetings between students and faculty management, etc.

The Open Day of the **USB Faculty of Theology** (for potential applicants) and the Ceremonial Opening of the Academic Year (for new students) serve to ensure adequate information about the content of degree programmes, the organisation of studies and support tools for successful studies. In 2024, the ceremonial opening of the academic year was for the first time specifically aimed at helping first-year students to familiarise themselves with the faculty environment and gain confidence in the institutional support available to them. Students gradually made their way through all floors of the building and familiarised themselves with the faculty's activities at 'stands' representing individual departments, sections, the library and other areas of activity. Of course, students were also introduced to their study remit – all in an interactive and media-accessible form. The participation of students in follow-up and doctoral programmes, who individually guided the 'newcomers' around the faculty, proved to be very successful.

The Faculty of Theology has also long made use of a personalised approach to students. Students are not anonymous individuals; lecturers treat them individually in their courses. This allows for informal counselling and support and keeps track of their progress.

FTH USB also has a contact point for psychological support (provided by a professional psychologist) and the option of (requested) spiritual support (a so-called 'student spiritual advisor,' who is a person qualified in this area, i.e., a priest or pastor). These are indirect but important tools for preventing and reducing academic failure by ensuring the optimal mental health of students.

Tutorial seminars in the Philosophy and Religious Studies programmes provide space for more personal contact, informal feedback and motivation to study.

The priority measure for reducing academic failure at the **USB Faculty of Health and Social Sciences** is the form of the admission procedure, which includes written tests. In 2024, preparatory courses focused on successfully passing the entrance exams were implemented. To increase academic success, teachers provided students with individual consultation hours. The traditional system of student spokespersons and head teachers, which enabled students to be helped on an ongoing basis to solve any problems they might have in a timely manner, also proved to be another effective way of minimising academic failure. The USB Faculty of Health and Social Sciences also has a traditional Student Subject Council, which met with the dean of the faculty. The Faculty of Health Sciences of the University of South Bohemia has already included a compulsory subject called 'Introduction to Studies' in the accreditation files for all first-year students. Students are thus carefully familiarised with all the requirements of their studies, as well as the requirements for students and the content of their study programme. This subject builds on the information that first-year students receive during the 'Introductory FHSS USB Camp', which is regularly attended by the guarantors of individual degree programmes. This makes it easier for students to adapt from secondary school life to the demanding conditions of higher education studies.

In 2024, the Department of Agroecosystems of the **USB Faculty of Agriculture and Technology** prepared an international course for students entitled Organic Agriculture in Europe – a series of lectures and workshops for students of universities cooperating within ENOAT (European Network of Organic Agriculture Teachers). Lecturers from 16 universities in 15 European countries presented information on organic farming and its current challenges in individual countries. Students from all participating universities completed the course, including three students from the USB Faculty of Agriculture and Technology. Lecturers: Austria: Christian Vogl, University of Natural Resources and Life Sciences Vienna; Bosnia and Herzegovina: Jasmin Grahic, University of Sarajevo; Bulgaria: Ivan Manolov, Agricultural University Plovdiv; Czech Republic: Jan Moudrý, USB in České Budějovice; France: Audrey Vincent, ISARA Lyon; Germany: Gunter Backes, Holger Mittelstraß, University of Kassel-Witzenhausen and Sabine Zikeli, University of Hohenheim; Hungary: Anna Divéky-Ertsey, Szent István University Budapest; Italy: Roberto Mancinelli, University of Tuscia; Latvia: Dzidra Kreismane, Latvia University of Life Sciences; Portugal: José Coutinho, University of Aveiro; Serbia: Maja Manojlović, University of Novi Sad; Slovenia: Martina Bavec, University of Maribor; Spain: Beatriz Urbano, University of Valladolid; Sweden: Raj Chongtham Iman, Swedish University of Agricultural Sciences; Ukraine: Grabovskyi Mykola, Bila Tserkva National Agrarian University. The Department of Applied Chemistry prepared three seminars to improve student success, focusing on mastering the nomenclature of organic compounds and calculations, and on the field of food chemistry. Approximately 90 students participated in the seminars. The Department of Technology and Cybernetics prepared four lectures beyond the scope of regular teaching to deepen knowledge of the subject matter. The lectures included 'New trends in Stripp till and a demonstration of precision farming machinery', 'Modern combine harvester technology', 'Data processing and utilisation in precision farming'

and 'Demonstration of an electric car and a hybrid car'. All lectures were provided by experts from the field. To improve study success, the Department of Food Biotechnology and Agricultural Product Quality provided two online lectures for the subject of Microbiology beyond the scope of the study plan, with a total of 52 students attending both lectures. The lectures focused on 'Catabolic processes and their regulation in microorganisms' and 'Factors influencing the defence capabilities of the host organism'. The Department of Landscape Management prepared four seminars and courses to deepen students' knowledge, focusing primarily on the processing of qualification theses and preparation for state final examinations.

## 3.2 Final decisions on the invalidity of state examinations

In 2024, no final decision on the invalidity of a state examination or part thereof or the defence of a dissertation within the meaning of Section 47c of Act No. 111/1998, on Higher Education Institutions and on Amendments and Supplements to Other Acts (hereinafter referred to as the 'Higher Education Act') nor any decision declaring the invalidity of an appointment as associate professor within the meaning of Section 74a of the Higher Education Act.

## 3.3 Measures to limit the extension of studies

In 2024, the University of South Bohemia in České Budějovice focused on supporting the timely completion of studies through measures that facilitate planning and smooth progression through degree programmes. Individual faculties emphasised the systematic provision of information to students about the organisation of studies, the requirements of study plans and the deadlines for key obligations.

The measures focused in particular on support during the decisive stages of study. Faculties organised consultations and specialist seminars to help students cope with demanding subjects and the final stages of their studies, such as state examinations and the preparation of qualification theses. The individual approach of teachers and regular contact with student affairs offices contribute to the timely resolution of study difficulties and better orientation in the requirements of study plans.

Emphasis was also placed on the clarity of study plans and recommended study paths, including the publication of practical aids and orientation diagrams. The aim of these measures is to reduce the prolongation of studies, strengthen students' responsible approach to fulfilling their study obligations, and encourage the completion of studies within the standard time frame.

## 3.4 Own scholarship programmes

In 2024, the faculties of the University of South Bohemia implemented their own scholarship programmes beyond the standard scholarships stipulated by the Higher Education Act. These scholarships were awarded primarily for outstanding academic results, research activities, participation in conferences and competitions, active involvement in faculty and university activities, representation of the school, or assistance in organising educational and promotional events.

The faculties also awarded prizes for the best final theses (e.g. Dean's Awards) and granted scholarships to new students with excellent secondary school results or for successfully completing their first semester. In addition to regular monthly scholarships, performance-based scholarships linked to publishing activities were also awarded to doctoral students.

Thanks to these programmes, the University strengthens student motivation, supports their active approach to study and scientific activity, and rewards exceptional performance across all levels of studies.

The extraordinary scholarship at the **USB Faculty of Economics** is intended for students who actively participate in events promoting the Faculty of Economics (e.g. Open Day, Education and Craft, Day with the University, Trying Out University Life, Fictitious Companies Fair), or who participate in the faculty's scientific activities (e.g. SVOC conference, Ethics in the 21st Century conference and Inproforum). Scholarships are also awarded for academic achievement.

Based on Dean's Ordinance No. 6/2022, the Dean's Award of the **USB Faculty of Arts** is awarded for outstanding diploma theses. For 2024, the award was given to Mgr. Jan Schwarz for his diploma thesis 'Silent Preachers, Eloquent Confessors: Creating the Image of a Baroque Saint in the Allegorical Language of St. John's Festivities'.

The USB Faculty of Education allows students in cases worthy of special consideration, in accordance with Dean's Ordinance No. 8/2020 on the awarding of special scholarships, to be awarded a special scholarship for professional assistant work, teaching activities, representation of the faculty and

university, presentation of the results of creative work, and club and cultural activities. In addition, competitions are announced to recognise the extraordinary activities of PF students:

- The Miroslav Papáček Award for the exceptional social contribution of an academic staff member of the Faculty of Education, USB, and for the exceptional social contribution of a student of the Faculty of Education, USB.
- The Dean's Award of the USB Faculty of Education for exceptionally successful diploma theses, bachelor's theses and final theses in lifelong learning

The **USB Faculty of Science** awards a Special Scholarship for talented applicants, which consists of a financial contribution provided directly to the student and a contribution to the costs associated with the thesis, which the student draws on through the department where they are working on their thesis. In nd 2024, three scholarships were awarded to talented applicants. Students in bachelor's and master's programmes who excel in their studies and are actively involved in research and the publication of their findings receive a special scholarship for outstanding academic and research results. In 2024, three scholarships were awarded for outstanding research results. A special scholarship is the Dean's Award, which is awarded for outstanding research results obtained in the course of a diploma or dissertation. In 2024, a total of eleven Dean's Awards were presented.

The **USB Faculty of Fisheries and Water Protection** offers a wide range of scholarships. In 2024, bachelor's and master's students were offered the following:

- A one-off merit scholarship ranging from CZK 13,500 to CZK 27,000, depending on the weighted grade point average in the previous academic year.
- A one-off special scholarship for bachelor's students with good academic prospects (CZK 5,000–10,000) based on their secondary school results. This scholarship is available to students who are enrolled at FFPW USB for the first time, no later than 3 years after completing their secondary education, and who had a grade point average of no less than 2.0 in secondary school and a school leaving certificate with an overall average of no less than 2.0.
- A one-off special scholarship for Bachelor's students (CZK 8,000) who earn at least 20 credits from compulsory and compulsory elective subjects in their study plan during their first semester of study. This scholarship also applied to students who are enrolled at FFPW USB for the first time and have not completed their secondary education more than three years ago.
- Special scholarship for athletes, which can be awarded either for outstanding athletic performance (up to CZK 5,000 per performance) or to support athletic activities (up to CZK 10,000 per academic year).
- Special scholarships for gifted students are awarded to students in bachelor's and master's programmes for their academic results in the previous academic year and for other activities related to FFPW USB. Depending on this, it was possible to obtain a scholarship of CZK 8,000–16,000 per month (for the months of October–May).
- Premium scholarship – Dean's Award and Rector's Award. The Dean's Award is a one-off payment to students in the standard period of study who complete their studies with a weighted grade point average of 1.40 or lower, pass the final state examination with an overall grade of 'excellent' and defend their bachelor's or diploma thesis with a grade of 'excellent'. The Rector's Award is paid for outstanding results to students in a follow-up master's degree programme who have defended their diploma thesis with a grade of 'excellent' and at the same time obtained an overall study assessment of 'graduated with honours' and achieved a weighted grade point average for the entire period of study of no more than 1.20.
- A bonus scholarship for a bachelor's or master's thesis with outstanding research, development, innovation or other creative results contributing to the deepening of knowledge was awarded:
  - in the amount of CZK 1,000 for a defended bachelor's thesis that was graded 'excellent' and for which the State Final Examination (SFE) committee, by a majority of the members present, agrees that it has outstanding research, development, innovation or other creative results contributing to the deepening of knowledge;
  - CZK 3,000 for a defended diploma thesis that was graded 'excellent' and which the SZZ committee agreed by a majority of the members present to have outstanding research, development, innovation or other creative results contributing to the deepening of knowledge.

In 2024, the faculty offered DDP students in particular:

- An attractive regular basic monthly scholarship of CZK 16,000–17,000
- An increase in the regular monthly scholarship of CZK 500–3,000 in the case of acceptance of articles by students where the students are listed as the first author, provided that these articles were related to the topic of their dissertation. The amount of the scholarship depended on the ranking of the relevant journal within its field, according to AIS or IF (for journals without AIS). Articles from the MDPI publishing house were excluded.

- A one-off bonus scholarship for the acceptance of an article for publication according to points assigned to the publication output according to a formula based on former calculations of so-called RIV points.
- Extraordinary monthly scholarship of CZK 1,000 for students accommodated at their place of study
- Extraordinary scholarships related to education in English up to CZK 4,000 for the duration of study
- Extraordinary scholarships as compensation for attempting to obtain an internationally recognised certificate (FCE, IELTS, TOEFL, etc.) in English (minimum level B2) up to twice the price of the FCE at BC USB.

In addition to standard scholarships, which are paid to students in accordance with the Higher Education Act, **the USB Faculty of Health and Social Sciences** also provided special scholarships to reward students who made a significant contribution to various activities of individual departments or to activities representing FHSS USB. Furthermore, a selection procedure for the position of 'Assistant Research and Teaching Staff' is announced each semester. Students are regularly appointed to these positions on the basis of selection procedures, which always take place for the relevant semester of the academic year. These students are awarded a special scholarship for their conscientious work. Within the framework of the FHSS USB, successful students are also awarded special merit scholarships.

Measure No. 10 of the Dean of the **USB Faculty of Agriculture and Technology**, effective from 2022, stipulates that the Dean's Award of the Faculty of Agriculture and Technology is awarded for outstanding results to students of bachelor's or master's degree programmes who have obtained an overall study evaluation of 'graduated with honours' and achieved a weighted grade point average of no more than 1.20 for the entire duration of their studies. The scholarship is paid to students as a one-off payment of CZK 3,000.

Special scholarships are paid to students for exceptional activity, research results, representing the faculty in public, participating in events organised by the faculty; scholarships paid from GA JU grant activities or departmental grants – students who are part of the project team; social scholarships.

### 3.5 Counselling services

In 2024, the University of South Bohemia in České Budějovice provided a wide range of information, counselling and support services aimed at systematically promoting academic success, inclusion, personal development and mental well-being among students.

The Support Centre for Students with Special Needs (SCSSN) played a key role in ensuring equal access to education. In addition to providing individual support to students with specific needs, it focused on methodological activities and close cooperation with faculties, government agencies and professional associations.

The USB Career Centre (CC) continued to develop its activities in the area of career counselling, support for students entering the labour market and the development of entrepreneurial skills. It also focused on the professional development of university employees. The centre significantly strengthened the link between study and practice and helped students and graduates to orient themselves towards future professional employment.

The USB University Counselling Centre (UCC) provided psychological, pedagogical and study counselling. Emphasis was placed on mental health support, crisis intervention and the development of study skills. The counselling centre operates as a low-threshold professional facility, and its services are available to all students across the University.

The University thus creates a stable support environment that responds flexibly to the changing needs of students and contributes to the quality, accessibility and inclusiveness of higher education.

### 3.6 Students with special needs

The University of South Bohemia in České Budějovice has created a functional system of support for students with specific needs, which is enshrined in the USB Study and Examination Regulations and further specified in the relevant measures of the rector. The aim is to make studying accessible to students with specific needs and to provide them with adequate and targeted support so that they can fully utilise their abilities without compromising academic standards.

In order to ensure comprehensive support and coordination of other activities, USB establishes a Support Centre for Students with Special Needs (hereinafter referred to as the 'Centre'). Its activities are carried out in accordance with the methodological guidelines contained in Annexe 3 to the Rules for the



Provision of Contributions and Subsidies to Public Universities of the Ministry of Education, Youth and Sports. The centre provides students with a full portfolio of services defined by the methodological guidelines and has sufficient space, material and technical facilities at its disposal.

In addition to the support specified in the methodological guidelines, the centre offers students with specific needs other measures to equalise opportunities to study at university, such as social counselling, assistance in securing suitable accommodation, etc. In accordance with the study and examination regulations, students whose health condition so requires are entitled to an individual study schedule. The USB Scholarship Regulations then stipulate a scholarship for students with specific needs to compensate for the increased costs associated with their studies, which the centre can initiate.

Support is provided free of charge to students of all faculties who are studying for a bachelor's, master's or doctoral degree in full-time or part-time form. As of 31 December 2024, 155 students with specific needs were registered at USB, of which:

- 6 students with visual impairments,
- 9 students with hearing impairments,
- 12 students with physical disabilities,
- 61 students with specific learning disabilities,
- 12 students with autism spectrum disorders,
- 63 students with other difficulties.

Of the above-mentioned students, 8 have multiple disabilities.

In 2024, 154 applicants with specific needs applied to study at USB, of whom 36 enrolled. Overall, the number of registered students with specific needs at USB remained almost unchanged year-on-year.

The centre provides professional services and other support measures through its specialist staff. The exception in this regard is content registration, which was provided in cooperation with approximately 80 external collaborators. In 2024, the centre employed three full-time staff and three part-time staff, totalling 5.40 full-time equivalents.

In order to improve the quality of services provided and expand the range of support measures, staff undergo continuous training, mainly participating in events organised by the Association of Service Providers for Students with Specific Needs at Universities, of which USB is a member, and the Association of University Counsellors. The centre's activities are funded by a contribution from the Ministry of Education, Youth and Sports to cover the increased costs of studying for students with specific needs and from USB funds.

The use of support is voluntary on the part of applicants and students and is only conditional on registration in accordance with the methodological guidelines of the Ministry of Education, Youth and Sports. USB strives to inform potential applicants about the possibilities of studying with specific needs, in particular through information materials, websites and open days. Applicants can consult with the centre's staff about the suitability of their choice of study programme and the study requirements placed on students before submitting their application. They then have the opportunity to formally declare their specific needs when submitting their electronic application for study. Students can express their interest in support at any time during their studies, which is communicated on the university and individual faculty websites, through teachers, study advisors and, in particular, through an information email sent annually to all USB students. This ensures comprehensive information about the support provided at USB.

### 3.7 Exceptionally gifted students and applicants

In 2024, the University of South Bohemia actively supported exceptionally gifted students and applicants across all faculties. Support was provided in the form of special scholarships, individual study plans, involvement in scientific research and creative activities, participation in competitions and professional activities, and opportunities for consultation and assistant cooperation with academic staff.

The university's faculties created opportunities for talented students to participate in grant projects, research teams and professional conferences. Some faculties also took into account the exceptional results of applicants in the admission process or offered them participation in preparatory courses, thematic workshops or individually guided professional activities.

Support for gifted students was also provided in the areas of university representation, entrepreneurship development, sports activities, and science popularisation. In the case of sports representatives, individual conditions were created to balance study and training obligations.

In this way, the university systematically fulfils its role in the development of talent, academic excellence and the interconnection of the educational, scientific and social missions of the higher education environment.

In accordance with the current measures of the Dean, the **USB Faculty of Economics** awards merit-based scholarships. In 2024, the Faculty of Economics hosted an inter-university competition for entrepreneurial students and graduates from selected universities, specifically the Faculty of Economics and the University of West Bohemia in Plzeň, under the name Invest Day.

Three students from the USB Faculty of Economics were awarded special scholarships for their outstanding success in putting their business skills into practice as part of the Company 1 and Company 2 courses. Their unique idea for beaded bracelets using Morse code won first place in the JA Czech competition in the TOP Brand category.

As part of the USB Rector's Cup sports competition, a special scholarship was awarded to the captain of the FEC USB team for coming in second place.

A total of ten students at the **USB Faculty of Education** have an individual study plan for sports representatives. The USB Faculty of Education strives to enable sports representatives to complete their studies and meet the demanding requirements of sports representation within the framework of individual study plans. This mainly involves setting individual dates for testing knowledge and skills in specific subjects or extending the fulfilment of study obligations.

Exceptionally talented applicants for bachelor's programmes at the **USB Faculty of Science**, including, for example, participants in national science Olympiads and successful graduates of international Advanced Placement exams, were given priority admission. Applicants who submitted a professional thesis and defended it before a committee composed of faculty members were also given preference in the admission process. Gifted students received merit-based scholarships (50 students in 2024) and scholarships for outstanding academic and research results (3 students in 2024). Every year, the Department of Mathematics organises a course on methods for solving secondary school problems, which is attended by talented secondary school students and those interested in mathematics in cooperation with teacher training students. In 2024, approximately 40 secondary school students enrolled in the course, which was held in a hybrid format over 8 weeks in the winter semester and lasted a total of 25 hours. Talented secondary school students also attended selected mathematics courses at the Department of Mathematics and Physics. The faculty supported secondary school students in their professional activities at secondary school.

The **USB Faculty of Fisheries and Water Protection** supports talented students in higher years of studies and new bachelor's students in the form of special scholarships. We offer in particular:

- **For first-year bachelor's students:** One-off special scholarships in the first semester of study, provided that such students fall into the category of students with good academic prospects (school leaving examination results and average secondary school grades of up to 2.0). The scholarship amount can be between CZK 5,000 and CZK 10,000. Students must be enrolled at FFPW USB for the first time and must not have been enrolled in higher education for more than three years after completing their secondary education. Those who earn at least 20 credits from compulsory and compulsory elective subjects in their study plan during the first semester of study will receive a one-off scholarship of CZK 8,000.
- **For students in bachelor's and master's programmes:** A special scholarship for gifted students. Students who earn at least 60 credits and a weighted grade point average of 1.5 or higher in the previous academic year and who also participate in other activities related to representing or promoting the faculty, engaging in scientific activities in laboratories, assisting teachers in teaching, international mobility, activities of the FFPW USB or USB senates, etc., are eligible for the scholarship.
- **Students of all levels of studies** with good sporting achievements can receive special scholarships for athletes (up to CZK 5,000 for excellent placement in a sports competition and up to CZK 10,000 for the academic year to support sporting activities).

Exceptionally gifted students at the **USB Faculty of Theology** take advantage of the opportunity to implement an individual study plan tailored to their specific situation. The individual study plan takes into account the exceptional study conditions of the student concerned. The fulfilment of the individual study plan can be further updated.

Gifted students of the **USB Faculty of Health and Social Sciences** are involved in scientific and research activities at individual institutes in the positions of 'Assistant Scientific and Pedagogical Staff'. The Student Scientific and Research Activities (SVOC) also contribute to the professional growth of gifted students. In preparation for SVOC, students worked closely with their supervisors from among the academic staff of the USB Faculty of Health and Social Sciences, who provided them with methodological guidance and with whom they continuously consulted on the results obtained. The evaluation of the professional work was based on both opponent reviews and the evaluation of the oral round by a designated committee. The oral round of SVOC was organised by the Office for Science and Research. Successful students received financial rewards.

In 2024, a student who is a Czech national canoeing representative enrolled in the second year of the NMgr. study programme Quality and Processing of Agricultural Products. For the second year in a row, a student at the **USB Faculty of Agriculture and Technology** was allowed to follow an individual study plan. All the teachers involved were extremely accommodating in helping the student fulfil her study obligations.

The departments of the Faculty of Agriculture and Technology involve talented students from bachelor's, master's and doctoral programmes in scientific and research work and in selected grant projects. At the Department of Agroecosystems, talented students participated in two projects, QK23020044 and QK22010255. Two bachelor's students and seven doctoral students participated in these two projects. The students were involved in data collection, data evaluation using the LCA method, and the preparation of publications. One doctoral student collaborated on project 2021-1-TR01-KA220-VET-000032974 and two doctoral students on project 2022-1-SK01-KA220-HED-000086079. The doctoral students participated in data collection and processing and the preparation of professional educational texts. Fourteen doctoral students from the Department of Agroecosystems are also involved in the GAJU project. At the Department of Applied Chemistry, one bachelor's student and one doctoral student participated in the GAJU 080/2022Z project. Another fifteen bachelor's students, six master's students, and three doctoral students participated in other research activities of the department. Three students participated in various topics related to the didactics of chemistry and natural history at the Faculty of Education, USB, as part of continuing education. The Department of Applied Ecology involved seven doctoral students in two TA CR projects, where they were mainly involved in field activities, sampling and subsequent processing in the laboratory. Fifteen doctoral students participated in the GAJU project, contributing to the project as part of their own activities in the preparation of professional publications related to their studies and the preparation of their dissertations. The Department of Technology and Cybernetics utilised the active approach of 91 students from all three levels of study in five TA CR projects. The students were involved in preparing research topics, programming and training convolutional neural networks, processing experimental data, and preparing materials for system development. The Department of Biological Disciplines involved nine students from Bc. and NMgr. programmes in project TQ03000181 – Use of plant essential oils to promote the good health of bee colonies and the production of high-quality honey. The Department of Genetics and Biotechnology involved a total of nine students from all three levels of higher education in four NAZV and TA CR-TREND projects. The students participated in analyses in the molecular laboratory. The Department of Food Biotechnology and Agricultural Product Quality has long sought to involve talented students in its projects. Five Master's students and four doctoral students participated in the NAZV QJ21010326, GAJU005/2022/Z and two GAJU projects. The Department of Zootechnical Sciences involved eight students from bachelor's programmes, three students from master's programmes and six doctoral students in three GAJU projects, the GACR 21-23773S project and the NAZV QL24020161 project. In 2024, the Department of Plant Production participated in three NAZV projects QK22010255, QL24020453, QL24010101, two TA CR projects FW04020036 and TA CR TREND FW06010014, one NAWA project – Strategic Partnership Programme, and one GAJU project. Six students from bachelor's degree programmes, one student from a master's degree programme, and eight doctoral students were involved in these projects. The students participated in research activities and performed technical roles.

### 3.8 Students with socio-economic disadvantages

In 2024, the University of South Bohemia provided targeted support to socio-economically disadvantaged students, primarily in the form of social and accommodation scholarships, special scholarships and tuition fee reductions.

The faculties also offered individual counselling and assistance in resolving academic and financial difficulties. The student affairs office played an important role in this area as the first point of contact and source of information for students in difficult life situations.

Through this approach, the University fulfilled the principle of equal access to education and supported disadvantaged students in continuing their studies.

On 17 April 2024, the **USB Faculty of Economics** held a Day for Children from the Boršov nad Vltavou Children's Home. During this event, the children had the opportunity to get to know the university and the University campus and attend lectures focused on financial literacy, career counselling and cyber security.

The **USB Faculty of Education** provides social scholarships, scholarships for students with specific needs, accommodation scholarships, and scholarships to support study abroad in accordance with applicable regulations.

Support may also be provided in the form of merit-based scholarships, which were awarded to full-time bachelor's and master's degree students who earned at least 60 credits at the USB Faculty of Education

in the 2022/2023 academic year and achieved a weighted grade point average of no more than 1.30. The condition was that they had to study the same field and type of study as in the previous academic year.

The **USB Faculty of Science** provides students with a discount on tuition fees in accordance with Section 58(3) of the Higher Education Act upon proof of financial hardship.

The **USB Faculty of Fisheries and Water Protection** does not have its own scholarship programme to support socio-economically disadvantaged students – only a university social scholarship. If a student is charged a fee for extended study, they have the right to appeal against this decision. With proper justification, students in difficult socio-economic situations are entitled to a waiver of fees for extended study.

Students of the **USB Faculty of Health and Social Sciences** who were socio-economically disadvantaged were supported in the form of social and accommodation scholarships, if they applied for them. The condition for the provision of this type of scholarship was the fulfilment of specified criteria. The aim of helping these students was to enable them to continue their studies. Students were informed about the conditions for granting these scholarships by the study advisors.

The study advisors at the **USB Faculty of Agriculture and Technology** are the first to come into contact with students who may be potential applicants for social scholarships. In addition to the standard social scholarship, the dean may, in cases worthy of consideration, provide financial support to students in the form of an extraordinary scholarship or other appropriate measures. In 2024, the faculty did not award any social scholarships, but 19 of the 67 fees assessed were reduced for social reasons.

### **3.9 Support for parent students**

In 2024, the University of South Bohemia continued to support parent students with the aim of helping them balance their studies with childcare. Support was provided mainly through individual study plans, a consultation system and a supportive approach on the part of educators.

Studying parents could also adjust their study schedule or request a break from their studies to care for their children. They also had access to the university counselling system, including psychological and study support.

In this way, the University fulfils the principle of equal access to education and promotes an inclusive environment for students in different life situations.

## 4 Graduates

### 4.1 Cooperation and maintaining contact with graduates

The Club of Graduates and Friends of the **USB Faculty of Economics** regularly informs graduates by email about individual events and news at the faculty. Through email communication or the Facebook social network, they receive invitations to interesting lectures, seminars and continuing education courses. Cooperation with graduates is increasingly important for the USB Faculty of Economics as a source of feedback for assessing the usefulness of the knowledge and skills acquired. Graduates entering the workforce often facilitate the transfer of professional information between the faculty and their workplace and prepare internships or professional seminars and workshops for students. In 2024, the Club of Graduates and Friends of the USB Faculty of Economics had 160 active members.

Below are examples of lectures given by graduates of the USB Faculty of Economics as part of degree programmes and continuing education:

- 3 March 2024 Marketing for Start-up Entrepreneurs – Ing. Ivana Chlumáková
- 13 March 2024 Current trends in business in the Czech Republic – Ing. Jana Adam
- 12 April 2024 How to Present Your Idea – Ing. Karel Šimek
- 18 November 2024 Auditing approach (practical perspective) – Ing. Vít Špoula

The **USB Faculty of Education** maintains contact with its graduates through the FED USB Alumni Club, regular meetings of the academic communities of individual departments, and, last but not least, social networks.

In 2024, the **USB Faculty of Science** continued its cooperation with graduates through the University of South Bohemia Alumni Club. Graduates have the opportunity to follow and participate in faculty events via Facebook and Instagram. Graduates are also approached with requests to contribute to social media posts and give live presentations to faculty students as examples of successful practical application.

As part of the activities of the **USB Faculty of Fisheries and Water Protection** and cooperation with the manufacturing and operational sectors, individual academics and researchers come into contact with graduates and jointly solve various problems within the framework of Operational Programmes (especially OP Fisheries) and research projects (e.g. NAZV, but also European framework programmes). The FFPW USB Alumni Club has been operating since 2015. Club members have the opportunity to:

- participate in selected events organised by the faculty;
- establish contact with colleagues they have lost touch with;
- establish professional cooperation with FFPW USB departments in the field of science, research or education;
- obtain various discounts on events organised by the faculty or use the accommodation and training facilities of our faculty at a lower cost;
- be specifically informed about continuing education courses or other educational or professional events organised by the faculty or held on our faculty premises;
- ask our experts for advice.

Faculty graduates are also invited to lectures for students and social gatherings, and they also participate in events such as Open Days. DDP graduates are given the opportunity to continue at the faculty in post-doctoral positions. Graduates of bachelor's and master's programmes can gain one year of practical experience at the faculty in the regularly advertised position of operational assistant. Graduates are also invited to informal events such as the initiation of new students into the fishing guild, FROVfest, FROVples, etc.

Graduates of the **USB Faculty of Health and Social Sciences** are regularly invited to join the Alumni Club. They are informed about the possibility of joining the Alumni Club after successfully passing their final state examinations and at graduation ceremonies, via letter, e-mail, websites and social networks. The Alumni Club operating at the Faculty of Health and Social Sciences offers graduates a number of benefits, e.g. when using the services of the Centre for the Prevention of Civilisation Diseases, the Physiotherapy Centre, or when attending lifelong learning courses. Many graduates of the faculty enter the workforce at the clinical workplaces of the Faculty of Health Sciences of the University of South Bohemia after their studies, thus remaining in contact with teachers and students who come to these workplaces as part of their practical training. The faculty also organises annual meetings of mentors of clinical practice in nursing and midwifery and trainers of clinical workplaces in the field of social work education. The mentors and trainers at clinical workplaces include graduates of the Faculty of Health and Social Sciences,



who provide regular feedback on the practical needs and employability of graduates of the Faculty of Health and Social Sciences. The faculty's website also features a gallery of successful graduates, which is intended, among other things, to serve as inspiration and motivation for graduates to further develop within their field.

On 22–23 March 2024, the 1st Annual Physiotherapy Graduate Conference was held at the USB Faculty of Health and Social Sciences.

Since its establishment, the **USB Faculty of Agriculture and Technology** has cooperated with the Alumni and Friends Club. The Alumni Club was a traditional independent association with several thousand members, and the faculty has always supported it. Given that the management of the Faculty of Health and Technology is aware of the importance of maintaining contact with faculty graduates, it was decided, in agreement with the management of the Alumni Club, that the Alumni Club would cease its independent activities and a new club would be established as part of the Faculty of Health and Technology. This will emphasise the importance of graduates to the faculty and strengthen feedback and inspiration at the same time. The establishment of the new Alumni Club is planned for 2025. The FAT USB has prepared a Golden Graduation ceremony for graduates who duly completed their studies with a state final examination in 1973 and 1974. This ceremony took place on 20 June 2024 at DK Metropol. The response from all invited graduates was very positive.

## 4.2 Employment and employability of graduates

USB regularly monitors and evaluates the employment of its graduates in the labour market, 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 young people registered with employment offices). USB also regularly monitors special supplements in certain newspapers and magazines, which publish comparisons of unemployment rates among university graduates in different fields during the university application period. 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 usability of these data for the implementation of follow-up measures, such as changes in the content of specific degree programmes.

As part of the internal evaluation of degree programmes within the IEB USB, faculties submit a so-called self-evaluation report of the study programme, which includes, among other things, an analysis of the employability of graduates and an evaluation of feedback, i.e. the results of student and graduate surveys, evaluations by employers, partners, and other relevant evaluations.

At the level of individual USB faculties, surveys are also conducted on a regular basis, e.g. surveys focused on students leaving their studies without a proper degree, with the aim of uncovering the real reasons for their departure, as well as surveys among first-year students mapping, in particular, their motivation to study at university and any problems they encountered during their first year of study, surveys among final-year students providing a retrospective view of their completed studies, employee satisfaction surveys providing, among other things, anonymous comments and suggestions for improvement, and surveys among employers, partners and other external actors. University graduates are a very important target group from which feedback is regularly obtained. The graduate surveys mainly map the transition from university to the labour market, the speed of finding a job, the current job position, the salary conditions of graduates, the evaluation of acquired competences with regard to the requirements of the job positions held, and the interest of graduates in joining the University-wide USB Alumni Club or faculty alumni clubs. These faculty surveys are usually conducted in writing, but some faculties have found that conducting them in the form of telephone interviews works very well. The monitoring of graduate employment takes different forms at USB faculties, as do contacts with employers. Greater emphasis is placed on this feedback in regulated professions and professionally oriented programmes, where employers (schools, hospitals, etc.), while in academically oriented programmes, these contacts are often less formalised (meetings with graduates at faculty/departmental meetings or at meetings within the USB Alumni Club, lectures by successful USB graduates, contacts with cultural institutions). The involvement of these external actors in the Councils of individual degree programmes also represents a significant improvement in contacts with graduates and employers, which since 2017 has significantly strengthened feedback to specific fields (programmes), already 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 university graduates. Those who have successfully completed their studies at USB within the offered bachelor's, master's or doctoral degree programmes can become members of the USB Alumni Club. By registering with the USB Alumni Club, graduates receive a range of information and offers (graduates are regularly sent newsletters and electronic versions of the university magazine JOURNAL), while also providing the university with valuable feedback on their programme/field of study and their employment prospects. Communication with graduates and strengthening the ties between them and

the University of South Bohemia has also been greatly aided by greater integration with the USB Career Centre. This not only offers graduates its services, individual counselling and workshops, but also uses graduates as lecturers at workshops as inspiration for current students.

The University also offers a range of benefits to members of the USB Alumni Club. These benefits have been significantly expanded in recent years. The gradual expansion of the portfolio of benefits for USB graduates is also planned for the coming period. For the purposes of effective communication with USB graduates, a University-wide coordination platform was created as part of the strategic project 'Development of USB – ESF'. This web platform continues to be developed; in 2023, for example, its connection to the university's information systems was optimised. After registering in the university identity management system (IDM), members of the USB Alumni Club have access to graduate licences for the office system and a university e-mail account. The 'Development of USB – ESF' project also resulted in the creation of innovative feedback mechanisms for employers and graduates and several methodological materials, such as the Methodology of Types and Areas of Cooperation with Graduates and Recommendations for Organising Events with Graduates. Surveys focused on USB employers and graduates were also conducted. USB also organises a number of lectures, cultural and social events for its graduates every year. In 2024, for example, 16 lectures from the Academic Half-Hour series were held. Graduates can also get involved and are always invited to university and faculty events, such as the USB Representative Ball, the University Closing Ceremony, the popularisation event Researchers' Night, the ABC Challenge opening ride and others.

USB also regularly participates in nationwide surveys that map the employment of Czech university graduates in the labour market and their assessment of their university education. These are mainly surveys conducted or coordinated 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 and other domestic and foreign partners, as assigned by the Ministry of Education, Youth and Sports. Specifically, this is the 'Graduate' survey, which focuses on two target groups. The main target group consists of graduates of bachelor's, master's and doctoral degree programmes at universities, while the second target group consists of employers of university graduates from the first target group. This survey provides retrospective data not only on the employment of graduates in the labour market, but also on how graduates assess the quality of degree programmes, study and teaching conditions, the quality of the university and teachers, their satisfaction with their choice of university and field of study, the level of knowledge, skills and competences acquired and their practical applicability. Other surveys include the international Eurograduate survey, which compares the working and living conditions of university graduates in participating EU member states, the international Eurostudent survey, which focuses on examining the socio-economic dimension of student life in Europe, and the national Doctoral Students survey, which focuses on reflecting on the study conditions of doctoral students.

In recent years, the **USB Faculty of Economics** has conducted a detailed survey of the employability of its graduates through structured interviews, and the results have been taken into account in regular teaching and in the preparation of new degree programmes. The survey covered all levels and forms of study. Due to GDPR, it was no longer possible to conduct the survey in the same way in 2024, but measures were taken (after consultation with a USB lawyer) to enable this activity to continue in the following years.

The **USB Faculty of Education** regularly conducts surveys on the employability of its graduates through telephone interviews. Graduates are asked questions and the results of the survey are reflected in particular in the area of the need to secure teachers for school practice.

The **USB Faculty of Science** works closely with secondary schools through the Centre for Science Education, which offers various courses, lectures, excursions and workshops that are often used by secondary schools. Secondary school teachers are actively involved in degree programmes focused on education and teaching, particularly in the field of subject didactics and practical training, which allows teacher training students to gain direct contact with practical teaching experience. We are also working on didactic publications, which are being created jointly by educators from the Faculty of Science and secondary school teachers.

Most students at the **USB Faculty of Theology** are part-time students (approx. 60%), i.e. they already have a job and usually study at the Faculty of Theology to improve their qualifications. An important factor in ensuring employment (especially in the case of professional programmes) is cooperation with potential employers, e.g. in the preparation of practical training.

The management of the **USB Faculty of Agriculture and Technology** has always used communication with the Club of Graduates and Friends of FAT USB for feedback, which it wants to strengthen by directly connecting the Club of Graduates and the faculty. The results of a survey conducted within USB are also taken into account. Equally important is direct communication between students and the Student Affairs Office of FAT USB.

The **USB Faculty of Health and Social Sciences** communicates with potential employers of its graduates both at mutual work meetings and, for example, in situations where employers contact the faculty with a request to publish job offers for graduates. The offer is published by the faculty on the notice board and on the website, and the employer is asked for feedback on whether any of the faculty's graduates will apply for the job offer or be accepted. All students of healthcare fields are given questionnaires during their final state examinations, in which they anonymously answer whether they intend to take up employment in the field they studied. Members of the Alumni Club receive a newsletter several times a year with current job offers in their field.

Data on the employment of graduates of the **USB Faculty of Fisheries and Water Protection** is collected from the number of graduates registered with the Czech Labour Office. The response rate from graduates to occasional questionnaire surveys is not very high.

In terms of influencing employment, one graduate is given the opportunity to gain a year of practical experience at the FFPW USB's operational facilities. This experience can be important when looking for more permanent employment. As part of the development of the faculty, or rather the CENAKVA centre, we are also able to employ some graduates directly at the faculty. FFPW USB also offers graduating students and graduates the opportunity to publish their profiles for potential employers, and we publish relevant job offers obtained from our partners or found on various websites and portals on our website dedicated to graduates.

### 4.3 Cooperation with future employers of graduates

In 2024, the University of South Bohemia continued its systematic cooperation with potential employers of its graduates across all faculties. This cooperation took place mainly through professional internships, the participation of experts from the field in teaching, involvement in state final examinations, membership in degree programme boards, and the joint implementation of research and application projects.

Faculties entered into cooperation agreements with dozens of partners from the public, private and non-profit sectors, enabling students to have direct contact with the professional environment during their studies. These links often lead to subsequent employment for graduates. The organisation of career events, such as the Job Day fair, Health Care Day, and meetings with representatives of schools and companies, which promote direct interaction between students and employers, also played an important role.

At some faculties, employers actively participated in the creation and updating of degree programmes or were involved in the evaluation of qualification theses. Thanks to this interconnection between the university environment and the labour market, it has been possible to increase the employability of graduates and contribute to the development of regional and national professional networks.

The **USB Faculty of Economics** organises a prestigious job fair every year. In 2024, Job Day took place on 9–10 April 2024. This traditional event demonstrates the continuing interest of students and recent graduates in actively seeking job opportunities, part-time jobs, internships, but also the opportunity to connect with an organisation where the student will subsequently work on their thesis. Participants have the opportunity to find out what's new in the current job market and talk personally with HR managers from major companies. Several dozen major regional and international companies present themselves at Job Day, attracting visitors with diverse professional interests. The accompanying programme includes career consultations focused on preparing CVs and cover letters. The high turnout and positive feedback on Job Day demonstrate the long-term benefits of these meetings for the career development of young people in the region.

We also invite experts from the field to be part of the Invest Day competition jury, and experts from the field also sit on the SVOC jury.

As part of their compulsory internships (the scope of which is set individually for each study programme), students have the opportunity to develop their skills and improve in other areas currently required by the labour market. The faculty currently has 199 partner institutions.

In addition to cooperating with a number of Czech university departments and institutes of the Czech Academy of Sciences, the **USB Faculty of Arts** also cooperates with the French Alliance of South Bohemia, the Instituto Cervantes, the Aleš South Bohemian Gallery, all South Bohemian museums, the National Heritage Institute, the State District Archives in České Budějovice, the State Regional Archives in Třeboň, Plzeň and Prague, and a number of other state and non-state archives throughout the country. For philological programmes, it offers internships and contacts in publishing houses (including USB Publishing House) and has a cooperation agreement with the Sophia translation agency. In the field of education, it cooperates with a network of secondary schools in the South Bohemian Region. It also cooperates with potential employers abroad (e.g. Czech Centres of the Ministry of Foreign Affairs, CzechTrade Düsseldorf and the Freyung-Grafenau District Office).

Selected representatives of potential employers have been included in the councils of some degree programmes at the Faculty of Arts, USB.

The **USB Faculty of Education** concludes cooperation agreements with schools/organisations, actively conducts practical training with students in schools, informs schools about organised events (courses, competitions, seminars, conferences, etc.), collaborates on projects, and teachers from faculty schools participate in tandem teaching with university educators and contribute to the preparation of future teachers and their motivation to enter the profession.

The USB Faculty of Education offers students job vacancies on its website and regularly posts them on the notice board.

At the **USB Faculty of Science**, there is active cooperation between non-biological disciplines, such as computer science and physics, and companies in the South Bohemian Region, such as Bosch and Engel. Students often do internships at these companies, and these companies also employ them after they graduate. As part of biological education programmes such as Environmental Care, Biomedical Laboratory Technology, Laboratory and Medical Biology, and Clinical Biology, students complete internships at workplaces where they may find future employment, such as government offices, hospitals, or private clinical laboratories. Some subjects in these programmes are taught directly by experts from the field who have the potential to become future employers of students. The Department of Chemistry cooperates with GenTrend, s.r.o. and the Department of Physics with Lavat, a.s. within the OP TAK projects, in which students are also involved. The Department of Chemistry cooperates with the Biology Centre CAS and Contipro, a.s. on the OP JAK project. The Departments of Medical Biology, Chemistry and Informatics are expanding their cooperation with Nemocnice České Budějovice a.s. in the field of research, in which students are also involved; a project is currently being prepared within the OP JAK call and other joint projects. This project is followed by an AZV project submitted with Nemocnice České Budějovice a.s., the University of Chemistry and Technology and the National Centre for Agricultural and Food Research, v.v.i. Similar projects focused on medicine with student participation are also planned with other biomedical companies, such as GenLabs, s.r.o. and GenTrend, s.r.o. Secondary school teachers are actively involved in programmes focused on education and teaching, contributing to the teaching of didactic subjects and leading practical training. Secondary school principals and teachers are consulted when adapting degree programmes for teaching. The USB Faculty of Science has also created a new professional study programme, Science Teaching for Secondary Schools, which was developed in collaboration with secondary school principals and teachers, as well as teacher training students. The USB Faculty of Science is collaborating on a pilot project of the Ministry of Education, Youth and Sports for accompanying teachers who supervise teacher training students during their practical training. We are preparing qualification courses for secondary school teachers involved in the pilot testing. So far, we have trained approximately 20 secondary school teachers.

The **USB Faculty of Fisheries and Water Protection** cooperates with potential employers of graduates on several levels. The first is the organisation of operational and professional internships, where students can come into direct contact with future potential employers and demonstrate their knowledge and skills. The second is inviting representatives from the field to attend final state examinations. We also offer potential employers the opportunity to publish their job offers and browse the profiles of graduating students or graduates looking for work in the 'Graduates' section of our website. FFPW USB also cooperates directly with a number of potential employers on various projects and contract research. This opens up opportunities for graduates of our faculty.

Future employers are often the same as work placement workplaces, i.e. students of the **USB Faculty of Theology** (especially those in full-time study, as part-time students already have employers) have the opportunity during their studies to get to know not only different types of workplaces, but also specific employers, and these in turn get to know the students (and future graduates). In some cases, students are sent to study at the USB Faculty of Theology directly by their future employer (e.g. the Diocese of České Budějovice, especially foreign students).

The most common employers of students of the **USB Faculty of Health and Social Sciences** form a network of clinical facilities with which the faculty has concluded cooperation agreements. Together with Nemocnice České Budějovice, a.s., the faculty co-organises an important professional congress, Budějovice kazuistické, focused on sharing and discussing practical experiences. The faculty also organises an annual meeting of representatives of clinical workplaces and a Health Care Day, where South Bohemian hospitals have the opportunity to present themselves. Direct contact with hospital management, familiarisation with trends and work and non-work activities that hospitals offer to potential employees is regularly well received by faculty students. Students also have the opportunity to get to know their potential employers during internships, and leading experts from the field also teach at the faculty.

In view of the strengthening of ties between the **USB Faculty of Agriculture and Technology** and potential employers of students, the faculty has concluded 174 contracts to provide internships directly in companies, where students can familiarise themselves with the working environment in specific

operations and thus establish contact with a potential employer. In 2024, at least one student completed an internship in 104 companies from the total number of contracts concluded. Furthermore, external lecturers from the field are used for teaching, who are a direct link for the transfer of current information from practice to teaching and, conversely, for new knowledge to practice. This cooperation appears to be a key activity for the career development of students. Selected subjects include visits to companies in the form of excursions. In this case, too, students have the opportunity to establish contact with future employers.



## 5 Applications

### 5.1 Entrance examinations

In 2024, the admission procedure at the individual faculties of the University of South Bohemia was conducted in accordance with the rules set out in their internal regulations and the measures taken by the deans. Various forms of verification of study prerequisites were used, depending on the type of study programme and faculty specifics.

At some faculties, applicants were admitted without an entrance examination on the basis of their secondary school results (e.g. the Faculty of Economics, the Faculty of Agriculture and Technology), while other faculties conducted their own written entrance examinations or cooperated with the Scio company (e.g. the Faculty of Education, the Faculty of Science). For selected fields of study, the results of national comparative examinations or the individual performance of applicants were also taken into account.

The admission procedure for doctoral degree programmes took the form of professional interviews, often online in the case of foreign applicants. The admission procedure was carried out by faculty teams and reflected the requirement for fair and transparent selection of applicants.

No admission examinations were held at the **USB Faculty of Economics** in 2024.

The conditions for admission to study for 2024 were set out in Dean's Ordinance No. 12/2023, which announces admission to study at the **USB Faculty of Education** with the start of teaching in the 2024/2025 academic year.

Entrance examinations were organised using the Faculty of Education's own resources, with the exception of entrance examinations for the degree programmes in Psychology, Special Education and Primary School Teaching, where applicants took, among other things, a General Study Aptitude Test (OSP) organised by SCIO.cz.

In 2024, written entrance examinations for bachelor's degree programmes were introduced at the **USB Faculty of Science**, in order to ensure uniform assessment of applicants' quality. Talented applicants, such as participants in the National Comparative Exams with a percentile of 70 or higher, are admitted without the above-mentioned exam. Applicants for admission to the Bachelor's degree programme in Biological Chemistry have the option of taking online tests in mathematics and chemistry, which are part of the National Comparative Exams organised by Scio. Applicants for admission to the master's degree programme in Biological Chemistry have the option of online testing, which is provided by Scio. This testing takes the form of specific tests designed for the needs of our faculty.

**The USB Faculty of Agriculture and Technology** accepts students into bachelor's degree programmes based on their secondary school grades. Entrance examinations for follow-up master's degree programmes take the form of a written test of specialist knowledge. Entrance examinations and the entire admission process are carried out exclusively by the faculty's own resources. Applicants for doctoral studies undergo personal interviews before an examination committee; for foreign applicants, interviews are conducted via MS Teams.

### 5.2 Cooperation with secondary schools in the promotion of USB

In 2024, the University of South Bohemia in České Budějovice participated as a whole in the most important educational fairs in the Czech Republic intended for secondary school students interested in studying, not only in the form of traditional face-to-face education fairs, but also in the form of online fairs, which were created as an alternative during the pandemic but proved to be a suitable addition to the university's contact presentation in terms of visitor numbers. Specifically, these were the Gaudeamus Prague fair (23–25 January 2024) and Gaudeamus Brno (19–22 November 2024). The university and all its faculties participated in the Education and Craft Fair at the České Budějovice Exhibition Centre (7–9 November 2024).

## 6 Staff

### 6.1 Career rules for academic staff, motivational tools for employee remuneration

At the University of South Bohemia, the basic principles of career development for academic (and non-academic) staff are governed by the Career Regulations of the University of South Bohemia in České Budějovice (Rector's Ordinance No. R 479), which is one of the tools for fulfilling the mission, vision and strategic goals of the University. One of the bases for the remuneration of academic staff at USB is their evaluation (among other things through the IS EAS system), with the aim of remuneration being to increase their performance and motivate them to further career development. Some faculties have their own career regulations, which supplement or further elaborate on the USB Career Regulations.

In 2024, newly established scientific awards for outstanding research results were presented for the first time in four subject categories (natural sciences, agricultural and fisheries sciences, social sciences, humanities) and two age categories (academic staff, students). Student awards may also be granted for outstanding bachelor's, master's or doctoral theses. In addition, awards were granted for the popularisation of science, regardless of field or age category. Proposals submitted by the faculties are evaluated and submitted to the Rector by the Vice-Rector for Research, together with the Vice-Deans for Research of all faculties. Since 2023, awards have also been given for achievements in teaching, which can be awarded in two categories: for outstanding teaching achievements or for outstanding, modern university textbooks. Here, proposals submitted by the faculties are evaluated and submitted to the Rector by the Vice-Rector for Student Affairs together with the Vice-Deans for Student Affairs at all faculties. Some faculties also set and award prizes for scientific or teaching work. Among other things, these prizes and the associated rewards often serve as motivational tools for the further development of academic staff at USB.

Faculties routinely reward the achievements of their academic staff on the basis of annual evaluations through the IS EAS system. Students of some faculties who are actively involved in creative activities are also rewarded in the form of special or extraordinary scholarships.

### 6.2 Development of teaching skills of academic staff

In 2024, the University of South Bohemia continued to systematically support the development of the teaching skills of academic staff. This development was implemented both at the faculty level and through university educational activities, and represents an important tool for ensuring and improving the quality of instruction.

Academic staff were offered ongoing seminars, workshops and training courses focused on higher education pedagogy, modern teaching methods, assessment of study results, the use of digital tools in teaching and working with students with specific needs. In addition, forms of sharing good practice, collegial cooperation and mentoring were also supported.

The development of teaching skills is also one of the key activities of the 'Development of USB – ESF+' project, which was launched on 1 January 2025 and brings new impetus to the systematic training of academic staff.

## 7 Internationalisation

### 7.1 Support for student participation in international mobility programmes

The University of South Bohemia in České Budějovice cooperates with more than 450 universities in more than 70 countries around the world and has long supported student participation in international mobility programmes. In 2024, USB students took advantage of the opportunity to participate in foreign mobility programmes, particularly within the Erasmus+ programme (EU programme for the period 2021–2027), SPSM 2024–2025 projects to support the internationalisation of USB, and internal calls from the USB Foreign Affairs Department to support international cooperation. The trips were also supported by faculty scholarship funds, scholarships based on intergovernmental agreements (e.g. Fulbright, CEEPUS, DAAD, KAAD, Aktion, Baden-Württemberg-Stipendium, scholarships from the Czech-Bavarian University Agency) and funds from USB Grant Agency projects.

In 2024, approximately 290 BDP, MDP, CMDP and DDP students were supported to go on study trips or internships abroad lasting at least 14 days.

Foreign cooperation focused on faculty specialisations and accredited degree programmes so that students could earn credits that would be recognised upon their return. For this purpose, students concluded Learning Agreements and were informed about credit recognition before their departure. The faculties established rules for the recognition of courses completed abroad, which respected the Erasmus+ rules.

The International Relations Office of the USB Rectorate and the faculty international offices provided support to students before, during and after their mobility programmes. In 2024, events such as StuduJU, CestuJU, International Days and Erasmus Days were held again to provide information about mobility opportunities and share the experiences of students who had already completed their studies abroad.

USB also offered joint and double degree programmes with more than 10 foreign institutions, where students completed a specific study plan and obtained internationally recognised diplomas from partner institutions.

The **USB Faculty of Economics** is fully involved in bilateral cooperation with foreign universities within the Erasmus+ and CEEPUS programmes. Students are regularly informed about opportunities to study abroad at formal and informal meetings organised by the International Relations Office in cooperation with students who have already participated in foreign mobility programmes, as well as on information boards in the faculty buildings. Foreign students studying at the USB Faculty of Economics present their home university and the study opportunities available there for Czech students during English language classes. The USB Faculty of Economics recognises all credits earned by students and, to the greatest extent possible, also recognises foreign work experience. In addition, the faculty offers selected courses in English, which are attended by Czech students as well as foreign students from the Erasmus+ programme, where students can try out what it is like to attend classes in English, which can then be an important factor in their decision to participate in foreign mobility programmes themselves.

In 2024, there were two personnel changes: at the beginning of the year, Mgr. Kateřina Krupicová took up the position of full-time administrator. At the end of October, Vladimír Kadlec was appointed as the new Vice-Dean for International Relations. These two steps helped to stabilise the staffing situation and establish effective cooperation with the University's International Relations Office.

In 2024, as part of the intensively developing cooperation between the **USB Faculty of Arts** and the Latin American region, it was possible to support further student mobilities with the Universidad de Morón. The USB Faculty of Arts was thus able to welcome an Argentine student to its premises in the winter semester of the 2023/2024 academic year. The USB Faculty of Arts contributed to the professional preparation of students from third countries by imparting knowledge of contrastive linguistics and computational and corpus linguistics, which are not taught at the Peruvian university. The students also completed a Czech language course for foreign students, through which FAR USB aims to spread awareness of the Czech Republic in Latin America. As part of the Freemover programme, one overseas mobility to Canada was supported in 2024 for the purpose of collecting data for a qualification thesis. A total of ten two-way student mobilities were successfully completed, and another seven were launched in double degree programmes with the Spanish Universidad de Salamanca, the French Université Bretagne Sud and the German Universität Passau. Support was also provided for the ongoing Erasmus+: Strategic Partnerships project entitled TEFE A+ 'Teachers of English for a Future Europe – Putting the Internationalisation of Teaching Practice into Action', which will run from 2023 to 2026.

Students of the **USB Faculty of Education** are always informed about current selection procedures (Erasmus+, SPSM) via e-mail addressed to all students of the Faculty of Education, the faculty website and social networks (Facebook FED USB, Instagram of the International Office of the Faculty of Education). In February 2024, as in previous years, an event was held to promote student mobility (presentation by the International Office + presentations by students who participated in mobility programmes in the previous period). In April 2024, the 'Erasmus Beer' event took place, where outgoing students met with students who had been on study abroad programmes in previous years.

Each department has a so-called mobility guarantor, with whom students discuss the recognition of subjects and credits before their departure and during their studies abroad (in case of changes in the Learning Agreement). The mobility guarantor compares study plans and possibilities for the recognition of credits completed abroad and gives their opinion to the Vice-Dean for International Relations and the Dean of the Faculty of Science, USB.

At the **USB Faculty of Science**, students take full advantage of the opportunities for stays abroad within mobility programmes, with the full support of the International Relations Office and the Language Department. This support mainly includes the Erasmus+ programme (KA131 and KA171). In 2024, the number of students going on stays abroad increased by almost 20% compared to 2023. This was mainly due to an increase in work placements. Doctoral students are further supported in their compulsory stays by the IP project, which is coordinated by the Vice-Dean for Doctoral Studies together with the Vice-Dean for Internal Evaluation and International Relations. PhD students actively take advantage of short-term stays lasting 5-30 days, which are supported by the Erasmus+ programme. Compared to 2023, in 2024, the possibility of mobility funding within the Internal Call was no longer available, so students made greater use of funds from the Erasmus+ programme, SPSM, and also funding from projects at their departments with their supervisors.

Students of the **USB Faculty of Fisheries and Water Protection** take advantage of the Erasmus+ programme every year to undertake internships abroad. In 2024, practically oriented internships (SMT) were carried out, during which students did not earn any ECTS credits. At the same time, two study stays (SMS) took place, during which students earned the relevant number of ECTS credits in accordance with the programme rules.

According to the study regulations, students of doctoral degree programmes (DDP) at FFPW USB are required to complete at least a three-month internship abroad. This obligation is financially secured through the Erasmus+ programme, SPSM USB, GAJU and other central resources of FFPW USB. In 2024, the updated Measure of the Vice-Dean for International Relations No. 01/2022 (Ref. No. USB/09/07760/21) – Allocation of scholarships to support foreign stays of FFPW USB students in doctoral degree programmes – was followed. Based on this measure, students were awarded scholarships adjusted to the economic conditions of the target countries, while funds from the budgets of individual research laboratories of the faculty were also used.

The faculty also used an incentive system for submitting and implementing international (especially European) projects, which also includes support for foreign mobility. Under this system, DDP students can be rewarded for submitting projects that provide this type of activity.

Student support is also provided under the USB Support Programme for Strategic Management – Support for the Internationalisation of FFPW USB (2024–2025), or in the form of special scholarships. Students are also members of faculty research teams, which systematically support their development in connection with participation in foreign activities (e.g. short-term research internships, presentations at conferences, participation in seminars, etc.).

In 2024, cooperation continued with the Permanent Representation of the Czech Republic to the EU in Brussels (Department of Agriculture and Environment), the Permanent Mission of the Czech Republic to the Food and Agriculture Organisation of the United Nations (FAO) and the CZELO office.

A project was approved under the Credit Mobility to Asia programme call (researcher: V. Stejskal), which includes cooperation with research institutions and a university in Thailand.

All students of the **USB Faculty of Health and Social Sciences** are informed about foreign mobility opportunities through mass e-mails, the faculty website and also by teachers during classes. In the case of study stays, the credits obtained are recognised to the highest possible extent, based on a comparison of the subjects completed with courses at the home faculty. In the case of professional internships, the extent of their recognition is assessed individually with regard to the content and scope of the internship completed abroad. Before departure, students are familiarised with the conditions for the recognition of credits for study stays and with the possibilities and scope of recognition of professional internships.

In 2024, a regular review of contracts under the Erasmus+ programme took place, which made it possible to extend existing agreements or establish new partnerships with foreign institutions. Students and staff of the **USB Faculty of Agriculture and Technology** were thus able to travel to 44 partner universities and maintain various forms of cooperation with other foreign universities and research institutions.

The possibility of semester study stays is presented to students as part of the Erasmus+ selection process. The faculty is also a member of three CEEPUS programme networks: Engineering as Communication Language in Europe, Agriculture and Environment in the 21st Century - @groen, and Sustainable Development of the Bioeconomy-Management of Sustainable Agricultural Production, which enable mobility to 14 countries in Central and Eastern Europe.

In addition to the Erasmus+ and CEEPUS programmes, funds from the SPSM projects of the University of South Bohemia and the USB Special Call for Proposals to Support Internationalisation were also used for international mobility, especially for doctoral students.

Students could continue to apply for international mobility under the auspices of the subjects 'Foreign Practice' and 'Foreign Internship', which enable students to gain work experience with scholarship support from the faculty (e.g. Agroecology, Agricultural Engineering and Technology).

## 7.2 Support for foreign mobilities of academic and non-academic staff

International cooperation and mobility programmes are among the priority and strategic areas of development at USB. The University of South Bohemia supports the international mobilities of academic and non-academic staff with all available tools. Mobilities are seen as a necessary step to ensure the deepening of qualifications and expertise of supported individuals with a link to the specific and measurable transfer of know-how to faculty workplaces, including networking with foreign workplaces with a view to long-term cooperation, or establishing and deepening cooperation with specific experts. Academic and non-academic staff are offered a wide network of partner universities for cooperation and international mobility. The International Relations Office of the USB Rectorate and the international offices of individual faculties provide support in establishing new cooperation.

The international mobility of academic and non-academic staff at USB takes place mainly within the Erasmus+ KA131 programme (academic staff – teaching and combined mobility STA, academic and non-academic staff – training and shadowing STT). The KA131 Erasmus+ programme has also supported cooperation with Erasmus+ partner countries, with mobility projects implemented in Ukraine, Armenia, the United Kingdom, Canada, the USA, Thailand, Switzerland, Brazil, Vietnam, Chile, Argentina, Kenya and South Africa. USB is also the lead partner in the Erasmus+ KA171 International Credit Mobility (ICM) project, which ensures cooperation with partner countries within the framework of supported projects. Within the framework of KA 171, mobility programmes to/from countries outside the EU were implemented in 2024: Bosnia and Herzegovina, Montenegro, Israel, Albania, Senegal, Cameroon, Zambia. Staff trips were also supported by funds from the SPSM 2024–2025 project to support internationalisation at USB and the projects '**Development of USB - International Mobility**' and '**Development of USB – International Mobility – MSCA-IF**'. In total, 206 USB employees went on at least a 5-day stay or training abroad in 2024.

As in the case of students, the **USB Faculty of Economics** is fully involved in bilateral cooperation with foreign universities within the Erasmus+ and CEEPUS programmes. Academic staff have the opportunity to travel abroad for a teaching stay or training during one semester, either within Europe or, thanks to other projects (e.g. SPSM), outside Europe. Non-academic staff can also participate in foreign mobility programmes.

Foreign mobility of academic and non-academic staff at the **USB Faculty of Arts** takes place mainly within the Erasmus+ programme: Erasmus (teaching, combined and training mobility). In 2024, teaching and acquisition trips to non-European destinations of strategic importance for the internationalisation of FAR USB (Argentina – Universidad Nacional de San Martín and Universidad de Morón, Buenos Aires, Canada – Université de Montréal) in the fields of linguistics, history and archaeology were also supported. Some other trips by academic staff were financed from individual or team projects of GA JU, GA CR and TA CR, funds from research centres, RVO or other faculty sources. FAR USB makes every effort to support all types of mobility, and the International Relations Office (IRO) of FAR USB provides administrative and advisory support for employees preparing for their trips.

The **USB Faculty of Education** actively and continuously supports the international mobility of academic and non-academic staff. It considers this to be one of the pillars of the work of academic staff at the faculty. The frequency and focus of mobilities are part of regular staff evaluations (see, for example, EAS) and department evaluations (evaluation of departments according to the effectiveness of international mobility at PVK).

Academic and non-academic staff of the faculty are always informed about current selection procedures by e-mail (and also on the faculty website). The selection procedure for FED USB employees for Erasmus+ teaching stays and training (KA131) is announced every year in the spring. Another option for academic staff to travel to non-European countries is mobility within the SPSM project (in 2024, two trips to the



USA were supported). Academics are also regularly (once a year) informed about the possibility of participating in Erasmus+ International Credit Mobility projects (KA171).

The **USB Faculty of Fisheries and Water Protection** supports the international mobility of academic and non-academic staff with all available tools. We see mobility as a necessary step to ensure the deepening of the qualifications and expertise of supported individuals with a link to the specific and measurable transfer of know-how to our faculty, including networking with foreign institutions with the prospect of long-term cooperation, or establishing and deepening cooperation with specific experts. Centrally coordinated activities such as Erasmus+, credit mobility, SPSM, etc., are frequently used tools by non-academic staff.

The situation for academic staff is similar to that for non-academic staff, but in addition, the deepening of cooperation in the form of mobility in relation to the CENAKVA centre, its institutional support (RVO) and the status of large research infrastructure on the Czech Republic's roadmap, where this networking in the form of external infrastructure sharing is expected and required, is assumed and supported. Another logical form of support from the faculty management is the implementation of mobility necessary for the fulfilment of purpose-funded or other projects that the faculty is working on.

In 2024, cooperation continued with the Permanent Representation of the Czech Republic to the EU in Brussels, the Department of Agriculture and Environment, the Permanent Mission of the Czech Republic to the Food and Agriculture Organisation of the United Nations (FAO) and the CZELO office.

A project proposal was approved under the Credit Mobility Programme call for proposals for Asia (V. Stejskal – cooperation with research institutions and a university in Thailand).

The faculty supported 19 trips by employees for training, language courses, teaching stays and research activities. In total, employees (10 academic staff, 9 non-academic staff) spent 179 days travelling and visited 9 European countries (e.g. Sweden, the Netherlands, Finland, Switzerland, Portugal and Spain) and 2 non-European countries (e.g. Brazil and Thailand), where they gained experience in expanding their knowledge and meeting colleagues from similar workplaces, or in language courses.

The faculty hosted one visiting professor on sabbatical (Germany) and six foreign postdocs, three of whom were supported by the CENAKVA centre budget. The postdocs were involved in scientific activities where they expanded their knowledge and skills, both in their field of research and in a broader academic context.

The **USB Faculty of Health and Social Sciences** actively seeks to use all available sources of funding for the international mobility of its employees. The main financial instruments include the Erasmus+ programme for mobility within EU countries, and the faculty also successfully submits and implements Erasmus+ credit mobility projects, which enable cooperation with countries outside the EU. We support not only the development of long-term partnerships with established foreign institutions, but also the establishment of new cooperation based on new contacts. Faculty staff are motivated to participate in international mobilities through mass e-mails and information meetings organised at the level of individual institutes and departments. In addition, since 2019, participation in international mobility has been part of the system of evaluation of academic staff, which further encourages their involvement in international activities.

The International Relations Office regularly informs the staff of the **USB Faculty of Agriculture and Technology** about current calls and opportunities for international mobility. Information on mobility opportunities is available on the faculty's international department website. The FAT International Relations Office now also publishes this information on Facebook and Instagram. Completed mobility programmes are also part of the evaluation of academic staff.

### 7.3 Support for the integration of foreign members of the USB academic community

Foreign students who arrived at the University of South Bohemia in 2024 were able to take advantage of the support of the international student club Erasmus Student Network USB Budweis, which organises assistance with necessary administrative tasks, cultural and social programmes (trips, excursions, visits to theatres, cinemas, etc.), and, in particular, implements a mentoring system through so-called buddies (i.e. USB students who are assigned to foreign students arriving at the university).

The International Relations Office of the USB Rectorate has prepared an ESF+ project, and as part of the ESF+ project, the development of the Welcome Office, which provides support to incoming students and employees at USB, especially in the form of providing information about studies, accommodation, advice on residence matters in accordance with the Act on the Residence of Foreign Nationals in the Czech Republic, health insurance, etc., with the aim of helping them adapt as quickly and smoothly as possible to the USB environment and everyday life in the Czech Republic. It also cooperates with the foreign police

authorities and the Department of Asylum and Migration Policy of the Ministry of the Interior of the Czech Republic, the Ministry of Foreign Affairs and the Ministry of Education, Youth and Sports in the area of residence agendas and government scholarship programmes for foreigners; communicates and cooperates with partner organisations abroad; It organises activities supporting the integration of foreigners into the USB environment and operates the EURAXESS contact centre for foreign researchers.

Before the start of the summer semester and before the start of the winter semester, orientation weeks were held for foreign exchange students to familiarise them with the university environment and help them with the most important matters related to starting their studies at our university and living in the Czech Republic. International students are in contact with the staff of the Rectorate and the staff of the international departments at the individual faculties. The Psychological Counselling Centre, which is established at the USB Faculty of Education, also provides psychological counselling for international students and employees at the University of South Bohemia. International students can also use the services of the Support Centre for Students with Special Needs if necessary.

The arrival of foreign students is facilitated by the Erasmus+ project (the EU's education programme for the period 2021–2027) and other mobility programmes. Foreign students can be supported by scholarships from faculty scholarship funds. In 2024, USB continued to support the studies of Belarusian students who were admitted to studies at USB in close connection with the situation in Belarus; one student was supported. A similar form of support was provided to 55 Ukrainian students admitted to study at USB, as they were unable to study in Ukraine or were afraid to continue their studies in Ukraine due to the current war situation.

Foreign doctoral students and researchers (post-doctoral students) are integrated quite naturally into the departments and institutes of the faculties through joint scientific and research projects carried out at the individual departments of the University of South Bohemia in České Budějovice.

The **USB Faculty of Economics** runs a doctoral programme in Economics and Management, in which academics from many countries are involved in teaching or supervising dissertations: James S. Rikoon (University of Missouri), Karl Bruckmeier (University of Porto), Christine Petr (Vannes) and many others, for example from Poland, Slovakia, France and Germany. The topics of dissertations are also set by other foreign academics. They are also invited to teach and participate in conferences and workshops and are also asked to consult with doctoral students.

The USB Faculty of Economics offers two accredited degree programmes in English: the doctoral programme in Economics and Management and the triple degree programme in Regional and European Project Management (in cooperation with UBS Lorient and WH Zwickau).

Foreign guests have also participated in important events at the Faculty of Economics, such as graduation ceremonies, matriculation ceremonies and, in particular, international conferences (e.g. Prof. Tim Smith's participation in the Inproforum 2024 conference). The International Relations Office identifies similarities in the professional profiles of visiting academics with the professional profiles of individual academic staff at the departments and develops cooperation in teaching and scientific research activities. Tangible results include, for example, articles published in collaboration with a foreign colleague.

The USB Faculty of Economics has long supported the activities of the international student club ESN USB Budweis and allows presentations of their activities in English classes, as well as the activities of the student organisation AIESEC, which is mainly focused on students of economics-oriented degree programmes. It also supports the enrolment of students in Czech degree programmes in subjects taught in English and offered to foreign students as part of short-term incoming mobility programmes.

The **USB Faculty of Arts** has achieved great success in integrating an Argentine student into the Czech environment. Among other things, he participated in a number of events for secondary school students in South Bohemia and the general public, thus contributing to the dissemination of awareness of Latin American culture.

The language and non-language departments of the **USB Faculty of Education**, which employ foreign staff, provide them with individual support in the form of integration into teaching, creative activities and the normal activities of the departments. Foreign staff also have the opportunity to use faculty apartments.

At the **USB Faculty of Science**, foreign members of the academic community are integrated into various research groups, departments and institutes, with their involvement in faculty life being ensured primarily by the staff of these departments. Thanks to the high level of language proficiency of the academic community, there are no communication problems. In addition, foreign staff offer regular and irregular courses for students of cross-border programmes, as well as for students of Czech programmes, enabling them to learn in a foreign language. The USB Faculty of Science cooperates with the Biology Centre of the Czech Academy of Sciences in sharing information about the arrival of new foreign employees, including a 'welcome guide', information on websites and mutual assistance in case of complicated residence situations. In 2024, the personnel department for foreign employees and the student affairs

office for students enrolled in regular programmes were strengthened to make support for foreign workers more effective.

The **USB Faculty of Fisheries and Water Protection** supports the integration of foreign members of the academic community into the faculty environment through an open and welcoming approach. Each foreign employee becomes part of a smaller international work team and is provided with mentoring by more experienced colleagues at the beginning of their employment.

From the outset, foreign members of the academic community are provided with conditions that facilitate their integration into both professional and everyday life. In the initial phase, the faculty's human resources officer helps them, for example, with arranging accommodation, securing health care, opening a bank account, and finding their way around the campus and the city.

The faculty offers Czech language courses to foreign employees and students. A faculty club has been set up for foreign students, which serves as a space for informal meetings and various activities, and students can apply to the faculty management for financial or organisational support. Representatives of this club have also been linked to the university student club with the aim of establishing closer cooperation.

Foreign employees can participate in a wide range of work and leisure activities organised by the faculty, which are actively offered to them, greatly facilitating their rapid and natural integration into the team. In most cases, they are accommodated in faculty facilities, which ensures daily contact with other colleagues. The faculty also actively responds to integration initiatives from the university and further mediates these opportunities to its employees.

Foreign academic staff members of the **USB Faculty of Health and Social Sciences** registered in the EGJE system are full members of the academic community, with the same rights and obligations as their Czech colleagues. They actively participate in the academic life of the faculty, attend ceremonies, selection procedures and other university activities. In the case of short-term work stays, when foreign academics are not registered in the EGJE system, their involvement depends on the nature and possibilities of the mobility programme. In 2024, there were no changes in this area at the USB Faculty of Health and Social Sciences.

Visiting staff are involved in the academic community of the **USB Faculty of Agriculture and Technology** through the host department, which ensures their integration into everyday academic life. This process includes assigning staff to a specific team where they are involved in teaching, scientific research or other professional activities in line with their specialisation. The department also provides them with support in administrative matters, such as access to academic and research materials, use of the faculty's infrastructure, and coordination of their activities with other academic and research staff.

Doctoral students from abroad and visiting academics and researchers join the teams of individual departments, which facilitates their integration. Foreign students (Erasmus+, CEEPUS, etc.) are integrated into academic life through ESN USB Budweis. For their better orientation, study documents are translated into English and all materials are available on the faculty website in English.

In addition to academic activities, visiting staff are often involved in other aspects of faculty life, such as organising conferences, seminars or workshops, thereby contributing to the development of the faculty's professional community. An important element of their integration is also active participation in meetings and projects that connect domestic and foreign academics, thereby stimulating international cooperation and knowledge exchange.

This process ensures that visiting staff are not isolated in their academic activities, but become part of a wider community, contributing to the development of the faculty and strengthening its international reputation. In 2024, nearly 33 university staff from abroad completed some form of mobility here.

In the same year, 8 foreign students enrolled in the Multifunctional Agriculture master's programme and 8 in doctoral programmes. Their integration is ensured by the International Relations Office in cooperation with supervisors, departments and existing foreign doctoral students.

## 7.4 Integration and experiences with virtual and combined mobility of students and staff

Virtual communication with foreign students took place at some USB faculties as part of teaching and as part of the Erasmus+ project, in particular Erasmus+ KA171, the so-called International Credit Mobility (ICM), when online teaching activities took place with universities (e.g. in Peru). In 2024, Erasmus+ Blended Intensive Programmes (BIP) were implemented at the Faculty of Health and Social Sciences, the Faculty of Economics and the Faculty of Arts, consisting of a physical part of the programme and a

compulsory virtual component. Students and teachers from the University of South Bohemia regularly participate in these BIPs organised by partner institutions.

In 2024, the University of South Bohemia participated in the preparation of the KreativEU (Knowledge & Creativity European University) consortium project. Part of the work on the project proposal was to update the project application and resubmit the project. In 2024, the project received a positive evaluation and was selected for funding, with the project scheduled to start on 1 January 2025. At the end of the year, preparatory work necessary for the successful launch of the project in 2025 began.

Students of the REPM study programme whose native language is not Czech learn Czech virtually (online) at the **USB Faculty of Economics** while studying in person at UBS Lorient and WH Zwickau. The lessons are provided by lecturers from our faculty. Thanks to this, students have access to high-quality lecturers and are better prepared for their stay in the Czech Republic, where they study in their second year. In the autumn, the USB Faculty of Economics organised a Blended Intensive Programme (BIP) entitled Entrepreneurship through Sustainability Lens through its International Relations Office as part of Erasmus+, in which 21 foreign students participated. Conversely, eight students from the faculty went abroad for a BIP or summer school.

Students and academic staff of the **USB Faculty of Arts** have so far implemented virtual and combined mobility rather sporadically. From 26 February to 1 March 2024, the first BIP (Blended Intensive Programme) took place at the USB Faculty of Arts as part of the Erasmus+: Strategic Partnerships TEFE A+ project. The programme had a total of 30 participants. The entire BIP teaching programme took place at the USB Faculty of Arts in a hybrid form. Students from the TESOL study programme at Aston University and other colleagues from partner TEFE universities also joined the teaching. Programme participants focused on key professional competencies, opportunities for their development and self-assessment, namely intercultural communication competence, global citizenship competence and professional teaching competence for internationalisation.

The **USB Faculty of Education** has its first experience with virtual or combined mobility of BIP students/staff for the year 2024. These types of mobility took place within the framework of new internationalisation networks (Erasmus+ KA2, Erasmus+ Mundus). Due to USB's involvement in the KreativEU alliance, these types of mobilities will be significantly supported in the coming years.

In the previous years 2022 and 2023, students and academic staff of the **USB Faculty of Theology** participated in BIPs of combined intensive programmes organised by foreign partners. BIPs offer a new format for mobility in the 2021–2027 programming period and focus on the intensive acquisition of knowledge on a specific topic in a short period of time, which is viewed positively. In the calendar year 2024, it was the USB Faculty of Theology that organised a BIP for its foreign partners. The BIP on the topic of Immigration destination EU: Europe between East and South took place from 20 to 25 May 2024 and was attended by 15 students from partner institutions KVK Klaipeda (Lithuania) and KSH München (Germany), who, together with their teachers and domestic and foreign exchange students from Italy, Turkey and Zambia, had the opportunity to learn about the topic of immigration from the perspective of social work and education through lectures, workshops, seminars and excursions, and to learn about the diversity of immigrants in the Czech Republic, as well as their personal spirituality and social life.

In 2024, students from the **USB Faculty of Health and Social Sciences** took part in week-long summer schools as part of the Erasmus BIP programme, which combines face-to-face teaching with a compulsory virtual component. This type of mobility has become very popular among students and is fully recognised. The opportunity to travel was mainly taken up by students of Nursing, Emergency Medical Services, Nutritional Therapy and Social Work.

Among the most interesting BIPs that FHSS USB students participated in in 2024 were Military Medicine organised by the Riga Medical College of the University of Latvia, Simulation and Games in Nursing Education organised by the University of Maribor, and Sustainable Production – Sustainable Environment organised by Klaipėdos Valstybinė Kolegija in Lithuania. An important part of foreign mobility programmes were also BIPs within the international SocNet98 network, in which the faculty is involved. In 2024, these programmes took place in Odense, Denmark, and Leuven, Belgium, with the participation of our students and academic staff.

The **USB Faculty of Science** has experience with combined intensive programmes (BIP). However, fully virtual mobility is not considered an ideal alternative, as it cannot fully replace the important element of personal interaction and laboratory work. These aspects are key to effective education and skills development within our educational programmes at our faculty.

The **USB Faculty of Fisheries and Water Protection** has not yet gained specific experience with the implementation of virtual or combined mobility for students and staff. In this context, however, it is important to take into account the specific nature of the fields of study, which are based primarily on practical teaching and direct work in laboratories or in the field, and therefore require the physical presence of participants.

Nevertheless, the faculty has long focused on improving the technical facilities for modern forms of teaching, including online and hybrid forms. The largest lecture hall, MEVPIS, is currently undergoing a general renovation, and its new technical equipment will fully support virtual teaching and online broadcasting. The faculty is also investing in the modernisation of study spaces and the expansion of accommodation capacities, thereby creating conditions for the wider use of combined forms of education in the future.

Academic staff at the **USB Faculty of Agriculture and Technology** continued to successfully organise the Erasmus+ programme known as BIP (Blended Intensive Programme), which focused on food production. This programme attracted students from Slovakia, Portugal and Poland. The programme was designed as a combination of physical activities carried out at the Faculty of Agriculture and Technology and online components. The experience with this blended mobility model has been positive, and the faculty plans to continue implementing it.

## 7.5 Other significant activities bolstering the internationalisation of USB activities

The University of South Bohemia in České Budějovice considers the internationalisation of educational and scientific activities to be one of its main strategic goals. In 2024, the internationalisation of degree programmes accredited in the Czech language continued. The faculties also expanded the range of subjects taught in foreign languages for incoming students (also with the support of SPSM projects). USB staff and students had the opportunity to participate in language courses organised by foreign universities or language schools. Participation in language courses (including online courses) was supported by the SPSM 2024–2025 project Support for the Internationalisation of USB. USB offers Czech language courses for foreign students (FAR, FSC), and FAR USB runs a one-year Czech language course for foreigners, which concludes with a certified exam.

In 2024, the University of South Bohemia participated in the preparation of the KreativEU (Knowledge & Creativity European University) consortium project, which had previously received the Seal of Excellence award and was selected for financial support in 2024.

In 2024, memoranda of cooperation were signed with universities in Taiwan (National Formosa University; University Academic Alliance in Taiwan), Uzbekistan (Temez State University, Karshi State University), the United States (Wilson College), Japan (Kochi University), Vietnam (University of Cuu Long), Mexico (Universidad Autónoma de San Luis Potosí), and Egypt (Nile University). Cooperation with Concordia University of Edmonton in Canada was extended.

In 2024, an ESF+ project proposal was prepared and recommended for funding. As part of the project, starting in January 2025, the creation of an EU Desk will be supported. The EU Desk will provide consulting services and procedural and administrative support in the area of European and international grant programmes to all parts of the University of South Bohemia.

The **USB Faculty of Economics** actively participated in the preparation of the KreativEU consortium of European universities project, as well as in a project led by Urgench State University (Uzbekistan). As part of this project, a University-wide inter-institutional agreement was signed at the end of 2024 and academics visited the University of South Bohemia. Furthermore, the USB Faculty of Economics is working on two international Visegrad projects focused on the preparedness of small and medium-sized enterprises in the V4 countries for stress management interventions (cooperation with Poland, Hungary and Slovakia) and on the transfer of experience within the V4 concerning the strengthening of soft skills as a key educational tool (cooperation with Armenia).

During 2024, the Department of Law of the USB Faculty of Economics also began cooperation with the Vietnamese university TDTU (a combination of online and face-to-face teaching).

In 2023, the **USB Faculty of Arts** successfully completed the prestigious Strategic Partnership project Teachers of English for Future Europe (TEFE): EU mobility and employability through the Internationalisation of Teaching Practice. This was followed by the TEFE A+ Teachers of English for Future Europe – Putting the Internationalisation of Teaching Practice into Action project (2023–2026). The project connects six European universities that are committed to the internationalisation of English teachers by sharing best practices and experiences with new and existing teachers. The TEFE A+ project aims to introduce International Teaching Practice (ITP), create international teaching placements and provide support to mentors of future English teachers. In addition to USB, the consortium members include the Universidad Pública de Navarra (Spain), Aston University (United Kingdom), Universität Passau (Germany), Eötvös Loránd University (Hungary) and Comenius University in Bratislava (Slovakia). In 2024, a series of joint workshops and project meetings were organised as part of this project. To the great satisfaction of all participants, student internships were also held at the consortium's member universities. In June 2024, the USB Faculty of Arts welcomed a delegation of academics from the



University of Morón in Argentina. The results of the cooperation to date were evaluated with representatives of the partner university, with which FAR USB has been cooperating for a long time. From 11 August to 2 September 2024, the 32nd annual traditional Summer School of Slavic Studies took place at FAR USB. A total of 46 students from Germany, Austria, France, Great Britain, Poland, Italy, Ukraine, Slovenia, China, Japan and the USA took part in the intensive Czech language course.

A key activity is the successful project application and the new involvement of the **USB Faculty of Education** and the entire university in the KreativEU European University consortium. This is a consortium of 11 universities from Czechia, Poland, Slovakia, Portugal, the Netherlands, Sweden, Italy, Bulgaria, Germany, Romania and Turkey. The universities forming the KreativEU consortium have agreed on a common goal to create a fully European university that would place the creative potential of European cultural heritage at the centre of its teaching, research and knowledge transfer. The partners have committed to long-term institutional, structural and strategic cooperation and will jointly implement an ambitious and inclusive vision of transforming the study of culture, identity, memory and heritage for the benefit of society.

Erasmus+ International Credit Mobility (KA171) – successful application for the 2023-2026 project period in 3 regions of cooperation (region 1: Western Balkans – Montenegro, Albania; region 2: Eastern countries – Armenia; region 3: Southern Mediterranean countries – Israel). In 2024, an application was also made for an international credit mobility grant to the USA (region 12), but the application was unsuccessful.

The **USB Faculty of Science** actively uses the Erasmus+ programme to support internationalisation. Thanks to bilateral agreements within the Erasmus+ KA131 programme, it has many partners across Europe and is also involved in KA171 international credit mobility. Within the KA171 projects, the faculty has obtained two ongoing projects for Senegal and Cameroon, where long-term cooperation is developing. These mobility programmes include both incoming and outgoing students and staff. The Erasmus+ KA131 programme also supports non-academic staff attending language courses. An important step was the update of the English version of the website, which provides valuable information for incoming and outgoing students and staff involved in the Erasmus+ programme. The digitisation of the Erasmus programme continues, including the electronic signing of bilateral agreements and Learning Agreements for study stays. Subsequently, the digitisation of selection procedures and other documents related to mobility within Erasmus+ projects is planned.

The **USB Faculty of Fisheries and Water Protection** is part of the AQUAEXCEL 3.0 project consortium, which aims to further support the sustainable growth of the aquaculture sector in Europe. The AQUAEXCEL project consortium is made up of leading European universities and research institutes, and the project aims to offer services and support world-class research in the field of aquaculture. The principle of these European infrastructure projects is the mutual sharing of infrastructure, on the basis of which a system of access, data sharing and article publication has been developed. The faculty and its infrastructure have achieved the status of a purpose-funded large research infrastructure of the Czech Republic (Roadmap of Large Research Infrastructures of the Czech Republic) in the field of the environment. Large research infrastructures are required to share their critical capacities with external entities, including those outside USB, especially from abroad. Due to this contractual obligation and the established cooperation with other research infrastructures, CzechGlobe and RECETOX, our faculty is already included in a large number of international consortia and participates in the preparation of many European projects. Examples include thematically related infrastructures connecting the European Research Area – Danubius – RI, CZECOS, eLTER, ELIXIR, etc. The sharing of generated data will be synchronised with the objectives of the ESFRI EOSC initiative. In addition to these activities, we are part of international consortia within projects implemented under the Interreg programme (Austria, Saxony) and other European projects, such as H2020-SFS-2020-2 (NeoGiANT), HORIZON-MSCA-2022-DN-01 (CryoStore), LIFE21-IPE-SK-Living Rivers, focused on the restoration of river ecosystems and the support of native fish populations, including the European sturgeon, and PARC – Partnership for the Assessment of Risks from Chemicals, which FFPW USB joined through the CENAKVA centre. The faculty is also a member of several international networks – AQUA-T-NET (European Thematic Network on Aquaculture, Fisheries and Water Management), EAS (European Aquaculture Society) and W.S.C.S. (World Sturgeon Conservation Society). The faculty also became a founding member of the international consortium The Global Sustainable Aquaculture Advancement Partnership (GSAAP).

Cooperation with the Food and Agriculture Organisation (FAO) of the United Nations, focused on developing countries and supporting them in ensuring sufficient food and drinking water supplies, took the form of an international workshop held on 20–26 October 2024 entitled 'Innovations in Fisheries and Aquaculture as a Key Component of Sustainable Aquafood Systems'.

As part of the implementation of the strategic plan for the internationalisation of the faculty and the CENAKVA research centre, FFPW USB has allocated CZK 335,000 in its 2024 budget, under the administration of the Vice-Dean for International Relations, for international activities related to the preparation of research projects and linking up with the European Research Area. In 2024, FFPW USB

again allocated funds to finance four central postdoctoral positions working in CENAKVA research programmes and two sabbatical positions filled by foreign experts.

DDP students organised the third annual European Aquaculture Society (EAS) student workshop from 17 to 21 November 2024 at MEVPISE in Vodňany. The aim of the workshop was to connect and build cooperation between students and young scientists – all on the initiative of FFPW USB students. Students representing various European countries (e.g. Norway, Hungary, Poland, Serbia, Greece, Croatia) gathered to discuss future EAS-SG strategies with one specific goal in mind – to connect students across Europe.

Within the HORIZON EUROPE programme, CENAKVA has become a successful partner in the AquaServ project (research infrastructure services for sustainable aquaculture, fisheries and the blue economy), which will begin in spring 2024. The aim of the project is to connect, strengthen and integrate research infrastructure capacities and, by providing transnational access (on-site/remote), to contribute significantly to improving the quality of research infrastructures. In addition to the USB Faculty of Fisheries and Water Protection, 29 other participants are involved in the project, which strengthens the project with diverse perspectives and increases the efficiency of the use of available resources and innovative ideas.

Pheno-Live, a project was submitted under the HORIZON EUROPE INFRADEV programme, in which CENAKVA/FFPW USB is involved. The main objective of the project is to develop a concept for a multi-species and multidisciplinary European research infrastructure (RI) in the field of livestock science. If accepted, the Pheno-Live project will develop plans for the management, storage and open access to large data sets and biological sample collections in accordance with FAIR rules. A total of 13 institutions from across Europe are involved in the project.

In 2024, a project of the KreativEU (Knowledge & Creativity European University) consortium of European universities was prepared in cooperation with USB. The project focuses on a shared vision of the importance of European cultural and artistic diversity as a driving force for equality, cohesion, peace and sustainability, as well as on the educational, political, economic, social and scientific aspects of development and innovation. The aim is to learn from each other and develop their unique potential, increasing the competitiveness and economic potential of different regions. If approved, the USB Faculty of Fisheries and Water Protection would contribute to cultural heritage through a planned workshop/summer school focused on the uniqueness of the man-made Třeboňsko region – a region of fish ponds.

The internationalisation of the **USB Faculty of Theology** is bolstered by regular international meetings and the sharing of research results and good practice, such as the contact group of theological faculties (Passau, České Budějovice, Linz) or representatives of philosophy programmes (České Budějovice, Budapest, Bamberg). We have also been supporting internationalisation for a long time by organising international doctoral seminars and the participation of doctoral students in trips as part of the GAJU team grant. The Faculty of Theology does not have any research projects.

Among the activities with a multiplier effect that undoubtedly strengthen the internationalisation of the USB Faculty of Health and Social Sciences is membership in international professional organisations. The faculty is a member of the following international professional organisations:

- European Association of Schools of Social Work (EASSW)
- European Network of Universities/Schools of Social Work (SocNet98)
- Childwatch International
- Udine-C Network: Understanding Development Issues in Nurse Educator Careers
- European Transcultural Nursing Association (ETNA)
- European Violence in Psychiatry Research Group (EViPRG)
- International Association for Human Caring (IAHC)
- Multidisciplinary European Low Dose Initiative (MELODI) – network of institutions engaged in radiation protection research
- European Federation of the Associations of Dietitians (EFAD)
- European Association of Centres of Medical Ethics (EACME)
- European Network of Physiotherapy in Higher Education (ENPHE)
- Social Sciences and Humanities in Ionising Radiation Research (SHARE) – network of institutions engaged in research into the social, psychological and ethical aspects of radiation protection

In 2024, the faculty actively participated in international projects focused on innovation in education and professional practice.

The Department of Nursing, Midwifery and Emergency Care, in cooperation with Tartu Health Care College (Estonia), implemented a project under the Erasmus+ KA2 programme aimed at improving knowledge and practical skills in first aid and the use of automated external defibrillators (AEDs) for adults living in rural areas of Estonia and the Czech Republic.

The Department of Nursing, Midwifery and Emergency Care, in cooperation with Akdeniz University (Turkey) and partners from Romania and Finland, is participating in the project Enhancing Practices and Strengthening Core Competencies in Disaster Nursing through the Learning Hub (Erasmus+ KA2). The project focuses on developing key skills in disaster nursing using modern educational tools, including augmented and virtual reality (AR/VR) technologies.

The Department of Social and Special Education Sciences is part of an international consortium in the Youth for Europe / YOUROPE project, supported by the Horizon programme. The aim of the project is to strengthen the civic participation of young people and the inclusiveness of democratic processes in Europe, with a particular focus on the involvement of under-represented youth groups. The project supports the active involvement of young citizens in the development of policies that meet their needs and perspectives.

The **USB Faculty of Agriculture and Technology** actively developed international cooperation through contacts established thanks to participation in international projects such as H2020 NextFood and ERASMUS+ KA171, as well as through contacts mediated by the International Relations Office of the University of South Bohemia Rectorate. It has been involved in a number of University-wide activities focused on internationalisation, for example, in the form of academic trips to countries such as the Republic of Korea, Vietnam, the USA, Austria, Germany and Romania, and has also implemented credit mobility within the Erasmus+ programme (e.g. AFU Rampur, Nepal). The faculty also drew on cooperation within professional networks such as Agroecology Europe and ENOAT, and maintained regular contact with foreign partners. Foreign doctoral students studying at the faculty and having links to research and academic institutions in their home countries, such as Vietnam, Rwanda and Nigeria, also made a significant contribution to the development of international relations.

## 8 Research, development, artistic and other creative activities

### 8.1 Measures taken to strengthen the links between creative activities and educational activities

The University of South Bohemia routinely and continuously involves students of all levels and forms of study in research activities, particularly through qualification theses, where the topics of these theses often reflect the research focus of the relevant supervisors and thus respond, among other things, to the latest scientific findings. At the doctoral and master's level, this connection also takes place through work at research centres or projects of the USB Grant Agency. The scientific activity of many teachers is also directly reflected in their teaching, into which they bring not only their research topics and results, but also the current state of knowledge. Other ways of linking creative and educational activities include, for example, student participation in the SVOC competition, scientific conferences, scientific projects or internships abroad. Gifted students also participate in the organisation of popularisation events, which allows them to further develop their skills in the field of transferring knowledge gained through study and their own scientific work.

The **USB Faculty of Economics** organises an annual SVOC competition for students of bachelor's, master's and doctoral degree programmes. In 2024, when the 18th edition of the competition took place, 52 competition entries were submitted by 53 students from bachelor's and master's degree programmes. In the non-competitive section for doctoral students, three doctoral students presented the methodological foundations of their dissertations to a panel of experts.

The **USB Faculty of Arts** emphasises the connection between creative activity and educational activity and ensures that students are involved in the faculty's research activities. In this regard, it ensures the quality of study and sufficient space for teachers to teach topics that they research and that form the basis of their research activities. They thus shape their teaching activities according to their scientific focus and current research tasks, to which the topics of qualification theses are then adapted. Another motivating factor for students in their theses is the annual Dean's Award for outstanding diploma theses. In 2024, this award was presented to Jan Schwarz for his diploma thesis *Silent Preachers, Eloquent Confessors*. Creating an image of a Baroque saint in the allegorical language of St. John's celebrations, defended at the Historical Institute of the Faculty of Arts, USB. Another activity that involves intensive collaboration between teachers and students of doctoral and follow-up master's programmes is the coordination and administrative support of students in submitting projects to the Grant Agency of the University of South Bohemia. Students of all doctoral degree programmes are also involved in other research activities taking place at the Faculty of Arts, USB, and are part of research teams. The practical component of their preparation and the opportunity to take advantage of the international mobility programmes offered by the faculty are also important for their future employment.

The **USB Faculty of Education** continuously innovates its accredited degree programmes with the aim of systematically linking creative and educational activities. The results of research, especially from applied projects such as TA CR, Erasmus+ and GA CR, are directly incorporated into teaching and serve to enrich and update it. These projects focus, for example, on the development of teachers' professional competences, computational thinking, support for pupils with specific educational needs, environmental education and innovative methods of teaching evaluation and reflection. The significant connection between creative and educational activities is also evident in doctoral degree programmes focused on educational psychology, the didactics of natural sciences and technical subjects, and STEM, whose main objective is educational research. The faculty has established rules and criteria for evaluating both activities and their interconnection, which are evaluated annually. At the department level, consultations are held regularly to analyse this interconnection and explore possibilities for its further development.

Research project investigators can assign partial research tasks as topics for qualification theses. Students are then part of research teams. Students of bachelor's and master's programmes at the **USB Faculty of Science** who excel in their studies and are actively involved in research activities are rewarded with a special scholarship for outstanding results in their studies and research. These talented students also participate in teaching selected courses within the framework of continuing education and popularisation events, which allows them to further develop their skills in the field of transferring knowledge gained through study and their own scientific work. Since 2024, doctoral students have, in most cases, been accepted as members of grant project research teams. This form of involvement allows them to actively familiarise themselves with the entire grant process cycle – from the preparation and submission of project applications, through the organisational and financial management of grants, to the dissemination of results. Students participate in the presentation of outputs in the form of

conference contributions and professional articles published in international peer-reviewed and impact journals, thereby gaining valuable experience for their future academic or research careers.

At the bachelor's and master's levels, the connection between creative and educational activities is ensured by the fact that the teachers at the **USB Faculty of Fisheries and Water Protection** are, with virtually no exceptions, active scientists. Most of them also teach subjects related to their research focus. Knowledge from scientific activities is thus directly reflected in the teaching of relevant subjects. Another link is the topics of final qualification theses, which are based on the needs of projects carried out at the faculty. Doctoral students work directly in research laboratories, where, in addition to working on their dissertation topics, they are also involved in other research activities of the relevant laboratory (or cooperating laboratories). Students in bachelor's and master's degree programmes are motivated to participate in the work of research laboratories beyond the scope of their final theses by the fact that significant student activity at FFPW USB workplaces is one of the main criteria for evaluating applications for the allocation of so-called special scholarships for gifted students. The faculty also strives to make maximum use of subsidy programmes designed to link educational and creative activities, which de facto encourages students to participate in these activities. The link between creative and educational activities is also evident in the fact that 60% of the FFPW USB budget is allocated to research and creative activities. A subject (activity) called 'Semester Project' has also been introduced into the study plans of bachelor's and master's degree programmes, in which students, by participating in the research activities of the faculty's laboratories beyond the scope of their final thesis, also solve partial tasks for which they receive credits upon successful completion. A new feature of the faculty are the so-called projects with CSOB, which are also intended for DDP students focusing on society-wide topics, and for which the faculty has been receiving CZK 1 million per year from CSOB since 2024.

Implementation of the results of research by the **USB Faculty of Health and Social Sciences** into the educational process: in 2024, the results of a research project funded by AZV Safety of Drug Administration by Nurses in Selected Hospital Wards were implemented into the subject Nursing Procedures in the General Nursing study programme. This implementation of the results will contribute to better preparation of future nurses in the process of administering medication.

As part of the AZV research project in 2024, an intervention programme entitled Proper Hand Washing Technique and Proper Tooth Brushing Technique was created, which will be implemented in the teaching of Paediatric Nursing.

The **USB Faculty of Agriculture and Technology** has long focused on conducting applied research and transferring it into practical education. To this end, in 2024, for example, applications were prepared for the accreditation of two new professionally oriented bachelor's degree programmes, which draw heavily on the research cooperation between FAT USB and businesses. All research conducted at the Faculty of Agriculture and Technology is linked to accredited degree programmes and is thus directly reflected in their content. The research activities have already produced a number of outputs that are used directly in teaching students. Doctoral students in particular are involved in the research projects, but also talented students in bachelor's and master's degree programmes. Many of the topics of qualification theses are directly related to research projects at FAT USB.

## 8.2 Involvement of students in creative activities

The dominant way in which students in bachelor's and (follow-up) master's degree programmes are involved in creative activities is through their theses. These theses often reflect the research focus of their supervisors, including their current grant projects. It is not uncommon for the chosen topic of a thesis to be so new and innovative that, after completion, it is further developed into a published scientific article. Students also participate in the SVOC competition or have the opportunity to participate in scientific projects carried out at the faculties (often with the possibility of financial remuneration). Talented master's students are also involved in projects of the USB Grant Agency. Many students also participate in scientific competitions or conferences at this stage of their studies.

In 2024, students of the **USB Faculty of Economics** participated in GAJU team projects, developed their creative activities within the SVOC competition and also through assigned bachelor's and master's theses.

The outputs of undergraduate studies (graduation and bachelor's theses) are oriented towards the research activities of the staff of the **USB Faculty of Arts**. Promising students of follow-up master's programmes are also involved in the activities of the USB Grant Agency project teams (the Institute of History, the Institute of Archival Science and PVH, the Institute of Romance Studies, the Institute of Czech Studies and the Institute of Archaeology are involved in the projects). The Institute of Archaeology offers students a special form of field teaching and student practice thanks to its research and teaching centre in Karlův Hrádek u Purkarc, where students have the opportunity to carry out specialised analyses.



Students are also encouraged to actively participate in student conferences and competitions. In 2024, doctoral students in the field of Theory and History of Modern Czech Literature actively participated, for example, in the Doctoral Conference in Třešť on September 9–11, 2024, and in the conference The Work of Arthur Conan Doyle in the Context of Czechoslovak Pop Culture in České Budějovice on June 19–20, 2024. Students of Romance Languages presented their contributions, for example, at the International Linguistic and Literary Conference in Ostrava on May 9–10, 2024. Students of Romance Languages presented their contributions, for example, at the International Linguistic and Literary Conference in Ostrava on May 9–10, 2024, and at the Visegrad Doctoral School in Poland on September 26–27, 2024. Doctoral students in Archaeology also participated extensively in conferences, mainly international ones, such as the 30th Annual Meeting of the European Association of Archaeologists (EAA) in Rome on September 28–30, 2024, or The tenth doctoral meeting of the Bibracte European School of Protohistory (EEPb) in Bibracte, France, on March 14–16, 2024. 8, 2024, or at the conference The tenth doctoral meeting of the Bibracte European School of Protohistory (EEPb) in Bibracte, France, on 14–16 March 2024. Students of the doctoral programme in Czech History also presented their contributions, e.g., at the conference Interdisciplinary Research on Early Modern European Society – Methodology and Research Trends in Poland on 4–8 November 2024.

In 2024, students once again successfully represented the faculty in several competitions, such as the Schreiebreich literary competition, in which Michaela Grubnerová, a second-year student in the German Language and Literature bachelor's programme, took fourth place in the long text category, or Mgr. Denisa Michalinová, a graduate of the Art History and Visual Studies programme, who won the competition for the best thesis in the field of humanities and social sciences organised by the Academia publishing house.

In 2024, the **USB Faculty of Education** continued to work on four team and two individual GA USB projects, in which master's and doctoral students are involved as members of research teams. Students also participate in the research activities of departments, particularly in their theses, and the faculty recognises their outstanding results with the Dean's Award for exceptionally successful qualification theses.

The USB Faculty of Education provides targeted and long-term support to talented students in bachelor's and master's degree programmes, including support for their participation in popularisation or application projects and student competitions. In 2024, for example, students and their teachers carried out projects to popularise science (Physics and Technology on the Cable Car, Workshop Carousel, Adventures with Technology, Science in the Countryside, Geocircus, Jobity), organised exhibitions (Franz Kafka and South Bohemia exhibition) and were also successful in student scientific activities (Mgr. Vojtěch Míka, who won a national competition for qualification theses in physics didactics).

Most of the qualification theses at the **USB Faculty of Science** are research-oriented, which means that supervisors are motivated to support science-focused work. Students have the opportunity to earn extra income by participating in scientific projects carried out at the faculty or in cooperating institutions. In addition, an internal Student Grant Agency is available to students, which allows them to obtain funding for their own research. If students come up with new and significant findings while working on these projects or writing their theses, they are invited to become co-authors of scientific publications.

Most students at the **USB Faculty of Fisheries and Water Protection** have been involved in creative activities through the topics of their final theses, which are based on the needs of the projects being solved. Students with good academic results are motivated by the opportunity to obtain a special scholarship for gifted students by participating in the research activities of the laboratory beyond the scope of their final thesis. Students can also participate in the research activities of the faculty's laboratories and workplaces through short-term employment contracts (DPP) or through semester projects. One of the conditions for working on projects with CSOB (see Chapter 8.1.) is the involvement of students from BDP, CMDP or secondary schools.

Students of bachelor's and master's degree programmes at the USB Faculty of Health and Social Sciences actively participate in research projects funded by TA CR, AZV and internal grant competitions. They participate in data collection and the implementation of intervention programmes.

Students of the **USB Faculty of Agriculture and Technology** are involved in creative activities, especially when working on their qualification theses. They obtain data on assigned topics by working on research tasks at the workplace, which are largely fulfilled through projects. These may be projects of national or international support providers. Most often, students in bachelor's and master's degree programmes are involved in research activities within the framework of team or individual GA USB projects. In 2024, these students were involved in four GA USB team projects.

### 8.3 Earmarked funds for research, development and innovation

In 2024, the University of South Bohemia in České Budějovice received special-purpose funds for science and research totalling CZK 361.884 million, of which CZK 336.584 million were current funds and CZK 25,300 thousand were capital resources. Of the total funds for research and development, CZK 313.732 million was spent directly by USB in 2024. USB then issued CZK 39.246 million to co-researchers.

### 8.4 Support for doctoral students and postdoctoral researchers

The University of South Bohemia in České Budějovice greatly values its doctoral and postdoctoral students. In general, DDP students can set up individual study plans, interrupt their studies for reasons of parenthood or health problems, and this time is not counted towards the length of their studies. A childcare group is also available to all students and employees. DDP students must spend a certain amount of time at a foreign institution at a number of faculties, with financial support from faculty funds, Erasmus+ mobility programmes or through their supervisors' research projects. Supervisors also help these students find the most suitable institution to advance their professional development. Supervisors also often help their DDP students to obtain postdoctoral positions abroad or provide practical mentoring in the field of scientific life and customs. One of the most important forms of support for DDP students are USB grant competitions, i.e. USB Grant Agency competitions at the University level and faculty grant competitions.

Faculties advertise postdoctoral positions, and four such positions are also advertised by USB as a whole. The condition for these competitions is usually that applicants come to USB from outside the university, in an effort to limit inbreeding, enrich research at USB with new topics, and also attract Czech scientists from abroad back to the Czech Republic. Foreign doctoral and postdoctoral students can use the services of the office for support for foreign workers. In addition, the International Relations Office of the USB Rectorate and the international offices of individual faculties offer support to students who want to go abroad. The faculties also offer support to doctoral students and postdoctoral staff applying for grants, as well as to talented young academics in their efforts to obtain habilitation.

A completely new element at USB in relation to doctoral students is the establishment of the USB School of Doctoral Studies (SDS). Although SDS was formally launched on 1 February 2025, throughout 2024 there were fundamental discussions about its purpose, form and content at various university committees. The SDS is primarily intended as a tool for improving the quality of doctoral studies at USB. We want to achieve this, among other things, by formulating a university strategy for the development of DDP at USB, aiming to improve the quality of education and contribute to the transparency and efficiency of doctoral study processes at USB, supporting innovation and interdisciplinarity in the preparation and development of doctoral degree programmes, setting the basic framework for doctoral study at USB, including the formulation of quality standards on which faculty regulations concerning doctoral degree programmes will be based, developing tools to improve the position of doctoral students at USB, including support for their social inclusion and work-life balance, provide educational and support activities for students (beyond their existing degree programmes) and supervisors, and monitor the impact of doctoral studies on the career growth of graduates and track their results. Formally, the SDS is managed by a director who reports directly to the rector. The executive body is the SDS Board, consisting of the director, several vice-rectors, representatives of faculties, students and the Czech Academy of Sciences.

In 2024, the **USB Faculty of Economics** focused on supporting young scientists, for example, by motivating them to participate in research projects, offering them opportunities to study abroad, and providing targeted guidance to prepare them for future habilitation procedures.

At the end of 2024, the **USB Faculty of Arts** successfully completed two team projects to support doctoral studies within the framework of the University of South Bohemia Grant Agency: project reg. no. 095/2022/H Increasing the theoretical and methodological competences of doctoral students in historical sciences, principal investigator Prof. PhDr. Václav Bůžek, CSc., and project reg. no. 132/2022/H Interpretation Strategies and Discourse Analysis through Computational Tools, principal investigator Prof. PaedDr. Vladimír Papoušek, CSc. In 2024, two individual student projects were also accepted for implementation within the GA USB.

Doctoral students also participate in the activities of three faculty research centres: The Habsburgs in the History of the Czech Lands in the Early Modern Period, the Centre for Research in Modern Czech Literature and Literary Theory, and Theory, Methods and Models in Contemporary Linguistic Research.

The faculty also offers doctoral and master's students the opportunity to apply for a grant for the publication of a monograph within the internal competition of the Grant Agency of the Faculty of Arts, USB. This competition also allows post-doctoral staff to apply for support for an extraordinary short-term

research stay or participation in an international conference, which can contribute to their career and scientific development.

The USB Faculty of Arts traditionally organises summer schools, the main aim of which is to actively involve students in practical activities related to their studies and to present new trends in individual fields with the participation of domestic and foreign experts. In September 2024, for example, a summer archaeology school was held in Traunkirchen, during which students from the Archaeological Institute of FAR USB and students from the Institut für Archäologien of the University of Innsbruck conducted joint exploratory research into a prehistoric and medieval polycultural hilltop settlement on the Johannesberg hill in the village of Traunkirchen.

The faculty also provides social support to doctoral students and post-doctoral staff (flexible rules allowing for interruption of studies due to parenthood or long-term illness). Doctoral students are also motivated by the possibility of receiving, in addition to their regular scholarship, a one-off scholarship of up to CZK 20,000 for the above-standard presentation of their work (participation in an international conference, publication or teaching) upon the recommendation of the chair of the subject council.

The **USB Faculty of Education** actively supports its doctoral students through a range of measures. These include recognition of publications and other creative outputs, support for professional development (e.g. through membership in professional societies), mentoring, and flexible work arrangements during the academic year. These measures help to better balance study or research commitments with personal life, for example, when planning trips. The faculty also makes ongoing use of university programmes to support postdoctoral positions and mobility, with a particular emphasis on the qualification growth needs of young academics.

For doctoral students who decide to start a family during their studies, the time spent on parental leave at the **USB Faculty of Science** is not counted as a break in their studies. If they decide not to interrupt their studies, the SP field council accommodates them in adjusting their study plans. Students who are actively involved in the organisational and educational activities of the departments are awarded a special one-off scholarship twice a year.

Doctoral students are also supported in their compulsory internships from several sources (Faculty of Science foreign mobility, SPSM project, GAJU team projects). PhD students are now also actively involved in short-term PhD stays lasting 5–30 days, which are supported by the Erasmus+ programme.

Employees in postdoctoral positions can take advantage of the possibility of placing their children in the USB Kvítek children's group or apply for a contribution to childcare (known as 'jeslovné').

Foreign students and postdoctoral researchers can use the services of the office for support for foreign workers and students. This office focuses on helping with preparations before travelling to the Czech Republic as well as providing assistance after arrival.

DDP students were supported by income in addition to scholarships from the Ministry of Education, Youth and Sports. Doctoral students at the **USB Faculty of Fisheries and Water Protection** received regular bonus scholarships for participating in team and individual GA USB projects, or increased wages for participating in other scientific projects. Students can take advantage of the opportunity to increase their regular scholarship for the two best first-author publications in journals indexed on Web of Science, if these are related to their research topic. In this way, students can earn up to CZK 6,000 per month (Dean's Ordinance No. 7/2023). Doctoral students and postdoctoral researchers are fully eligible for other incentive tools at the faculty, including a one-off reward for achieved outputs (updated Dean's Ordinance No. 18/2024) and the Dean's Award for Extraordinary Activities (Dean's Ordinance No. 1/2022). During their studies, DDP students must also spend a prescribed period of time at a foreign institution in connection with their studies. For these purposes, there are various sources of financial coverage at the faculty, and opportunities for foreign mobility are regularly offered to students and other employees and are widely used. In 2024, three postdoctoral students were supported from the extraordinary LCDRO funds of the Rectorate and four others were supported from the CENAKVA centre budget. All of them were employees originally from outside FFPW USB.

Doctoral and postdoctoral students had access to the faculty's infrastructure for their research activities, accommodation in the faculty's accommodation facilities in Vodňany, and, in the case of foreign students, assistance in arranging their stays and visas in the Czech Republic. Postdoctoral staff are encouraged to go on internships at foreign institutions for a minimum of six months. As such, they have the opportunity to return to FFPW USB without a selection procedure on a full-time basis with a fixed-term contract of at least one year, and the best ones can even obtain a permanent position (Dean's Ordinance No. 15/2023). Project support for their applications is a matter of course and is also available to foreign nationals considering joining FFPW USB.

At the end of 2024, a partnership agreement was concluded with Československá obchodní banka, a. s. The aim of the agreement is to commit both parties to strive for the cultivation and improvement of the environment and sustainable behaviour in various areas of human activity. It includes a new project

scheme through which successful teams of doctoral and postdoctoral students can obtain funds for the development of their projects focused on sustainability and social development.

The **USB Faculty of Theology** involves doctoral and postdoctoral students in research grant projects and supports stays abroad from project and institutional funds.

Early-career researchers at the **USB Faculty of Health and Social Sciences** are supported by internal research projects, which are usually led by experienced researchers with the active involvement of young scientists. This system allows early-career researchers to gain practical research experience, develop methodological skills and prepare for independent scientific work.

Employees returning from maternity or parental leave are fully supported to ensure a smooth and flexible return to work.

Gradual return – employees can return to part-time work, which is gradually increased according to their needs and possibilities. This approach allows for a smooth adaptation to work duties while taking into account the demands of childcare.

Respect for individual needs – when creating the teaching schedule and distributing work responsibilities, the faculty strives to accommodate the requirements of employees as much as possible so that they can effectively combine work and family commitments. Researchers can also gradually become involved in scientific activities, with the faculty providing flexible conditions for participation in research projects, professional conferences and publishing activities.

Option to work outside the workplace – where the nature of the work allows, the faculty offers the option of working from home or flexible working hours so that parents can organise their time effectively. Mentoring and administrative support – the return is facilitated by department heads and colleagues who provide methodological and administrative assistance in re-engaging in teaching, research and other academic activities.

This system allows employees to seamlessly continue their professional and teaching careers without compromising childcare. The faculty thus supports and creates an environment that enables an effective return to academia.

Doctoral students at the **USB Faculty of Agriculture and Technology** are involved in their own projects within the University of South Bohemia Grant Agency and also participate in other projects within the workplace and their own qualification work. Some are employed at the faculty as assistants. In 2024, four researchers and one co-researcher were supported within the framework of individual GA USB projects, and students also participated in four team projects. Some DPS graduates work at the faculty as research assistants and participate in projects as full members of research teams. All these students and employees have access to the entire workplace infrastructure, which they can use independently or under the guidance of a trained responsible employee. High-quality students are awarded special scholarships for their professional activities and for high-quality publications as part of annual rewards. Rewards for publications also apply to employees in post-doctoral positions, who participate extensively each year. Furthermore, these employees and students are motivated by the opportunity to undertake domestic or foreign internships as part of mobility projects or established collaborations, thanks to which they can verify their knowledge at other facilities, both scientific and practical. If necessary, students can take advantage of the option to individually adjust their study plans according to their current needs. Employees can then take advantage of the option to work remotely, allowing them to better balance their work and family responsibilities. FAT USB also plans to participate in return projects, which are planned at USB for 2025.

## 8.5 Cooperation with the application sphere on the creation and transfer of innovations and their commercialisation

All faculties, depending on their focus, cooperate with regional partners of various kinds, whether they are health and social care facilities, state administration, state institutions such as the National Heritage Institute, other institutions such as museums, libraries or local action groups or businesses. This cooperation takes place in a variety of ways: through contractual research, cooperation within research projects, e.g. the Technology Agency of the Czech Republic, or licensing the results of its own applied research. A significant part of this cooperation takes place thanks to the services of the USB Technology Transfer Office (hereinafter TTO). Among other things, this office offers services for mediating the commercialisation of USB research results, legal services, mediating intellectual property protection, and monitoring important deadlines for intellectual property protection. In recent years, the development of commercialisation has been supported, among other things, by the implementation of a project by the Technology Agency of the Czech Republic to develop so-called proof-of-concept activities. In 2024, USB succeeded in obtaining the TA CR Sigma project, under which TTO announces internal competitions to

support these proof-of-concept activities. In connection with newly generated R&D results, contacts are continuously being established with business entities and potential investors. In 2024, a second spin-off company with USB participation was established in the field of monitoring bark beetle damage to trees. In many cases, the application sphere also cooperates with USB in educational activities, e.g. by participating in teaching. In addition, TTO publishes its own teaching materials, which further contribute to raising awareness of the importance of applied research, innovation and their commercialisation.

At the **USB Faculty of Economics**, scientific research is focused primarily on practical applications. Research projects are often carried out in cooperation with institutions and companies that are actively involved in the creation of specific outputs. This cooperation includes local action groups, service providers and manufacturing companies.

In 2024, the following projects focused on practical applications were carried out:

- TS01010120 The impact of energy price changes on consumer behaviour in the Czech Republic /2024-2026, doc. RNDr. Zuzana Dvořáková Líšková, Ph.D.
- TQ01000323 Innovative public procurement in the field of SMART CITY solutions /2023-2026, doc. RNDr. Zuzana Dvořáková Líšková, Ph.D.
- ID22410040 Improving soft skills for the 21st century in career counselling: Transfer of V4 experience /2024 – 2025, Ing. Alena Čarvašová, Ph.D.
- ID22310003 Readiness of small and medium-sized enterprises in V4 for stress management interventions /2023 – 2024, Ing. Markéta Kocourková, Ph.D.
- Furthermore, in 2024, the faculty obtained a licence based on the results of the TA CR GAMA TP01010019 project - sub-project TA CR GAMA PP1 Verification of an innovative technical means for the effective handling and transport of piece shipments /2020-2022 Ing. Radek Toušek, Ph.D.

The facilities of the **USB Faculty of Arts** cooperate with institutions in the South Bohemian Region, particularly in the area of current trends in the conservation of historical artefacts and monument preservation: the subject of Monument Preservation is taught by staff from the National Heritage Institute (České Budějovice regional office); employees of the State Regional Archives in Třeboň and the State District Archives in České Budějovice participate in teaching in the bachelor's and master's degree programmes in Archival Studies; There is also close cooperation with museums, in particular the Hussite Museum in Tábor, the West Bohemian Museum in Plzeň and the South Bohemian Museum in České Budějovice. Teaching in the field of Czech Studies is also provided in cooperation with, for example, the South Bohemian Research Library and the main media outlets in the region (regional daily newspapers, Czech Radio České Budějovice, regional television). The Institute of Art and Culture also cooperates with these partners and, together with the Aleš South Bohemian Gallery in Hluboká nad Vltavou, prepares lecture series for students and the wider professional public. The Institute of English Studies cooperates with publishers, where the results of students from translation seminars are applied. The Department of Romance Studies provides students with contact with domestic and foreign professional entities, which are also part of the teaching process (the Czech Centre in Paris, law and translation agencies, and freelance translators). Representatives of secondary school management are active members of degree programme boards focused on teaching.

Faculty staff are increasingly applying for projects with future application potential and research results, e.g. TA CR, OP JAK, etc.

The **USB Faculty of Education** cooperates with the commercial sector and public administration on the basis of cooperation agreements or contractual research. It cooperates intensively with state administration (especially the Ministry of Education, Youth and Sports, the Czech School Inspectorate, and the National Pedagogical Institute) on conceptual or research topics (mainly in the form of contractual research, research contracts, TA CR and GA CR projects, expert involvement of academic staff, etc.).

The **USB Faculty of Science** is involved in several projects that develop cooperation with the commercial sector, for example in the NCK/TA CR programmes, NPO/TA CR, Application 6/OP PIK, Application 8/OP PIK, OP TAK, OP JAK, TA CR, Earth/NAZV, and Environment/EEA and Norway Grants, with the aim of cooperating with the commercial sphere in areas that are suitable for commercialisation and for which there is real demand. In 2024, faculty staff also participated in sub-projects within the Development of Proof-of-Concept Activities at the University of South Bohemia/TA CR project. This resulted in several patents, utility models and functional samples. Cooperation in the field of biomedicine is developing in the spin-off company BioCanim, which focuses on research into potential new drugs effective against certain types of cancer. Further cooperation is also developing outside existing grant projects, e.g. with the company Viscofan.

The faculty cooperates intensively with the USB Technology Transfer Office on knowledge transfer and commercialisation and, as part of this cooperation, has successfully introduced the so-called Café with TTO, which is an informal meeting of scientists engaged in applied research with TTO staff, where all the



latest news is presented and issues related to applied research and commercialisation are discussed. On 19 December 2024, a seminar for TTO employees was held at the Faculty of Science under the auspices of the Vice-Dean for Development, where employees were introduced to the issue of commercialisation of research results. In cooperation with TTO, several meetings were held with potential investors, with whom there is great potential for further development of cooperation.

In 2024, the **USB Faculty of Fisheries and Water Protection** continued its long-term trend of cooperation in the creation and transfer of innovations and their commercialisation through contractual research contracts, licensing of already achieved results and applied projects in which representatives of the application sphere were included as partners (e.g. NAZV projects, OP Fisheries, TA CR, etc.). The main objective of these activities was to develop innovations, technologies, methodologies, prototypes, etc., and to use them directly in partner organisations from the application sphere. Vertical transfer of information into practice was also ensured through the faculty's own R&D outputs (publications, books, methodologies, technologies, etc.) and by organising professional conferences and seminars for experts from the application sphere. Cooperation with fisheries companies continued to deepen through the sharing of good practices related to targeted research and innovation in teaching. Contract research is always negotiated with the aim of solving specific and current issues in practice. The faculty focuses on contract research orders with higher added value, i.e. long-term orders with socio-economic benefits. Interest in the services provided by the faculty is also supported by its status as an official large research infrastructure located on the Czech Republic's Roadmap.

In 2024, contractual research was carried out in a total amount exceeding CZK 3 million. The largest group of contracts concerned chemical analyses of various matrices (sludge, water, fish, passive samplers, activated carbon filters) for other companies involved in drinking water treatment and wastewater treatment, as well as surface and groundwater pollution in general (e.g. national companies such as the South Bohemian Water Supply Association, Pražské vodovody a kanalizace a.s., Český hydrometeorologický ústav and Povodí Labe s.p., but also foreign partners – the international consulting group COWI A/S, Slovak University of Technology and Swedish University) in a total amount of over CZK 1.5 million. The second largest group of activities were tests of the utility of common carp and tench at Klatovské rybářství a.s., Rybářství Třeboň a.s., Rybářství Nové Hrady s.r.o. and Rybářství Hluboká cz s.r.o. in a total amount exceeding three-quarters of a million Czech crowns, and various forms of environmental monitoring for the Czech Hydrometeorological Institute, the Czech Fishing Union, z.s. and other companies and research institutions in a total amount of almost half a million Czech crowns. The annual revenue from sturgeon caviar cosmetics, including licence fees, amounted to over half a million Czech crowns.

Cooperation with the application sphere takes place at the **USB Faculty of Theology**, both at the level of developing theoretical principles and results (real and anticipated): e.g. the membership of lecturer Dan Novotný, Ph.D., in the ethics committee in the field of technology and health. Dr. Novotný also participates in: The Snow Initiative.

The results of research projects at the **USB Faculty of Health and Social Sciences** are transferred into practice through cooperation with application guarantors, consultations with state administration and educational programmes for experts and the public.

Typical users of the results and cooperation:

Social and health service providers – The Support for Informal Caregivers project is used by organisations such as LEDAX, ARPIDA, Autis Centrum and St. Margaret's Home Hospice. The outputs, including virtual reality, are applied in home care and caregiver support groups.

Comprehensive cardiovascular centres – Based on the results of the SURHYB study, the approach to the treatment of atrial fibrillation has been modified. The research contributes to improving clinical practice and reducing the number of hospitalisations.

Educational institutions – The results of the project 'The Role of Nurses in a Pandemic' are used in the education of future healthcare professionals, especially in the areas of barrier care and crisis management.

This system of transferring results contributes to the effectiveness of the services provided and to improving the quality of life of the target groups.

The project Quality and Sustainability of the Body Part Donation Programme in the Czech Republic addresses the psychosocial and ethical issues of assisted reproduction and organ donation. The results contribute to the professional debate on legislative and ethical aspects, including financial compensation for donors. The research combines medicine, psychology, ethics and law and reflects on issues of accessibility of modern reproductive technologies.

Thanks to its focus, the **USB Faculty of Agriculture and Technology** has established close relationships with institutions and organisations in the application sphere. As these companies are directly involved in

a number of projects as principal investigators or co-investigators, many outputs are generated that are used either directly by the partner involved or on the basis of contractual relationships. In 2024, the Faculty of Agriculture and Technology participated as the main researcher or co-researcher in 11 TA CR projects (8 national and 3 international – 2 in the Delta 2 programme and 1 in the Epsilon programme, AquaticPollutants Call 2020), 9 NAZV projects and 1 MPO project. With the help of a patent attorney and the Technology Transfer Office, 8 new utility models were registered with the Industrial Property Office in 2024, which are used by companies that were directly involved in their creation. In addition, 1 functional sample of a control and management system for growing plants in indoor conditions was created. At the same time, the faculty earned nearly CZK 40,000 from the sale of licences in 2024.

## 8.6 Support for horizontal (cross-sector) mobility of students and academic staff, development of competencies for innovative entrepreneurship

The USB Technology Transfer Office (TTO) provides a course on intellectual property protection, which is open to all USB students and aims to familiarise students with the basics of intellectual property and copyright, its protection, commercialisation, technology transfer, licensing, the establishment of start-ups and spin-off companies, and the protection of intellectual property at USB. In this regard, TTO also publishes its own teaching materials, which further contribute to raising awareness of the importance of applied research, innovation and their commercialisation. The latest such material is a handbook entitled 'Spin-off trend of today', which can be downloaded free of charge from the TTO website.

Every year, the **USB Faculty of Economics**, together with the University of West Bohemia, organises an inter-university competition for enterprising students and graduates of selected universities. As part of the competition, at least five workshops are held at each university, led by experts on specific topics (marketing for start-up entrepreneurs, how to put together a business model, financial security for a project, how to sell an idea to an investor, legal aspects of entrepreneurship, etc.). The Invest Day 2024 final took place on 27 May 2024. The winner of this year's competition was the Destinisco business project by Filip Kouba from the University of West Bohemia. Second place went to the Captures project by Vít Bareš and Marek Pinc from the University of South Bohemia. Third place went to Lukáš Doubek's Ořechová zásilka (Walnut Delivery) from the University of South Bohemia.

The Faculty of Economics offers courses that promote entrepreneurship, such as Company 1, Company 2, and Entrepreneurship Support, which also involve entrepreneurs through excursions and expert lectures.

Inproforum is a traditional international conference of the USB Faculty of Economics, which focuses on research results in the field of innovation, enterprises, regions and organisations. In 2024, it focused on the topic of Entrepreneurship for Sustainability.

The educational and research focus of the **USB Faculty of Arts** is not particularly compatible with the development of these competences. The USB Faculty of Arts supports cross-sector mobility of students mainly in the form of professional internships and work experience with some partners from the application sphere (from the Czech Republic and abroad), see in particular point 2.2.

The newly prepared bachelor's degree programme in Sustainability Management at the **USB Faculty of Science** focuses, among other things, on the intensive involvement of students in cooperation with commercial partners in the form of internships and projects with the aim of increasing their knowledge in areas such as economics. In the future, cooperation with the South Bohemian Agency for Innovation Support, o.p.s., is also planned, for example, in the form of courses and seminars for students aimed at commercialising research results.

The **USB Faculty of Fisheries and Water Protection** supports the cross-sector mobility of students (Bc., NMgr.) mainly in the form of professional internships with partners from the application sphere. Laboratory managers also regularly announce internal calls with the possibility of involving Bc. and NMgr. students in current research topics being addressed by the relevant laboratory. These students also have the opportunity to participate in the above-mentioned mobility programmes or other similar schemes. In addition to these opportunities, students at this level of study can also be supported by funding their own activities through other faculty resources. DDP students and academic staff are employees of the faculty, and therefore their cross-sectoral cooperation is determined by the very nature of the faculty's focus – targeted R&D work oriented towards applications with international reach. For Bc. and NMgr. students, education aimed at developing competencies is determined by the content of teaching, with an emphasis on innovation and relevance. For employees, this support is a necessity, and the faculty spends a large amount of its own resources and project funds on it every year.

The USB Faculty of Fisheries and Water Protection enables students and employees to participate in large, often multidisciplinary projects and other cross-cutting activities (CENAKVA, large research infrastructure, Aquaexcel, etc.). Furthermore, students at all levels of study are allowed to participate in contract research projects with various types of expected outputs. This activity is also related to education, as experts from the field with the appropriate expertise and experience are involved in regular teaching.

In 2024, the **USB Faculty of Agriculture and Technology** continued to establish contractual relationships with partners from the field, who are involved in various research activities and also offer their premises and services for the implementation of student internships. By the end of 2024, more than 100 such contracts had been concluded. Thanks to the extensive renovation of the FAT USB infrastructure, new premises for practical student education were also created (renovation of pavilions H and M), which also made it possible to apply for accreditation of two new practice-oriented bachelor's degree programmes. Students also participated in a number of research projects, of which there were 21 in 2024. Twenty-two companies operating in the field of engineering and technology (e.g. AGROSOFT Tábor, s.r.o.; Farmet a.s.; FOTON, s.r.o.; Varistar, s.r.o. or 4Jtech s.r.o. and others), in the field of agricultural research (OSEVA vývoj a výzkum s.r.o.; SELGEN, a.s.; MORAVOSEED CZ, a.s. or Agritech Plant Research s.r.o., etc.), agricultural production (AGROSPOL, Malý Bor a.s.; Zemědělské družstvo Jeseník; FYTO Králík s.r.o., etc.) and organic farming (Bioinstitut, o.p.s.) and other areas (LYCKEBY AMYLEX, a.s.; AnLab, s.r.o., 1. Aromaterapeutická KH a.s. and others), 6 research institutions and 5 universities. Thanks to the involvement of students and staff in project solutions, their competencies and experience with the implementation of innovations are developing.

*A selection of conferences and other professional events (co-)organised by faculties and other USB facilities in 2024*

---

**Faculty of Economics, USB**

**Inproforum 2024**

Traditional conference of the Faculty of Economics, USB. This was the 18th edition. The theme of the conference was Entrepreneurship for Sustainability, and the conference was held in person.

**Ethics in the 21st Century**

A conference focused on ethics in business, regional development, digitalisation and the use of AI. The 3rd edition of the conference took place in 2024.

---

**Faculty of Arts, USB**

**The work of Arthur Conan Doyle in the context of Czechoslovak pop culture, 19–20 June 2024**

The aim of the colloquium was to examine the work of Arthur Conan Doyle through Czech/Slovak and contemporary eyes and to evaluate the various forms of its movement and influence in the environment of Czechoslovak (or Czech and Slovak) popular culture, taking into account the necessary and available contexts.

**Corruption – Clientelism – Crisis in Europe 1789–1989, 19–20 September 2024**

The conference focused on corruption, or rather political corruption, which is a complex and multi-layered social phenomenon, unwelcome but characteristic of all organised societies, which allows illegal influence, power and property to be acquired and maintained, which in times of crisis can threaten the resilience of the social system. In addition to the USB Faculty of Arts, the conference was co-organised by the following organisations: the Institute of History of the Czech Academy of Sciences, the National Archives, the Institute of State and Law of the Czech Academy of Sciences, the Institute of Sociology of the Czech Academy of Sciences, and the Faculty of Arts of Charles University. Institute of History, University of Łódź Pécsi Tudományegyetem, Deutsch-Tschechische und Deutsch-Slowakische Historische Kommission

**Doctoral workshop Třešť, 9–11 September 2024**

Doctoral workshop on literary studies, during which students presented the topics of their dissertations in their contributions.

**Natural Law and Enlightenment Universities in East-Central Europe, 19–20 September 2024**

An international conference focusing on natural law during the Enlightenment in the countries of Eastern Central Europe. The conference was organised by the Institute of History of the Faculty of Arts, USB, in cooperation with the Institute of History of the Czech Academy of Sciences.

**El español como lengua extranjera en Europa Central (2004–2020). Enfoque demolingüístico, 25–26 April 2024**

An international workshop featuring presentations by Hispanists from several European universities (Jagiellonian University in Krakow, Silesian University in Katowice, University of Szeged, Comenius University in Bratislava, University of Heidelberg) as part of a joint Visegrad Fund project on a demolingvistical approach to Spanish language research.

---

**Faculty of Education, USB**

**Disportare 2024**

The international scientific conference Disportare 2024 continued the long tradition of conferences organised by the Department of Physical Education and Sport at the Faculty of Education, USB. The conference was attended by researchers in the field of kinesiology from the Czech Republic, Slovakia, Poland, Italy, Germany, Austria and the USA, who also collaborated on the conference. The conference was held under the auspices of the Rector of the University of South Bohemia, Prof. Ing. Pavel Kozák, Ph.D. The proceedings took place in the following sections: Sports Pedagogy and Sports Training, Breathing in Sports and Health Aspects of Physical Education and Sports, and Humanities in Sports. A total of 52 professional papers were presented, with invited lectures given by Doc. PhDr. Martin Musálek, Ph.D. (Faculty of Physical Education and Sport, Charles University, Prague), Doc. PhDr. Petr Kutáč, Ph.D. (Faculty of Education, University of Ostrava), and Mgr. Juraj Kremnický, Ph.D. (Faculty of Physical Education, Sport and Health, Matej Bel University, Banská Bystrica).

**Student conference with HVF Ludwigsburg**

The aim of the meeting was not only to deepen knowledge about the use of artificial intelligence (AI) in administration and education, but also to promote intercultural dialogue and the development of practical skills.

**Pro Futuro Conference**

Teachers and students meet with the aim of developing a vision for future graduates of the USB Faculty of Education. To develop this vision, they invite, among others, outstanding experts from the academic sphere and excellent teachers from primary and secondary schools. The sixth edition of this conference took place on 14 June 2024 in the Miroslav Papáček Auditorium and this time focused mainly on various forms of teaching practice for teacher training students.

**Education for Plant Literacy**

The conference is a platform for educators, students, representatives of state institutions and school founders, natural scientists and other experts from various fields who share a common interest in increasing knowledge about the role of vegetation in the human environment. The conference was held as part of the ERASMUS+ EDUCATION for PLANT LITERACY project <https://planteducation.eu/>. Under this project, scientists, experts and educators from European universities in five EU countries joined forces to create modern teaching materials for all school levels, which were presented at the conference. The conference featured leading international experts presenting the latest scientific findings on the role of vegetation in the human environment and its importance in mitigating the effects of global climate change, as well as international education experts presenting current trends in teaching botanical topics.

---

**Faculty of Science, USB**

**Anniversary 'Advanced methods in macromolecular crystallisation X', 10th course after 20 years**

The aim of the 10th FEBS practical crystallisation course 'Advanced methods in macromolecular crystallisation' was to combine new knowledge in the field of protein crystallogenes and crystallography with practice and to promote interest in a rational approach to biophysical methods. The course combined theory and experiments into a unique experience. The course was supported by FEBS, sponsors and scientific organisations. It included workshops by Douglas Instruments Ltd.

---

*A selection of conferences and other professional events (co-)organised by faculties and other USB facilities in 2024*

and Altium International s.r.o. Experts from 12 countries gave 36 lectures to 24 students who were interested in the latest developments in protein research. Students conducted experiments, participated in discussions and poster sessions, and were awarded prizes for their posters and a special prize – a book by Bernhard Rupp. Website: <https://macromolcryst2024.febsevents.org/>.

#### **Ecology 2024 – 9th Conference of the Czech Society for Ecology**

The conference covers the entire field of ecology as a primarily biological discipline with many overlaps, i.e. from the level of organisms to the level of the global ecosystem. The aim is to develop communication and cooperation between experts and students researching biological and ecological fields in academic institutions, people active in nature conservation (both state and associations) and others interested in ecology. The conference language is English due to the large number of English-speaking participants.

#### **51st Conference of the Czech and Slovak Ethological Society**

The conference is intended for members and non-members of the society, academics and practitioners, students and professors. Contributions on the behaviour of wild and farm animals, neuroscience and protection against cruelty, as well as human ethology and phylogeny were presented in Czech, Slovak and English.

#### **Faculty of Science, USB**

##### **International Summer School**

International Summer School.

##### **The FAO workshop**

The theme of the international conference was: Innovations in Fisheries and Aquaculture as a Key Component of Sustainable Aquafood Systems.

##### **European Aquaculture Society workshop – student group**

An international workshop focused on the future strategy of EAS-SG with one specific goal – to connect students across Europe.

##### **Conference on Nature-friendly fisheries management as a tool for protecting valuable pond ecosystems**

Cooperation between the Norwegian Funds and the State Environmental Fund.

##### **Introductory conference for the Šumava Fish Jewels project**

##### **21st Toxicology Conference**

Toxicity and biodegradability of waste and substances significant in the aquatic environment.

##### **Introductory conference on the AquaCycle project**

##### **Seminar on Fisheries Management and Water Protection in the Czech Republic**

##### **SSEV Pavučina General Meeting**

##### **Seminar on Supporting Species and Technological Diversification in Commercial Fisheries in the Czech Republic**

Conference held as part of the NAZV QK22020144 project and the Interreg Austria-Czech Republic cooperation project ATCZ00002\_AquaCycle

#### **Faculty of Theology, USB**

##### **Study day on the topic of Diaconal Pastoral Care**

The study day focused on diaconal pastoral care as a specific form of spiritual care in the public sphere, reflecting on practical experiences and seeking adequate theological and pastoral concepts in an ecumenical context.

##### **The Bible: The Language and the Context**

The conference The Bible: The Language and the Context dealt with the language of the Bible in its historical, cultural and theological contexts, examined the meaning of biblical texts in their original context and reflected on their interpretation in the present day.

##### **In the Shadow of Certainty: Scientific Orthodoxy in the Covid-19 Pandemic**

An international doctoral seminar by Alex Broadbent, which deals with the role of science during the Covid-19 pandemic. The aim of the seminar was to adopt the concept of scientific orthodoxy.

##### **Czech and Slovak Islamology: Current Topics and Future Challenges**

Experts on Islam and the Middle East from Central Europe met at the USB Faculty of Theology. They discussed current challenges such as Islamophobia, cultural heritage and the role of Islam in the Balkans and Pakistan.

##### **Summer Philosophy School on the topic of THE SOUL**

The Summer School of Philosophy on the theme of the Soul focused on the concept of the soul in various philosophical and theological traditions, including the ancient Greeks, the Hebrew Bible, Thomas Aquinas and Thomistic psychology, as well as questions of eschatology and liturgy.

##### **New Approaches to Eating Disorders**

The conference New Approaches to Eating Disorders focused on modern diagnostic and therapeutic methods in the treatment of eating disorders, including new psychotherapeutic approaches, neuroscience research, and multidisciplinary strategies for patient support.

##### **Theology as a path to the fullness of life**

The conference Theology as a Path to Fullness of Life focused on the connection between theological principles and their influence on personal and spiritual growth, reflecting on how theological knowledge contributes to the fulfilment of life and development in the areas of faith and ethics.

##### **Digital technology in seniors' leisure time**

The conference Digital Technologies in Seniors' Leisure Time focused on the use of digital technologies by seniors in their leisure time and support for social life in old age.



*A selection of conferences and other professional events (co-)organised by faculties and other USB facilities in 2024*

---

**Philosophy of Public Health**

The Philosophy of Public Health conference focused on philosophical and ethical issues in public health, discussing the connection between philosophy and current issues in health, prevention and health policy, with the participation of experts from various international institutions.

---

**International Symposium Interdisciplinary Study of Religion**

A meeting of the Contact Group of three neighbouring theological faculties, focused on faculty development and future cooperation, which included a lecture by Prof. Klára Csiszar on synodality and the future of the Catholic Church.

---

**Faculty of Health and Social Sciences, USB**

---

**Variability of Movement Disorders**

1st Graduate Conference of the Physiotherapy study programme, which offered various topics from clinical practice from the perspective of graduates and students.

---

**Ethics in the 21st Century in Health and Social Care**

Ethics in health and social care.

---

**Current challenges in crime prevention and risky behaviour**

Current topics in the field of risk prevention.

---

**New Dimensions in Health Sciences Conference, Special Focus on Health Care Development**

Issues in health care and nursing

---

**Safe Society 2024**

Issues of assistance in the event of emergencies.

---

**Living with autism**

---

**Crime and risky behaviour – effective prevention above all**

---

**New trends in nursing X.**

---

**Czechia-Slovak healthcare from a historical perspective through an interdisciplinary lens**

---

**4th South Bohemian Rehabilitation Day – Topic: When things don't work out in practice**

Extraordinary case studies in rehabilitation issues.

---

**Faculty of Agriculture and Technology, USB**

---

**Calves are the foundation of the herd**

On 6 November 2024, a seminar entitled 'Calves are the foundation of the herd' was organised in cooperation with the Czech Technology Platform for Agriculture. Its aim was to emphasise the importance of proper calf care and to provide breeders with key information for their daily practice. Four speakers gave presentations at the seminar, which was attended by more than 80 participants.

---

**Innovations in potato cultivation technology for starch production**

On 24 October 2024, a workshop was organised as part of the Ministry of Agriculture's research project NAZV QL 24010101. It was attended by representatives from the application sphere, academics and students. The topics of the lectures focused on the nutrition of potato crops for starch production, anti-erosion measures, the impact of seed size and crop density on the production characteristics of potato crops, information on the variety composition of potatoes for starch production, as well as a lecture focused on the properties of potato proteins and their possible uses. Lectures on the use of data in agriculture for variable applications, in particular variable planting of field crops and variable fertiliser application, attracted great interest. A total of 52 participants attended the event.

---

**TECHNOFORUM 'New Trends in Machinery and Technologies for Biosystems'**

The forum brings together technical workplaces in agriculture from the Czech Republic, Slovakia, Poland, Hungary and Slovenia, and is organised annually on a rotating basis between these countries. This year, our faculty was responsible for organising the event. TECHNOFORUM 2024 took place from 5 to 7 June. The conference programme included presentations by representatives of individual workplaces, who shared the current status and plans of their institutions. The event also included a scientific section, where the participants presented their professional contributions.

---

**Innovation processes in the dairy industry**

On Monday, 15 April 2024, a professional seminar was held at the FAT USB Research and Teaching Microbrewery. In addition to students, the event was attended by experts and representatives of several companies that have been working closely with the Department of Food Biotechnology and Agricultural Product Quality for a long time. Four speakers from Savencia Fromage & Dairy Czech Republic, a.s.; MADETA a.s., and the Czech-Moravian Dairy Association, z.s. participated in the seminar. The capacity of 45 people was filled shortly after the announcement, so the next seminar should take place in larger premises.

---

**USB Technology Transfer Office**

---

**KreATivity and InnoVation**

---

**Cross-border transfer**

---

**National TT Conference**

---

**USB Project Office**

---

**Ronaldo + Platform Meeting**

Conference of project workers from universities and colleges in the Czech Republic and guests from the Ministry of Education, Youth and Sports and the Ministry of Industry and Trade focused on the issue of drawing European subsidies and sharing information and experiences from the project environment (OP JAK, OP TAK, NPO).

---

**USB Marketing Office**

---

*A selection of conferences and other professional events (co-)organised by faculties and other USB facilities in 2024*

---

**Nuclear Energy 2024: Vision and Sustainability for South Bohemia**

The conference focused on the role of nuclear energy in the context of global challenges related to sustainable development, climate change and geopolitical aspects and impacts in the South Bohemian Region. Participants discussed the safety, innovation and economic efficiency of nuclear energy, as well as its potential to contribute to energy security and regional development.

---

## 9 Quality assurance and evaluation of implemented activities

### 9.1 Significant events and facts relating to quality assurance and evaluation of implemented activities that occurred in 2024

From the perspective of quality assurance and evaluation of implemented activities, the most significant events of 2024 include the implementation of internal evaluation of degree programmes, faculties and departments of the University of South Bohemia, which was first applied as a new evaluation system in 2023.

In 2024, 2 faculties (the Faculty of Arts and the Faculty of Theology) and 9 other departments (2 University-wide and 7 rectorate departments) and 43 degree programmes were evaluated. The internal evaluation process underwent a number of changes year-on-year, with these changes largely responding to comments made by individual internal evaluation actors during 2023. The internal evaluation processes were completed within the RVH at the beginning of 2025. The faculty evaluation process included a comprehensive analysis of key aspects of the educational, creative and social activities of faculties, with an emphasis on the quality of research, teaching and the overall academic environment.

The year 2024 was also devoted to certain other changes in the internal quality assurance and evaluation system at USB, particularly with regard to the implementation of recommendations arising from external evaluations carried out at USB in recent years (primarily the external evaluation of USB's educational, creative and related activities carried out by NAB, external evaluation of science and research carried out by the International Evaluation Panel, and evaluation carried out during the first meeting of the USB International Board). Attention was also paid to the activities and functioning of the USB Internal Evaluation Board, which changed its chair and vice-chair in April 2024 (with a change in the University's management). In addition to its standard agenda, the IEC has been focusing on some new agendas in the last two years. In addition to the aforementioned internal evaluation of university departments, these include the assessment of substantive plans and subsequently proposals (full accreditation applications) for USB degree programmes that were originally accredited for a period of five years and for which a 're-accreditation' process needed to be initiated in 2023 and 2024, further assessment of proposals to extend the accreditation of degree programmes for current students to complete their studies (the first such proposal was evaluated 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.

Furthermore, the Evaluation of Academic Staff Information System (IS EAS) was innovated to better meet the needs of faculties and changes in the field of research and development.

As in previous years, significant efforts were also devoted in 2024 to the development of the university control system, the infrastructure for educational, creative and related activities, as well as the services offered by USB to students, employees and other relevant target groups in the areas of library and information services, accommodation and catering services, services in the field of information and communication technologies, and a range of other services provided by the relevant university departments and special-purpose facilities. More detailed information on significant events and facts of 2024 in the area of quality assurance and evaluation of implemented activities at the university level is provided in the Appendix to the Report on Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2024. More detailed information on quality assurance and evaluation of activities implemented at some USB faculties is provided in the following text.

The quality and evaluation of individual degree programmes at the **USB Faculty of Economics** was ensured in 2024 through the assessment of applications for the extension of accreditation of consecutive degree programmes within the NMSP – Economics and Management programme accreditation. This application was assessed in two rounds, i.e. first, the substantive intention was approved by the Program Board of the USB Faculty of Economics, the Scientific Board of the USB Faculty of Economics, and the USB Internal Evaluation Board (IEB). Subsequently, the complete accreditation file was assessed and approved by the Programme Board of the USB Faculty of Economics, the USB Academic Senate, the Scientific Board of the USB Faculty of Economics, and the IEB USB. After approval by the IEB, the application for extension of the accreditation of NMSP-Economics and Management was forwarded to the National Accreditation Authority of CR (NAB). In addition to the application for the extension of accreditation of the above-mentioned program, the guarantor of the degree programme prepared a self-evaluation report, which assessed both the quality of the degree programme (evaluation of personnel and material resources, related creative activities, international dimension, feedback from students, external experts, graduates, and employers) and the prospects and suggestions for further development

of the degree programme. Self-assessment reports were also prepared for the following degree programmes

:

- CMDP – Regional and European Project Management
- BDP – Finance and Accounting

All self-assessment reports were approved by the USB Internal Evaluation Board. In 2024, two new professional bachelor's degree programmes were successfully accredited:

- BDP – Economics in Energy
- BDP – Sports Management and Economics

At the same time, an application was submitted and approved by the NAB in 2024 to extend the validity of the accreditation for the completion of studies by current students of Applied Informatics (CMDP).

In the area of research and development (R&D), the USB Faculty of Economics uses a support system at the level of individual departments and incentive programmes for individual employees. The EAS system serves as the underlying data source. The incentive system takes into account the classification of research publications indexed in WOS according to the quality of outputs, specifically according to quartiles of the impact factor (IF). Another bonus criterion is publication in journals corresponding to preferred subject categories (FORD), which are also taken into account in the evaluation of outputs. The above system is defined in Ordinance of the Dean of the Faculty of Economics No. 247/2023 on financial support for research, development and innovation at the USB Faculty of Economics and in Ordinance of the Dean of the Faculty of Economics No. 248/2023, which sets out the principles for the provision of performance bonuses to department staff and the criteria for the evaluation of teaching, research, development and innovation activities.

The quality assessment process at the **USB Faculty of Arts** includes a wide range of activities, including, in particular, the assessment of academic and non-academic staff by their superiors, student assessment of teaching, and internal feedback mechanisms implemented through regular semester meetings of degree programme boards.

As at other USB faculties, the evaluation is based on a comprehensive database of Academic Staff Evaluation (EAS): FAR USB has been using it to evaluate the performance of academic staff since 2015. Since 2019, the process and criteria for this evaluation have been precisely specified in the Measures for the Evaluation of Academic and Non-Academic Staff and the Procedure for Awarding Performance Bonuses (Dean's Ordinance No. 4/2019). The basic criteria for the evaluation of academic staff are the amount of direct teaching duties and organisational involvement in the work of the faculty over the past year, as well as the results of scientific and research activities over the past 5 years (the number and financial value of R&D grants obtained and publishing activities evaluated according to the current methodology of the Government Council for R&D).

An important part of the evaluation of the teaching component is the regular (semester) anonymous student evaluation of teaching, which uses the STAG information system; its results are discussed by the Dean with representatives of students and individual departments of the Faculty of Arts, USB. The directors of the institutes are responsible for remedying any identified shortcomings. Quality assessment also takes place during regular semester meetings of the degree programme boards, at which the guarantors of the degree programmes receive feedback from students, teachers and experts from the field. The guarantors forward any identified shortcomings and suggestions to the relevant directors of the institutes.

From a technical point of view, since the 2019/2020 academic year, FAR USB has been systematically preparing accreditation questionnaires for new degree programmes electronically directly in the STAG system, which ensures greater consistency and quality of data for all study programme agendas, from the questionnaire preparation process to the actual implementation of the study programme.

The **USB Faculty of Science** has a system for evaluating the quality of educational and creative activities. In the area of education, this system includes, in particular, mandatory student evaluation of teaching for all students, including those from abroad, evaluation of teaching by superiors, and comprehensive evaluation of degree programmes carried out by guarantors and councils of individual programmes. In the area of creative activities, it focuses primarily on research evaluation based on internal rules and modules M1 (Quality of Selected Results), M2 (Research Performance) and M3 (Social Relevance) according to Methodology 17+. This evaluation system also includes grant activities and success in obtaining grants. All forms of internal evaluation at the faculty have an impact on employee remuneration and on measures and strategies aimed at improving the quality of teaching and research.

In 2024, the **USB Faculty of Theology** was involved in evaluation and quality assurance in the following areas:

- The Report on the Internal Evaluation of the USB Faculty of Theology 2019–2023 was prepared and discussed.
- Self-evaluation and control reports were prepared for the following degree programmes:
  - Monitoring and self-assessment report for the BDP in Leisure Education
  - Self-evaluation report for the BDP in Philosophy and the CMDP in Philosophy
  - Self-evaluation report for the BDP in Religious Studies
  - Self-evaluation report for the BDP Theology
  - Self-assessment report for the CMDP Ethics in Social Work
  - Monitoring report – DDP Spirituality and Ethics in Social Work
  - Monitoring report – BDP Social and Charitable Work

In 2024, the **USB Faculty of Fisheries and Water Protection** continued to systematically develop its quality assurance system and implemented key evaluation and accreditation processes at the level of degree programmes, teaching and staff.

As part of the internal study programme quality assessment system, in 2024, the University of South Bohemia Internal Evaluation Board (IEB USB) discussed a proposal to extend the accreditation of the bachelor's programme 'Water Protection'. The evaluation was based on the faculty's self-evaluation report and assessed the implementation of the programme to date. Based on the positive result, the extension of the authorisation to implement the programme until 3 December 2029 was approved. The internal evaluation was thus considered successfully completed.

Furthermore, in 2024, the IEB USB approved the intention to accredit a new professionally oriented bachelor's study programme 'Fisheries'. This step follows on from the already completed transformation of the original bachelor's programme 'Fisheries' from academically oriented to professionally oriented and reflects the needs of the labour market.

The faculty continues to utilise the activities of two key advisory and evaluation bodies – the International Board of the Faculty and Centre (MRFC) and the Council for Commercialisation and Social Relevance of FFPW USB and CENAKVA. These bodies provide feedback on teaching, research and the social impact of the faculty's activities. The Rector of USB also participates in both councils, thus ensuring the interconnection of the faculty and university quality systems.

As part of internal quality assurance, regular evaluations of academic and non-academic staff (EAS, HOP), student evaluations of teaching and other internal evaluation tools were carried out. Emphasis was placed on improving the quality of teaching, open communication and staff development.

The recruitment of new students and their successful completion of studies remain a persistent challenge, which is mainly related to demographic developments and the fluctuating level of study preparedness of applicants.

**The USB Faculty of Agriculture and Technology** has traditionally used the EFQM Excellence Model as a **quality** assessment tool for the overall evaluation of all processes, both in terms of prerequisites and results. The faculty has already won several awards in this area in the past. Furthermore, the faculty was involved in all activities within USB, in particular in the accreditation process for new degree programmes at the bachelor's and doctoral levels. The teaching and creative activities of academic staff were evaluated in 2024 on the basis of information from the university's electronic system for the evaluation of academic staff (IS EAS). The results from the EAS information system were an important tool for the faculty management, not only in evaluating individual workplaces, but also in evaluating and comparing the performance of individual employees within departments, in cooperation with their heads. An important source of information in the field of education was also the Student Evaluation of Teaching, which was used to evaluate the quality of the teaching activities of specific teachers. The guarantors of the expiring degree programmes prepared addenda to the self-evaluation reports of the degree programmes for 2023, which were then submitted for approval by the Internal Evaluation Board. The comments raised were discussed at meetings of the Study Programme Councils. At the end of November 2024, the guarantors of the degree programmes submitted an overview of other significant changes for the 2023/2024 academic year in the degree programmes, which was presented to the Internal Evaluation Board. At the end of 2024, the guarantors of the bachelor's study programme Land Consolidation and Real Estate Transfers and the follow-up master's programme Agricultural Engineering and Technology began preparing self-assessment reports as part of the 'Internal Evaluation 2024' process. These reports evaluate the course of the past five years since the degree programmes were accredited. The self-assessment reports are then reviewed by the Internal Evaluation Board.



### 9.1.1 Control system

The internal control system of the University of South Bohemia is implemented in accordance with Rector's Ordinance R 535 on the implementation of the internal control system of 11 December 2023 and Bursar's Ordinance K 33, which regulates the circulation of documents, of 4 January 2010. The Rector's Ordinance on the implementation of the internal control system defines the control system at the University of South Bohemia in České Budějovice, which precisely specifies the obligations of responsible employees to ensure the correct, economical, efficient and effective use of public funds.

Management control is carried out by senior employees within the scope of their management powers or by employees authorised by them in accordance with their powers and responsibilities, and its performance is regulated by Act No. 320/2001, on financial control in public administration and on amendments to certain acts (hereinafter referred to as the 'Financial Control Act').

Preliminary management control is performed at the constituent units by responsible employees authorised by the deans of the faculties or directors of the constituent units. The function of the authorising officer is always assigned to the head of the workplace or project manager at each constituent unit. Employees authorised to perform the functions of budget administrator and chief accountant are delegated the power to perform preliminary management control to the extent corresponding to the authorisation of faculties and other units to dispose of public funds.

Ongoing management control is ensured by employees of individual units in accordance with the responsibilities arising from their job descriptions.

Subsequent management control is performed primarily by employees of the authorised offices of the Rectorate and also by senior employees authorised by deans of faculties or directors of constituent parts.

#### Internal Audit Office

The Internal Audit Office is part of the internal control system and performs its function in accordance with the Financial Control Act and Rector's Ordinance R 536 Statute of Internal Audit of the University of South Bohemia in České Budějovice of 11 December 2023. The Internal Audit Office is staffed by one internal auditor. It focuses primarily on the ongoing monitoring and verification of the internal system, as well as on determining the actual state of affairs and comparing it with the desired state. The specific control activities of the Internal Audit Office are carried out mainly on the basis of risk analysis, previous findings and, where appropriate, other aspects. These attributes form the basis for the preparation of the annual and medium-term internal audit plan, which is consulted on and subsequently approved by the Rector of the University of South Bohemia in České Budějovice.

The following internal audits were carried out in 2024:

- Personnel practices at the USB Faculty of Fisheries and Water Protection (commenced in 2023 and completed in 2024)
- Personnel practices at the USB Faculty of Arts
- Personnel practices at the USB Faculty of Education
- Travel allowances at the USB Preschool Facility – Kvítek Children's Group

The objectives of the first three internal audits were:

- To review employment contracts (agreements on changes to employment contracts), agreements on work activities, agreements on the performance of work and specified job descriptions;
- Checking the consistency of job positions in work documents;
- Verifying the process of classifying employees into pay grades in accordance with the effective Salary Regulations of the University of South Bohemia in České Budějovice and the Catalogue of Non-Academic Staff Positions at the University of South Bohemia in České Budějovice.
- Checking the correct setting of the remuneration system, determining allowances and bonuses;
- Verifying holiday entitlement and usage.

The aim of the fourth internal audit was to check travel orders and verify logbooks.

The final reports from the above-mentioned internal audits were submitted to the responsible persons.

In addition, the Internal Audit Office prepared:

- Annual report on the activities of the Internal Audit Office for 2024
- Annual report on the effectiveness of the internal control system of the University of South Bohemia in České Budějovice for 2024

The annual report on the results of financial audits for 2024 was prepared and sent to the Ministry of Finance of the Czech Republic by the Financial Control Office.

### **Financial Control Office**

In 2024, the Financial Control Office was staffed by one financial controller.

In 2024, a total of nine audits of financial management were carried out, of which two were extraordinary audits based on a request from the bursar of the University of South Bohemia at the audited entity – the University of South Bohemia Halls of Residence and Canteen in České Budějovice:

- Faculty of Arts, USB – audit of financial management of the 'SPSM Project Plan – Systemic Support for Young Researchers at the Faculty of Arts, USB for the audited period 2022,'
- University of South Bohemia Rectorate – Centralised Development Programme (hereinafter referred to as 'CRP'), audit of at least 30% of the total amount allocated to the recipient – University of South Bohemia in České Budějovice (hereinafter referred to as 'University of South Bohemia') for projects in 2023:
  - 1. Project – CSM6 – 'Development of psychological and career counselling services at the University of South Bohemia in České Budějovice (2023)';
  - 2. Project – C7 – 'Teaching quality standards at Czech universities';
  - 3. Project – C12 – 'RVH – PRO: Internal Evaluation Boards – practice, development and organisation. Analysis of current practices and further development of the activities of internal evaluation councils.'
- Faculty of Health and Social Sciences, USB – audit of the management of funds for the 'Fund for Strategic Priorities Project Plan (hereinafter referred to as 'FSP') – Development of teaching in preclinical fields at the Faculty of Health and Social Sciences, USB for the audited period 2023,'
- USB Rectorate – audit of the management of funds for the 'Fund for Strategic Priorities Project Plan (hereinafter referred to as 'SPF') – Implementation of the HR Award in 2022 and 2023 for the audited period of 2023';
- Faculty of Education, USB – audit of the management of funds for the 'Project Plan of the Programme for the Support of Strategic Management of Higher Education Institutions (hereinafter referred to as 'SPSM') – Renewal of sports equipment for selective physical education of students at the University of South Bohemia for the audited period of 2023';
- Rectorate – audit of the management of funds for the 'Project Plan for the Programme to Support Strategic Management of Higher Education Institutions (hereinafter referred to as 'SPSM') – Marketing support for the internationalisation of the university for the audited period 2023';
- University of South Bohemia Dormitories and Refectories in České Budějovice – extraordinary audit based on a request from the University Bursar in the following selected areas: 1) Stock levels in the physical warehouse of the cafeteria at Studentská 1409/21, 370 05 České Budějovice and on the stock card for the audited period 2024, and 2) Compliance with the rules of preliminary financial control for manual orders outside the Verso information system for the audited period 2023;
- Dormitories and canteens of the University of South Bohemia in České Budějovice – extraordinary audit based on a request from the bursar of the University of South Bohemia in the following selected areas: 1) Pricing of banquets (internal and external) for the audited period of 2023, and 2) Inventory of tangible assets of the canteen for the audited period of 2023;
- Faculty of Economics, USB – audit of the management of funds for the 'Fund for Strategic Priorities Project Plan (hereinafter referred to as 'FSP') – Support for the institutional accreditation of the Faculty of Economics for the audited period of 2023';

The subject of the financial audits of the projects was to check the fulfilment of the set project objectives, the use and management of the funds provided within the projects, the fulfilment of the conditions of the Rules for the Implementation of Project Plans for the period 2022 and 2023, Announcement and Conditions for the Implementation of Projects for the Period 2023, compliance with the conditions of

the Centralised Development Programme for Public Universities for 2023, and compliance with USB internal regulations.

Furthermore, the Financial Control Office provided methodological assistance – it cooperated on updates/revisions of the Bursar's Measures and on one Rector's Ordinance.

### External audits and inspections

Based on the reports from external audits and inspections, it was found that in 2024, 5 external audits and 6 external inspections were carried out across the university. Details of all external audits and inspections are defined in the Overview of External Inspections Carried Out – 2024.

The subject of external audits for projects included, for example:

- checking the fulfilment of planned outputs and results with reported expenses according to accounting records,
- checking the expenditure stated in the payment request and the related activities stated in the relevant implementation report, or activities carried out in other periods that relate to the expenditure stated

As part of the external audit of the Erasmus+ programme, compliance with the requirements of the Erasmus+ Charter for Higher Education was verified, and the setup and functionality of the Erasmus+ project management system at the University of South Bohemia in České Budějovice was assessed. Furthermore, the eligible expenditure of selected projects and processes was checked.

External audits of projects focused, for example, on the actual fulfilment of the objectives and purpose of the support provided in accordance with the approved application for support, the fulfilment of binding indicators and targets, compliance with the approved project budget, the eligibility of expenditure and its reporting, the inspection of assets acquired within the project, the inspection of project publicity and the archiving of all documents.

No suspected or proven cases of corruption were identified. In most cases, the shortcomings identified by the audits and public administration checks were not of such a nature as to significantly affect the financial management and activities of the University of South Bohemia in České Budějovice.

### 9.1.2 Infrastructure and other significant projects

During 2024, eleven significant (strategic) projects of the University of South Bohemia were implemented with support from European Union funds, either from the European Structural and Investment Fund (ESIF) through the Recovery and Resilience Facility or from national sources. Five of these projects were infrastructure projects, another four were non-infrastructure projects, and two were a combination of infrastructure and non-infrastructure projects.

The first infrastructure project with a University-wide impact was the **'PV Systems – University of South Bohemia in České Budějovice'** project, which is supported by the Operational Programme Environment from EU funds. The project involves the installation of a photovoltaic system on five selected buildings owned by the University of South Bohemia and aims to increase the share of electricity production from renewable energy sources for consumption in the buildings in question. In 2024, the project was approved and put into operation. The project was successfully completed.



*Installed PV, USB Academic Library building. Photo: USB Project Office*

Another investment project was the **'Development of USB – Academic Library'** project, which is supported by the Integrated Regional Operational Programme from EU funds. The project involves the replacement of selected window and door frames in the USB Academic Library building and the purchase of technical equipment for the library. In 2024, additional technical equipment was purchased from the project savings. The project was successfully completed.

In 2024, the project **'Development of USB – Infrastructure for Doctoral Study Programmes'** was implemented, which is supported by the Jan Ámos Komenský Operational Programme from EU funds. The project primarily deals with the purchase of infrastructure equipment for doctoral degree programmes, but also has a possible impact on bachelor's and master's degree programmes. In 2024, for example, domestic and foreign professional literature, instrumentation and other equipment for research and education (software, hardware) were purchased. In addition, construction work for FZT (Pavilion M) and ZSF (classrooms) was completed. The project continues to be implemented.

In 2024, the implementation of the project **'Development of USB – ERDF Quality'** began, which is supported by the Jan Ámos Komenský Operational Programme from EU funds. The subject of the project is the development and modernisation of material and infrastructure facilities. The aim is to improve the quality of education in teaching, in working with prospective students, in the area of internationalisation and strategic management, and thus also to increase competitiveness. The objective will be achieved through the implementation of construction modifications to educational buildings and the purchase of instrumentation and laboratory equipment, study aids, software and other equipment. In 2024, preparatory work was carried out for the planned construction modifications (Pavilion 'O', 'VTP' and Fermentation Pavilion), preparations for public procurement of furniture, equipment, etc. The project continues to be implemented.

In 2024, the implementation of the **'Development of USB – ERDF SP'** project began, which is supported by the Jan Ámos Komenský Operational Programme from EU funds. The aim of the project is to make the university environment accessible and adapt it mainly for students with specific needs in the facilities. The aim is to improve mobility by ensuring barrier-free access to entrances and entire buildings and to facilitate orientation in buildings by installing navigation signs. The sanitary facilities will also be expanded. This will be achieved through the implementation of structural modifications to the buildings concerned. In 2024, preparatory work was carried out for the planned structural modifications to make the buildings accessible to students with specific needs, etc. The project continues to be implemented.

Furthermore, the non-investment projects **'Development of USB – International Mobility – MSCA II – F'** and **'Development of USB – International Mobility – MSCA III – F'** were implemented. Both projects are supported by the Jan Ámos Komenský Operational Programme from EU funds. The projects deal with the implementation of research mobility. The first research mobility projects were launched in 2024. The project continues to be implemented.

In 2024, the implementation of the project **'NPO Transformation – USB'** continued, which is supported by the National Recovery Plan from EU funds. The aim of the project is to fulfil the objectives set out in reform 3.2.1 of the National Recovery Plan 'Transform higher education institutions to adapt to new forms of learning and in response to the changing needs of the labour market in post-COVID recovery'

(component 3.2 'Adaptation of the capacity and focus of school programmes'). The project was successfully completed.



*Microfluidic system for cell encapsulation, acquired under Specific Objective B (Faculty of Science). Photo: Faculty of Science, USB*

In 2024, the implementation of the project '**NPO Support for Green Skills and Sustainability – USB**' was launched, which is supported by the National Recovery Plan from EU funds. The project deals with the transformation of higher education in academic and professional degree programmes focused on resilient sustainability and ecological transformation ('Green Deal'). The project continues to be implemented.

In 2024, the implementation of the projects Support for Wage Cohesion at USB and Support for Excellence at USB was launched. Both projects are supported by national funds from the Ministry of Education, Youth and Sports. The first project deals with strengthening wage cohesion and reducing disparities in the remuneration of selected employees, and the second project deals with strengthening excellence at USB. The projects continue to be implemented.

Other projects from ESIF funds were implemented by some faculties on their own.

In 2024, the **USB Faculty of Economics** participated in the OP JAK project '**Development of USB – Infrastructure for Doctoral Study Programmes**', key activity KA2.

In 2024, the **USB Faculty of Education** participated in and implemented the following projects:

- Virtual Reality Education and Training Solutions for Medicine Sector, Interreg Central Europe,
- Barriers to the use of information and communication technologies and opportunities for the development of ICT literacy among people with limited access to information, TA CR
- Biomass in a sustainable landscape: a digital platform for teaching photosynthesis in water and on land to understand the role of plants in the landscape, TA CR
- Building and ensuring basic arithmetic skills in the second stage of primary school
- Development of USB – Infrastructure for doctoral degree programmes
- NPO Support for green skills and sustainability – USB

The **USB Faculty of Science** is one of 14 partners in the ELIXIR-CZ: Czech National Infrastructure for Biological Data project. In 2024, the faculty became part of the Horizon EU project called PANVIPREP, joining a European consortium that includes 15 institutions from eight countries. This consortium focuses on the development of broad-spectrum antivirals against five high-risk families of RNA viruses. The USB Faculty of Science is one of 23 members of the consortium National Centre of Competence for Materials,



Advanced Technologies, Coating and Their Applications NCK/MATCA 2, coordinated by the Institute of Physics of the Czech Academy of Sciences, v.v.i., focused on intensifying cooperation between the academic and commercial spheres and commercialising results, primarily in the field of materials research, laser technologies, additive manufacturing and sensor technology. Since 2024, the faculty has been a member of the Photomachines project – Reorganisation of photosynthetic cells for high production of therapeutic peptides (OP JAK) together with four other participants led by the Institute of Microbiology of the Czech Academy of Sciences, v.v.i. and the BIHA project – Biology of Hyaluronic Acid (OP JAK) together with the Biology Centre of the Czech Academy of Sciences as the main partner and Contipro, a.s. as the commercial partner. Since 2024, the faculty has also been a partner in the SMARTbeetle – Smell-based project. Molecular Artificial Intelligence to Fight Bark Beetles (INTERREG) project together with partners Software Competence Center Hagenberg GmbH, Fachhochschule Oberösterreich, Technische Universität Wien, Business Upper Austria, the Research Institute of Forestry and Game Management, v. v. i. and Mendel University in Brno.

The **USB Faculty of Fisheries and Water Protection** is involved in a large number of investment and non-investment projects from various providers. An up-to-date overview of the projects is freely available on the faculty's website under the tab 'Projects at the Faculty' (<https://www.frov.jcu.cz/cz/veda-a-vyzkum/projekty>). Among the most significant projects is the ongoing project Large Research Infrastructure: CENAKVA – South Bohemian Research Centre for Aquaculture and Hydrocenosis Biodiversity (LM2023038), which significantly defines the development and openness of the centre and the faculty. Other projects include, for example, the Horizon 2020 project AQUAEXCEL3.0 AQUAculture infrastructures for EXCELlence in European fish research 3.0 (871108; 2020–2025), and the GA CR EXPRO project Holistic characterisation of exposure and potential effects of complex mixtures of chemicals in the aquatic environment (20-04676X; 2020–2024). The LIFE – LIVING RIVERS project Implementation of the Slovak Water Plan in selected river basins (101069837, 2023-2032) is also strategically important. The faculty is actively involved in the implementation of the USB Transformation project, which falls under the National Recovery Plan. The aforementioned project also covered the creation of new professionally oriented degree programmes with appropriate investment support.

In 2024, the **USB Faculty of Health and Social Sciences** launched a multi-year project from the SLNO Fund for Strategic Priorities – support for the development and sustainability of the centre and the project Development of teaching of preclinical subjects – functional anatomy and kinesiology. As part of this project, a device for analysing muscle activity was purchased. Last year, the Development of Preclinical Subjects Teaching project continued, with the aim of improving the quality of preclinical teaching by expanding and systematising teaching in basic theoretical preclinical subjects. All funds provided were used effectively and efficiently.

The Education Policy Fund supported the Excellence project at the USB Faculty of Health and Social Sciences. The project focused on supporting promising employees shortly after completing their doctoral studies, supporting the return of employees from parental leave, and supporting internal grant competitions. Another smaller project was the support of Ukrainian students. A significant project in 2024 was the project to support wage cohesion. All funds provided were used efficiently, economically and for their intended purpose.

In the area of the USB Strategic Management Support Programme, a project to strengthen the mobility of students and academic staff continued at the USB Faculty of Health and Social Sciences. In 2024, the implementation of a two-year project entitled 'FHSS USB Study Room – Modernisation and Innovation of Premises' was launched, with the aim of modernising the ventilation system and installing air conditioning units in the study room premises in the Vltava building on J. Boreckého Street.

In 2024, an extensive multi-year project of the National Recovery Plan was completed, in which our faculty was involved in three key areas. These were specific objective A2: Development in the field of distance learning, online teaching and blended learning, and specific objective A3: Creation of new professionally oriented degree programmes, the aim of which was to accredit a new bachelor's study programme focused on public health. The faculty also participated in specific objective A4: Courses focused on skills differentiation or retraining by creating several new lifelong learning courses.

In 2024, the faculty participated in the USB strategic project Provision of Equipment for Doctoral Study Programmes by establishing a Virtual Reality Centre, an Evidence-Based Practice Centre, and a Centre for Research into the History of Nursing and Healthcare. Part of the project involves creating a theoretical and methodological basis for doctoral studies by replacing and partially expanding the computer classroom furniture. This will create a multipurpose professional workplace for traditional teaching, professional teaching with the aid of IT equipment, and a base for the preparation and presentation of research activities.

In 2024, the **USB Faculty of Agriculture and Technology** completed the reconstruction of Pavilions H and M, which were carried out as part of the National Recovery Plan and the Jan Amos Komenský Operational Programme. Both projects contributed significantly to the modernisation and expansion of the available

infrastructure. At the same time, a number of new instruments and equipment were purchased, which will mainly serve students in all forms of study. In 2024, the USB Faculty of Agriculture and Technology also joined the OP JAK project '**Development of the University of South Bohemia – ERDF Quality**', thanks to which an extension to the Fermentation Pavilion will be built in 2025. It will be equipped with the latest technology and will be used for teaching and research in the field of plant product processing. Computer equipment continues to be regularly replaced, the software used is updated, and maintenance of existing technology is also ongoing.

### 9.1.3 Library and information services

In 2024, the Academic Library (hereinafter referred to as 'AL USB') provided its standard services to academics, students and interested members of the public, both in the main building on campus and in all branches. As in the previous year, it was essential to ensure that electronic information resources (hereinafter referred to as 'EIR') were available remotely, for example, from home. Access to popular multidisciplinary and subject-specific resources acquired with the support of the National Centre for Information Support for Research, Development and Innovation (hereinafter referred to as 'NCIS R&D&I'), which followed on from the CzechELib project, continued.

In 2024, a new Consortia Manager system was introduced to manage EIRs, offering a comprehensive overview of all subscribed EIRs, including financial costs. This system allows for easy confirmation or nomination of new subscriptions for the next period and facilitates communication with NCIS R&D&I project representatives.

Thanks to the Read and Publish subscription model, authors from the University of South Bohemia were able to take advantage of discounts or tokens for Open Access publishing provided by Taylor & Francis, Springer Nature, Wiley and Oxford University Press. The methodology for redistributing tokens remained the same as in the previous year, i.e. tokens are awarded according to the order in which applications are submitted to a particular publisher.

AK users could also use non-consortium subject resources and other EIZ tools. They had access to Czech and foreign books on the ProQuest Ebook Central platform and to a collection of e-books from Emerald. Access to the EZB electronic journal library, the EBSCO discovery system and the CitacePro citation manager continued. Based on an agreement with the National Library of the Czech Republic, the library uses the National Digital Library – Works Unavailable on the Market (NDK – DNNT) service.

As part of the CARDS (Czech Academic and Research Discovery Services) project, the library continued preparations for the transition to the New Generation Platform (PNG). In the first half of 2024, a horizontal cooperation agreement was concluded between the University of South Bohemia and the National Technical Library (NTK), and preparations for the migration of data to the new library system began. Since the summer of 2024, regular data exports from the Academic Library catalogue to the NTK have been taking place.

Throughout the year, AL USB organised educational events for students and academic staff to promote the effective use of databases and related tools. In 2024, 90 hours of training were provided in library courses and seminars. A total of 1,325 students participated in the courses organised by the library. In addition, 42 library excursions were held, attended by nearly 700 people.

In 2024, the library organised or co-organised several exhibitions and other cultural events. From June to September 2024, the Austrian Library hosted an exhibition entitled 'Writing Against War – Ingeborg Bachmann 1926-1973' on the ground floor of the Academic Library. In October 2024, a panel exhibition entitled 'Franz Kafka and South Bohemia' was on display at the AL USB. The exhibition was created in cooperation with the Department of German Studies of the USB Faculty of Education and the Institute of Czech-German Area Studies and German Studies of the USB Faculty of Arts.

The library participated in Open Science Week and organised a seminar entitled 'Do you publish? We support you!'

In 2024, the USB textbook shop offered textbooks and promotional items from individual faculties and publications from the USB Publishing House for sale. The entire range of products could be purchased directly in the textbook shop or ordered through the USB e-shop. More than 4,000 items were sold in the textbook shop and e-shop in 2024.

As part of the '**IROP – Development of USB – Academic Library**' project, the renewal of existing technical equipment continued.

In 2025, the USB Academic Library plans to develop its services, improve existing services and introduce new services based on the demands of students and academic staff. Other important activities in the annual plan include active participation in the CARDS – New Generation Platform (PNG) project and the ongoing replacement of technical equipment.

### 9.1.4 Accommodation and catering services

In 2024, preparations began for the replacement of the freight lift at the K5 dormitory, the replacement of blinds and stoves at the K3 dormitory, and the preparation for the installation of a radio system at the K1 dormitory. Furthermore, in 2024, an application for a subsidy to reduce the energy consumption of the canteen building was submitted to the Ministry of the Environment, and projects related to the reconstruction were also completed. Based on the activities of the Rectorate, the furniture and equipment of the AK Buffet were replaced, which led to a significant improvement in the cosiness of the

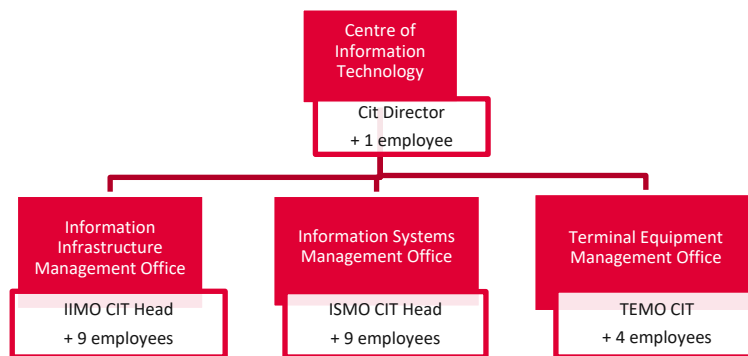
space and an expansion of the product range. In June 2024, new equipment in the form of pans and boilers was purchased from our own resources for more efficient cooking in the canteen. An outdoor bicycle storage facility for electric bicycles and electric scooters was put into operation between dormitories K2 and K3.

As part of additional activities, catering and accommodation were provided at the end of June for a total of 1,500 participants in the 2024 Children and Youth Olympics, and in August, also as part of the Scio School and Čevak Games events.

### 9.1.5 Information and Communication Technology

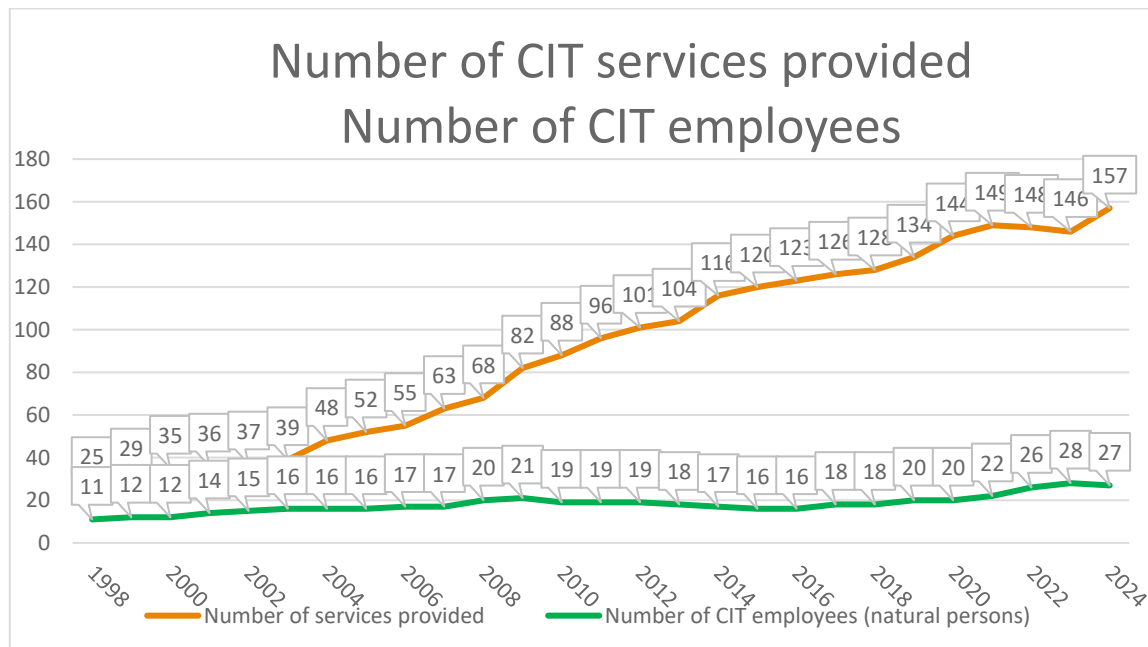
The **USB Centre for Information Technology (CIT)** is a University-wide department that manages and develops centralised information systems and information infrastructure at USB.

At the end of 2024, a total of 27 people worked at CIT USB. The structure of CIT USB and the staffing of individual departments at the end of 2024 were as follows:



#### Services provided

The services provided by CIT cover all key areas at USB, which is reflected in the number of services provided:



In addition to the administration and development of centralised information systems and information infrastructure at USB, CIT USB currently also administers the local network and equipment at the following USB constituent parts:

- Academic Library
- British Centre
- Centre of Information Technology

- Faculty of Arts
- Goethe Centre
- Preschool Facility
- Rectorate

### **CIT Project Activities**

In 2024, the following 7 projects were carried out at CIT:

- Team of researchers. EIS digitisation. Programme to support the development of higher education, no. PPROVŠ24 02/EIS digitisation.
- KRLÍN, E. et al. Development of central information systems at USB. Project SPSM 2024-25 USB No. PPSŘ24-25 25/REK.
- MILOTA, J. et al. Development of IT infrastructure at USB. Project SPSM 2024-25 USB No. PPSŘ24-25 26/REK.
- MILOTA, J. et al. Construction of a backup server room for centralised USB services. Project FSP 2024-2026, No. FSP24-26 10/REK.
- Krlín, E. et al. Expansion of the document management service with the functionalities necessary for the implementation of DEPO. Project FSP 2024-2025, No. FSP24-25 09/REK.
- Team of researchers. Implementation of SDG regulation – Introduction of university services. Project NPO MV 2023-2026.

The total amount of funds obtained from these projects in 2024 reached CZK 14.136 million.

### **Development in the area of ICT infrastructure and IS**

In particular, the funds obtained from the projects were used in 2024 to carry out the following in the area of network and information infrastructure:

- 60 WiFi access points were replaced
- USB identity management was expanded to include EOC identities without birth numbers (this mainly concerns participants in continuing education courses)
- New optical cables were installed between the Rectorate and FAT Chemistry buildings and between the Rectorate and FHSS Exhibition Centre buildings.
- M365 backup was launched – mainly for emails and gradually also for employees' OneDrive accounts
- HyperV virtualisation was moved to Proxmox
- The innovative VVV cloud USB 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:

- a new generation of the IS/STAG module for issuing digitally signed documents, generating them in PDF/A format, and electronic signing
- a new module in IS/STAG for electronic/distance testing
- a new module in IS/STAG for the complete digitisation of doctoral studies
- New module functionalities in IS/STAG Internationalisation
- New module for connecting IS/STAG to basic registers
- In addition, many minor modifications to IS/STAG were implemented, leading to improved functionality and user comfort.
- A new IS/STAG interface was created for connection to the new Ginis file service

In the area **of automation and digitisation of activities and operational remits**, the following significant changes took place at USB in 2024:

- The new Ginis filing service was implemented and launched into production in 2025.
- Modifications and improvements were made to the IS VERSO modules according to current needs. In particular, in the travel orders module, and an electronic signature book was launched for all IS VERSO modules.
- The HR portal was introduced into routine operation at the remaining USB departments, including working time records, holiday approvals and requests for changes to personal data;
- Modifications and improvements were made to iFIS and new functionalities were added (CUL development, crediting of liabilities and receivables in foreign currency, connection of iFIS to Cribis sanction lists, etc.).



- Electronic travel orders were extended to the Faculty of Science, Faculty of Economics and Faculty of Arts.
- TenderArena was connected to the Ginis file service.

**In the area of cyber security:**

- The second stage of cybersecurity analysis at USB was carried out by an external contractor.
- a new rector's measure and several initial ISMS guidelines were issued;
- Multi-factor authentication was introduced for M365 services, including e-mail.
- The Rector's ordinances relating to IT were updated.

### 9.1.6 USB British Centre

The activities of the **USB British Centre** developed successfully in 2024, and the USB British Centre ended the year 2024 in the black. Currently, the USB British Centre ranks among modern and fully functional centres with a large clientele. It cooperates with many schools throughout the South Bohemian Region and has a high reputation. In 2024, the USB British Centre celebrated 32 years since its establishment.

The main objective of the USB British Centre is to support the development and teaching of the English language and language literacy in the South Bohemian region. In addition to lectures, methodological seminars, literary evenings, exhibitions and clubs conducted in English and free of charge for all visitors, the centre also boasts a unique library with a collection of English literature. Sixteen thousand titles of classic and contemporary fiction, textbooks, films, audio recordings, magazines and other materials in English are available to all visitors, and dozens of new titles are added each year.

The USB British Centre is a regional organiser of internationally recognised Cambridge language exams at all language levels. In 2024, the USB British Centre expanded its activities to the Pilsen and Pardubice regions. It works closely with the British Centre in Pardubice and the English Library of the SVK in Pilsen and has become the guarantor of exams at these centres as well. In 2024, 1,378 candidates took the international exams. The number of applicants for the exams doubled in 2024. Thanks to the partnership between the British Council and the University of South Bohemia, students and employees of the University of South Bohemia can take advantage of a number of discount bonuses. Successful exam graduates have more opportunities for study and work in the Czech Republic and around the world.

The long-term cooperation between the British Centre at the University of South Bohemia and the British Council in Prague was also praised by the Ambassador of the United Kingdom, Mr Matthew Robert Field, who visited the British Centre at the University of South Bohemia on 11 April 2024, becoming the sixteenth ambassador to be welcomed by the staff of the British Centre at the University of South Bohemia since its establishment.

Thanks to close cooperation with the British Council and the University of Cambridge, the USB British Centre enables disabled candidates affected by blindness, stuttering, deafness, etc. to take exams in České Budějovice. The USB British Centre is the only centre in South Bohemia to have been accredited to hold IELTS (International English Language Testing System) exams, which are in high demand worldwide and also serve as proof of English language proficiency for applicants for visas to the United Kingdom of Great Britain and Northern Ireland.

In 2024, the USB British Centre organised 56 methodological workshops for secondary school students, which were attended by 489 participants, and 12 travel seminars in English for students and the general public, which were attended by 362 interested parties – 'Borneo', 'The Use of AI Tools in Education', 'A Journey to the Holy Land', 'Walking the Camí De Cavalls', 'The Philippines', 'Oxford Professional Development', etc., and two presentations of new OUP textbooks. Among the distinguished guests was Prof. Martin Hlinský, who spoke to a packed hall in December 2024. The USB British Centre works closely with Czech and foreign lecturers from the USB Faculty of Science.

In 2024, a total of 10 preparatory semester courses in English were held, focusing on the PET, FCE and CAE international exams, levels B1 – C1 (84 participants), and two intensive summer language courses. Every year, the centre's language courses are fully booked.

An integral part of the activities of the USB British Centre is language skills testing, which has been expanded to include online testing. This has made it possible not only for students, but also for disabled people and people from more remote areas of the South Bohemian Region to find out their level of English. In 2024, 1,242 applicants were tested. 339 of those tested were students and employees from the University of South Bohemia. The testing system is used most by students from the USB Faculty of Economics, Faculty of Health and Social Sciences, Faculty of Agriculture, and Faculty of Fisheries. Owing to the high quality of the results, interest in testing has increased sharply.

In addition to University students, the USB British Centre also focuses on secondary school students. In 2024, 612 secondary school and vocational school students visited the centre during regularly organised

excursions. During the excursion, students learned not only about the activities of the USB British Centre, but also about the possibilities of studying at the University of South Bohemia in České Budějovice. In 2024, increased attention was paid to vocational schools, which resulted in their involvement in workshops and language exams, which was also recognised at a meeting with representatives of the British Council at the British Embassy in June 2024.

In 2024, the British Centre at the University of South Bohemia received significant support from the statutory city of České Budějovice, the South Bohemian Region and the British Council in Prague. In 2024, the centre received a grant of CZK 500,000 from the South Bohemian Region for the project 'Support for the activities of language centres'. Thanks to the grant support from the South Bohemian Region, 15 computers were purchased during 2024, and the USB British Centre is now ready to open digital exams, which it would like to offer to the public in 2025–2026.

The USB British Centre works closely with primary and secondary schools and language schools in České Budějovice and the South Bohemian Region, as well as with the faculties of the University of South Bohemia.

Thanks to its modern equipment, good technical facilities and high visitor numbers, the USB British Centre ranks among the most important cultural and educational centres in the South Bohemian Region.

### 9.1.7 USB Goethe Centre

The year 2024 was a period of stable development for the USB Goethe Centre, strengthening its professional background and intensive involvement in regional education and cultural events. We continued to focus on supporting German language teaching and communicating cultural topics from German-speaking countries to the general public in South Bohemia. Thanks to the steady interest of students, the trust of the public and the support of our partners, we were able to develop our existing activities and implement new projects. In addition to language courses and exams, we prepared a number of cultural and educational activities for schools and the general public. An important impetus in 2024 was the 100th anniversary of the death of Franz Kafka, which framed many of our professional and cultural activities. At the same time, we continued our successful cooperation with the Goethe-Institut in Prague and other cultural partners in the Czech Republic and abroad.

The USB Goethe Centre offers German language education to a wide range of interested parties – from university students to primary and secondary school pupils to adults and senior citizens. The courses are designed for both beginners and advanced learners and focus on practical language skills and systematic preparation for international exams. In 2024, the offer included standard German language courses (A1–C1), conversation and specialised courses, preparatory courses for the Goethe-Zertifikat exams, and intensive post-secondary German B1 studies (accredited by the Ministry of Education, Youth and Sports of the Czech Republic), as well as German courses for children through play (Germanica ludus). All GC USB courses are taught by qualified lecturers with pedagogical training and specialisation in teaching German as a foreign language. Emphasis is placed primarily on communicative teaching methods and the introduction of modern didactic approaches. New course participants are placed on the basis of a placement test and a short interview, which allows them to be effectively assigned to groups according to their level of proficiency. In 2024, the fourth year of the daytime post-secondary study programme 'German B1' accredited by the Ministry of Education, Youth and Sports of the Czech Republic took place. The course consisted of 20 teaching hours per week and was supplemented by cultural activities organised by the USB Goethe Centre. Graduates had the opportunity to take the Goethe-Zertifikat language exam at a discounted price.

**Total number of language courses implemented: 37**

**Number of course participants: 185**

**Number of teachers: 13**

Since 2010, the USB Goethe Centre has been a licensed examination centre of the Goethe-Institut in Munich. We offer internationally recognised Goethe-Zertifikat exams for levels A2, B1, B2 and C1 according to the Common European Framework of Reference. Since 2021, we have been the only licensed Goethe-Institut examination centre in České Budějovice. Goethe-Zertifikat examinations are offered not only to the general public but also to secondary school students, who can use the certificate as a substitute for their German language school-leaving examination. Four certified examiners work with the centre on an external basis.

Goethe Centre course participants can take the exams at a discounted price directly on our premises.

**Total number of exams taken: 163**

**Number of exams passed: 138**

**Number of mock exams: 80**

At the end of 2024, the USB Goethe Centre library had a collection of 4,684 titles. It is open to the public three days a week for 20 hours a week. The library collection is regularly updated with new publications of contemporary German literature, including titles nominated for the German Book Prize. The collection includes textbooks, specialist and teaching materials, German fiction, simplified reading materials and multimedia carriers (CDs, DVDs). Readers can use the online catalogue, which allows them to conveniently reserve and renew loans from home.

**Active readers: 147**

**Library visits: 749**

**Total number of loans: 1,190**

Thanks to financial support from the Goethe-Institut in Prague and the South Bohemian Region, we were able to organise a whole range of educational and cultural events for primary and secondary schools in South Bohemia in 2024.

- **German reading competition 'Jihočeský knihomol'**  
The 9th edition of the competition was dedicated to Erich Kästner's novel *Luisa and Lotka*, which became the basis for the presentation of reading skills by pupils from 26 schools. Fifty-three finalists advanced to the finals in six categories advanced to the finals.
- **Galli-Festival South Bohemia**  
Interactive theatre performances for schools and the public in cooperation with Galli-Theater Munich.  
In 2024, four school performances took place in České Budějovice and Tábor and one evening performance for the public (*Der Beziehungsscoach*). Total number of participants: 648 people.
- **Komplett Kafka**  
In 2024, we focused on the anniversary of Franz Kafka. In cooperation with the Literary House in Stuttgart and the Goethe-Institut, we presented the exhibition *Komplett Kafka* (author: Nicolas Mahler), which was accompanied by an educational workshop for schools, public lectures on Kafka's work, and an interactive presentation with virtual reality elements inspired by the novella *The Metamorphosis*. Franz Kafka attracted more than 380 visitors.
- **Basiswissen DaF**  
In cooperation with the Association of Germanists and German Teachers, we also organised a summer intensive educational cycle, which was attended by 40 teachers from all over the Czech Republic. The main topics were modern didactic approaches and the use of artificial intelligence in teaching foreign languages, specifically German.

For the USB Goethe Centre, 2024 was a year of change, new challenges and, above all, encounters. Thanks to our students, teachers, schools, partners and supporters, we are a unique educational centre where German is not just a subject taught, but a living part of culture, education and personal stories. On behalf of the USB Goethe Centre, I would therefore like to thank all our partners, cooperating institutions, associations and supporters who trusted us in 2024 and supported us in our work. Your financial, organisational and professional assistance has enabled us to implement a wide range of educational and cultural projects, develop language courses, organise Goethe-Zertifikat exams and continue to build a high-quality infrastructure for teaching German in South Bohemia. Special thanks go in particular to the Goethe-Institut in Prague, the University of South Bohemia in České Budějovice, the South Bohemian Region and the Statutory City of České Budějovice, without whom we would not be where we are today and would not have achieved what we have. We would also like to thank the Association of Germanists and German Teachers, our partner schools and libraries, and all the sponsors who have contributed to the successful implementation of various projects related to the development of good Czech-German relations and supported our activities throughout the year. We would like to thank everyone who uses our services for their trust. Your trust motivates us to continue our work. Without you, we would not be your USB Goethe Centre in České Budějovice.

### 9.1.8 USB Preschool Facility – Kvítek Children's Group

The Kvítek Children's Group, a pre-school facility of the University of South Bohemia in České Budějovice, has been operating since 1 September 2016 and is intended for children of employees of the University of South Bohemia in České Budějovice aged between 1 and 7 years.

**It consists of two groups:**

- the 'Sedmikrásky' group for children aged 1 to 3 (maximum number of 10 children)
- the 'Kopretiny' group for older children aged 3 to 6 (maximum number of 20 children)

All-day care in both groups is provided by carers with appropriate training in accordance with Act No. 247/2014, on the provision of childcare services in children's groups. The nursery is open from 7:00 a.m. to 5:00 p.m.

Children arrive at the nursery throughout the day, which allows for the most effective combination of family and professional life. For this reason, two forms of attendance are offered during the school year: full-day attendance for more than 10 days per month and full-day attendance for up to 10 days per month.

Currently, the USB CG Kvítek preschool is attended by children of parents from various faculties (Faculty of Science, Faculty of Education, Faculty of Health and Social Sciences, Faculty of Engineering, Faculty of Regional Development, Faculty of Economics, Faculty of Arts), often from bilingual families or other nationalities (Serbia, Ukraine, Russia, Bulgaria, Germany, South Africa, Canada, Australia).

During the summer holidays, if there is free capacity, the possibility of placement is also offered to children of employees who attend nursery school during the year and whose school facilities are closed during the holidays.

Children at Kvítek are taught important life values that form the basis for further moral, emotional and human behaviour. These include, above all, tolerance, understanding, moral and social principles, healthy self-confidence, respect for the environment and nature, and the acquisition of empathetic social behaviour not only in a group of peers or younger and older children, but also in the future school community.

As part of the education and care plans, children are offered plenty of stimuli for the development of their personality, cognitive abilities and sensory perception. The above is achieved through a varied daily programme that is tailored to the specific needs of children and respects the development of their personality. This is complemented by the care of small animals (fish, tortoises), which are an integral part of Kvítek.

In cooperation with the Children and Youth Centre in České Budějovice, CG Kvítek runs a weekly club with a lecturer called 'Little Nature Explorer'. English language lessons and speech therapy courses are also held regularly. As part of our sports activities, we participate in the Children on Skates project every year. In cooperation with the rector's office, in 2024 we purchased new toys for the children for both the garden and the classroom (balance bikes, toy kitchens, tents, prams, books, etc.). Together with the children from Kvítek, including the youngest ones, we tidied up the garden ourselves, painted the existing play structures and improved the playing conditions according to the children's wishes.

Based on renewed cooperation between FED USB, a course on effective communication and a seminar on caring for children with specific needs were organised for the carers at CG Kvítek. Furthermore, under the supervision of expert guidance, FED USB students worked with teachers to prepare educational and play activities and workshops appropriate to the children's age and needs.

The annual operation of the USB Preschool Facility is financed in part by a subsidy from the Ministry of Labour and Social Affairs and in part by parents' tuition fees of CZK 4,000 for full-month attendance and CZK 2,000 for 10-day attendance. The 2024 financial year ended with a positive result and no financial losses. CG Kvítek is at full capacity not only for the current 2024/2025 school year, but also for the next school year, 2025/2026.

The parents of the children at CG Kvítek are partners and an integral part of CG Kvítek. Thanks to their support and trust, with which they entrust their children to our care every day, it is possible to develop the children's personalities and moral values. Thanks to the cooperation of parents from the Faculty of Science, Faculty of Education and Faculty of Arts, the children were able to visit their workplaces, where a varied programme was prepared for them.

---

*Overview of selected events organised by CG Kvítek in 2024*

---

Annual CG Kvítek birthday celebration

---

Farewell party for preschoolers, including their initiation into schoolchildren

---

Summer sleepover at Kvítek

---

Visit to the Scientific Library in České Budějovice with a programme prepared for children

---

Easter and Christmas parties with crafts with parents

---

St. Nicholas Day celebrations at Kvítek (prepared for children by students from the Faculty of Education, USB)

---

Trip to the Dvorec Zoo near Borovany and trip to the Hluboká nad Vltavou Zoo

---

Trip to Dobřejovice to see horses

Visit to the summer swimming pool

Visit to the USB Theatre

Visit to the dinosaur exhibition

### 9.1.9 USB Publishing House

In 2024, the Publishing House of the University of South Bohemia in České Budějovice (hereinafter referred to as PH USB) continued its activities as set out in the PH USB Statutes and other regulations. Book production continued to include both books published as grant outputs, usually supported by financial subsidies for publication, and books intended for a wider professional audience, published in more expensive book formats and achieving higher sales volumes. The core remained the production of domestic authors, but the segment of translated titles also expanded again. After years of decline, the number of books sold managed to rise back to almost the level of the 'Covid' year 2021, and the volume of titles produced and the number of copies also increased.

The book by Veronika Faktorová and Michal Hořejší, Karel Klostermann a zrod Šumavy (Karel Klostermann and the Birth of Šumava), published by PH USB in 2023, won the Johann Steinbrener Award in November 2024 at the Šumava Litera festival in the Popular Educational Publications category.

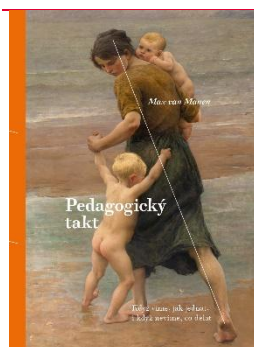
Books continue to be printed at the Inpress printing house on the basis of a newly implemented public procurement tender. Typesetting and graphic design of publications are handled by framework agreements based on the results of a newly announced small-scale public procurement tender.

The production of printed books and e-books continues to be distributed through sales in the Kosmas network and, where applicable, the USB e-shop. Older or highly specialised titles continue to be made available in PDF e-version for free download on the PH USB website (Open Access, Creative Commons 4.0 BY-SA licence).

PH USB also continues to serve as the university administrator of the DOI (Digital Object Identifier) system and provides editorial offices of journals published at USB with service assistance in assigning it.

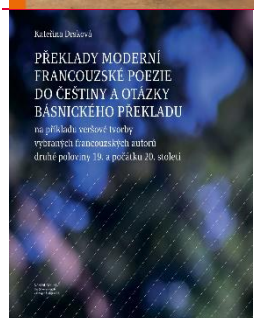
USB students continue to have the opportunity to fulfil their study requirements for professional practice at the publishing house. The activities of the publishing house continued to be managed by an editorial board consisting of Prof. Kozák, Prof. Machula, Prof. Papoušek, Prof. Polívka and the director of the publishing house. The publishing house is stable in terms of both finances and personnel.

*Printed and e-books published in 2024*



#### **Max van Manen: Pedagogický takt: Když víme, jak jednat, i když nevíme, co dělat**

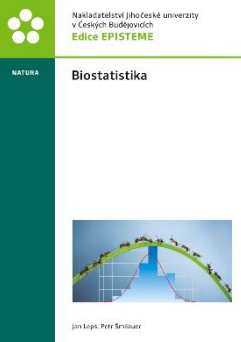
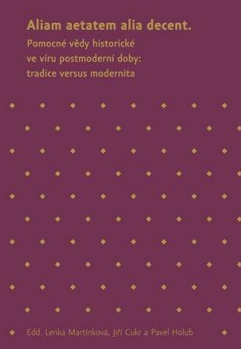

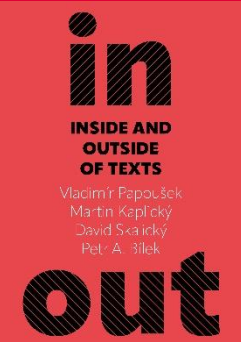
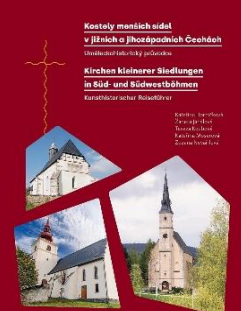
In this book, the author examines the nature of relationships between adults and children. Using clear examples, he shows how the actions of teachers, educators and parents depend on sensitive understanding, attentive care and the creative ability to act immediately, thoughtfully and appropriately, thus introducing pedagogical phenomena that are at the heart of good teaching practice. Translated by Petr Bauman.



#### **Kateřina Drsková: Překlady moderní francouzské poezie do češtiny a otázky básnického překladu (Theoria series)**

Translations of modern French poetry into Czech and questions of poetic translation: on the example of the verse works of selected French authors of the second half of the 19th and early 20th centuries. Theoretical thinking about literary translation has almost always developed in connection with translation practice, often even in close and direct contact with it. Modern Czech thinking on poetic translation has been stimulated from the outset by translations from French, among other things. The monograph Translations of Modern French Poetry into Czech and Questions of Poetic Translation is an attempt to outline the path that the practice and theory of Czech poetic translation from French have taken hand in hand from the turn of the 19th and 20th centuries to the present day, using the example of the verse works of four great figures of French poetry: Charles Baudelaire, Arthur Rimbaud, Stéphane Mallarmé and Guillaume Apollinaire. These authors were chosen both for their significance for French and world poetry and their influence on Czech poetry, and also in view of the continuing interest in their work in our environment, i.e. the length and continuity of the reception tradition. Translations of their major works from the beginnings of their reception in Czech to the present day are taken into account.



 <p>Návštěvníci Jihočeské univerzity v Českých Budějovicích Edice EPISTEME</p> <p>NATURA</p> <p>Biostatistika</p> <p>Jan Lepš, Petr Šmilauer</p>	<p><b>Jan Lepš, Petr Šmilauer: v (2nd expanded edition; Natura series)</b></p> <p>Biostatistics is a modern statistics textbook that presents statistical tools that are key for readers from biology and biology-related fields. The authors first present the problems that a given statistical method solves and then introduce the principle of the method and its necessary prerequisites.</p>
 <p>Aliam aetatem alia decent. Pomocné vědy historické ve věku postmoderní doby: tradice versus modernita</p> <p>Ed. Lenka Martínková, Jiří Cukr a Pavel Holub</p>	<p><b>Jiří Cukr, Pavel Holub, Lenka Martínková, eds.: Aliam aetatem alia decent: Pomocné vědy historické ve věku postmoderní doby: Tradice versus modernita (Historia edition)</b></p> <p>Archiving and archival science today face greater challenges than ever before: How to deal with the changes brought about by the new era, technology and social networks? How to work with archival material so that it bears witness to a larger whole than itself? On the occasion of the significant anniversary of the founder and director of the Institute of Archival Science and Auxiliary Historical Sciences at the University of South Bohemia, Prof. PhDr. Marie Ryantová, CSc., and also to mark the anniversary of the founding of this institute, friends and colleagues, led by editors Lenka Martínková, Jiří Cukr and Pavel Holub, have prepared the book Aliam aetatem alia decent. Auxiliary Historical Sciences in the Turmoil of the Postmodern Era: Tradition versus Modernity. Two dozen contributions deal with issues of personal documents, state, municipal and church administration, the history of libraries and important personalities, and show how the trends of the new millennium enable new understanding, analysis and interpretation.</p>
 <p>LEXIKON MODERNÍHO VĚZEŇSTVÍ</p> <p>Jaroslav Hála</p>	<p><b>Jaroslav Hála: Lexikon moderního vězeňství (printed book)</b></p> <p>The book presents a collection of currently important concepts from prison theory and practice. Individual penitentiary phenomena, which, given current penological trends, focus on the basic trivia of the Algorithm of Sentence Enforcement, Principles of Modern Prison System, and Family-Sensitive Sentence Enforcement, together provide a comprehensive insight into the issue of the prison system, intended for both professionals and the general public. The publication can be helpful for educational activities of the Prison Service of the Czech Republic and beyond.</p>
 <p>in INSIDE AND OUTSIDE OF TEXTS</p> <p>Vladimír Papoušek Martin Kaplický David Skalický Petr A. Bílek</p> <p>out</p>	<p><b>Vladimír Papoušek, Martin Kaplický, David Skalický, Petr A. Bílek: Inside and Outside of Texts</b></p> <p>This monograph reflects the state of current literary theory, which continues to create new concepts focused on narrowly defined features of literary texts and contexts without reference to a broader conceptual framework.</p>
 <p>Kostely menších sídel v jižních a jihozápadních Čechách Uměleckohistorický průvodce</p> <p>Kirchen kleinerer Siedlungen in Süd- und Südwestböhmen Kunst- und Geschichts- führer</p> <p>Kateřina Horníčková Žaneta Janálová Tereza Koubová Kateřina Moserová Zuzana Nevařilová</p>	<p><b>Kateřina Horníčková, Žaneta Janálová, Tereza Koubová, Kateřina Moserová, Zuzana Nevařilová: Kostely menších sídel v jižních a jihozápadních Čechách: Uměleckohistorický průvodce</b></p> <p>This book, richly illustrated, maps a collection of medieval churches in the region of southern and southwestern Bohemia, extending into the German borderlands. The publication focuses on 'rural' churches, which contribute significantly to the characteristic appearance of the South Bohemian and Bavarian border landscapes, not only because of their important role in regional history, but also in view of their art-historical context. Although they are an important testimony to the changes in the settlement structure, the Christianisation of the region and the mutual contacts between neighbouring regions, these monuments, located outside the main centres, are often neglected in more broadly focused popular and specialist publications.</p>



**Tomáš Souček: Sociokulturní aspekty lidské destruktivity**

The book focuses on the cultural meanings of human destructiveness and presents various concepts of it throughout history. The author pays particular attention to those aspects of destructiveness that transcend the boundaries of the individual, moving from psychoanalytic analyses to an analysis of meaning in the broader perspective of globalisation processes, with an effort to point out the real consequences of destructiveness in everyday life. The book is divided into three separate parts, which explore destructiveness through its historical development, social genoms, and the limits of its manifestation.

## 10 National and international excellence

### 10.1 International and significant national research, development and creative activities, integration of research infrastructure into international networks and involvement in professional or artistic networks

One of the pillars of USB is research and its international quality. Scientific research at USB is largely conducted in collaboration with foreign scientific colleagues and institutions. A number of research projects carried out at USB are also international. Among other things, USB is involved in several research consortia within the Horizon Europe programmes. A number of important international scientific conferences are also held at USB every year. FFPW USB has a large scientific infrastructure, CENAKVA, which is not only an open centre for important national and international research in the field of fisheries and water protection, but is also part of the Ministry of Education, Youth and Sports' Roadmap for Large Research Infrastructures, a limited list of top Czech scientific institutions. The Centre for Polar Ecology of the USB Faculty of Science includes the research infrastructure of the Josef Svoboda Czech Arctic Research Station in the Arctic on the Svalbard archipelago. Many USB academics are members of the management of international professional societies or editorial boards of international professional journals. Some faculties as a whole are also members of international professional organisations and professional networks. Since 2024, USB has also been part of the KreativEU consortium, consisting of 11 European universities.

The **USB Faculty of Economics** has deepened its cooperation within an international partner network involving researchers and specialist departments from leading universities around the world. In 2024, cooperation took place mainly in the areas of project preparation and implementation, participation in international conferences, participation in the creation of publications, and networking with representatives from the field.

The scientific orientation of the institutes of the **USB Faculty of Arts** has long been conducted in the context of international research, as evidenced primarily by joint research projects, publications, and the organisation of conferences with international participation. In addition to important national institutions, the faculty also cooperates closely with a number of foreign partners, e.g. in literary research with the University of Opole or the Institute of Slovak Literature of the Slovak Academy of Sciences in Bratislava; in the research of Romance languages and literature, e.g. in the preparation of joint monographic issues of journals with staff from the Université Paris Descartes, Université Lorraine, Università Cattolica del Sacro Cuore and Universidad de Salamanca; in historical fields, joint publications are produced with staff from the Karl-Eberhard-Universität Tübingen and L'École des hautes études en sciences sociales in Marseille; The Institute of Archival Science and PVH is a member of the international organisation ICARus (International Centre for Archival Research).

Active cooperation took place in 2024, particularly in the implementation of joint international projects, such as the project Renewing an Ancient Partnership: Contacts between Bohemia and Tyrol in the Early Bronze Age, which was carried out in cooperation with the Institute of Archaeology of the Czech Academy of Sciences and the University of Innsbruck; or the project Spanish as a Foreign Language in Central Europe: A Demolinguistic Approach, in which the USB Faculty of Arts cooperated with foreign partners from Poland, Slovakia, Germany and Hungary.

In terms of professional networks, the department is represented in the Association of Deans of Arts Faculties of the Czech Republic.

In 2024, the International Board of the USB Faculty of Arts continued its activities, acting as an advisory body to the faculty, particularly in assessing the quality of creative and educational activities.

In 2024, the **USB Faculty of Science** was involved in four international research consortia funded by Horizon2020 (EU-PolarNet 2, EvoGamesPlus, WildCard, and Panviprep), three H2020 MSCA Postdoctoral Fellowships (DynaSun, Bioacusitc AI, and PhytoBactoEVs), two ERASMUS+ consortia (TeamUp, EcoSocMan), five cross-border INTERREG collaborations with Austria (SmartBeetle, IPMAI Interpretable Prescriptive Maintenance using Artificial Intelligence, OpenLabs, ŠumavaFish, Cross-border Plants), two cross-border INTERREG collaborations with Bavaria (Hydromun, AI Klima), and one LIFE project (LIFE for MIREs). The faculty's international cooperation has also developed through five GA CR International projects, two INTER-ACTION projects, and two EMBO grants. The USB Faculty of Science is involved in the activities of the ELIXIR-CZ research infrastructure: Czech National Infrastructure for Biological Data (project LM2018131) and is also part of an international consortium of 15 institutions within the EvoGamesPlus project in the MSCA ITN call.

The international and significant national research, development and creative activities of the **USB Faculty of Fisheries and Water Protection** and also the CENAKVA research centre, which is one of the few faculties in the Czech Republic to have it in its structure, are determined by the scope of internationally recognised cooperation and publishing activities in the field of fisheries and water protection. Since 2019, the CENAKVA VVI Centre has also been a large research infrastructure with open access to its infrastructure, knowledge and expertise, thereby significantly contributing to the development of science and research in these areas. FFPW USB is also part of the AQUAEXCEL2020 and follow-up AQUAEXCEL3.0 project consortia, which support the sustainable growth of the aquaculture sector in Europe. The consortium consists of 22 leading European universities or research institutes that offer services and support world-class research in the field of aquaculture. Furthermore, CENAKVA/FFPW USB is part of the AquaServ project consortium, which aims to connect, strengthen and integrate research infrastructure capacities and, by providing transnational access (on-site/remote), contribute significantly to improving the quality of research infrastructures. A follow-up activity was the preparation of the Pheno-Live project, which was submitted to the HORIZON EUROPE INFRADEV programme with the aim of establishing a new ESFRI consortium with the participation of CENAKVA.

CENAKVA continues to negotiate with representatives of the ESFRI consortium ELIXIR for the development of a system for sharing experimental data and metadata and has launched activities leading to connection to the EOSC e-infrastructure system within the framework of environmental research infrastructures in cooperation with MUNI at the 'mini-project' level. As a large research infrastructure in the Czech Republic, the faculty is also directly connected to the European Research Area through the Danubius – RI research infrastructure, which brings together leading entities engaged in research into river-sea interactions. In 2024, the European consortium DANUBIUS RI incorporated and fully implemented a new component called 'Hydrological Nexus of Central Europe' located in the Czech Republic into its structure. The Czech Republic, with its strategic location in the heart of Europe, is known as the source area of several key European river systems, making it an essential player in sustainable water management on a global scale. The new component is built on the infrastructure provided by the CENAKVA and CZECHGLOBE research centres, which focus on comprehensive research into processes in freshwater ecosystems, with an emphasis on maintaining biodiversity and protecting the aquatic environment. The unique services provided by the Czech component will contribute to research on the sustainability of water resource use in a pan-European context. The faculty is also a member of EAS (European Aquaculture Society) and W.S.C.S. (World Sturgeon Conservation Society). In 2024, the position of FFPW USB/CENAKVA as the administrator of the 'Labe' research site within the global eLTER consortium was consolidated. FFPW USB/CENAKVA joined the activities of an important consortium within the European partnership project PARC – Partnership for the Assessment of Risks from Chemicals. The faculty continues to successfully implement projects under the HORIZON EUROPE – JPI Water programme and a project to support the implementation phase of the DANUBIUS IP consortium.

In 2024, cooperation with the FAO UN (Food and Agriculture Organisation of the United Nations) continued with the aim of mutual interaction in setting policies in the field of food and agriculture within FAO member states. Under the auspices of the FAO UN (Food and Agriculture Organisation of the United Nations), FFPW USB/CENAKVA organised an international workshop entitled 'Innovations in Fisheries and Aquaculture as a Key Component of Sustainable Aquafood Systems' from 20 to 26 October 2024. The workshop was attended by 12 participants from 8 countries, who focused on innovations in fisheries and aquaculture. The programme included lectures, practical demonstrations and excursions related to fish reproduction and nutrition, intensive aquaculture, fish diseases and traditional fish farming.

The **USB Faculty of Theology** is involved in the Post – Netzwerk der Mittel- und Osteuropäischen Pastoraltheologinnen und Pastoraltheologen (<https://www.postnetzwerk.net/>). Preparations are also underway for integration into The International Society for the Research and Study of Diaconia and Christian Social Practice (<https://www.diaconiaresearch.org/>), where some members of the Faculty of Theology are currently part of the regional network in the Czech Republic. Faculty staff are also members of international societies such as the European Society for Catholic Theology, the American Catholic Philosophical Association, the Societas Internationalis Studio Iuris Canonici Promovendo, the American Catholic Historical Association, the American Catholic Historical Society, the Global Catholic Studies Network, the European Association of Biblical Studies, the Société Internationale pour l'Étude de la Philosophie Médiévale, and others.

Academic staff from the Institute of Nursing at the **USB Faculty of Health and Social Sciences** are also involved in the international COST Action. Since 2022, Prof. Tóthová and Dr Dolák have been participating in the project 'Cancer—Understanding Prevention in Intellectual Disabilities', in which they collaborate with experts from 46 countries.

Since October 2024, Dean Dr. Chloubová and Prof. have been involved in the COST Action project 'Climate Change Impacts on Mental Health in Europe'. This project was prepared by experts from more than 30 countries.

Academic staff from the Institute of Social and Special Education Sciences participated in the preparation of the Horizon project 'Visionary Roadmaps: Crafting An Inclusive And Participatory European Democracy With Youth And Communities', which was successful in the competition and began implementation in 2024.

Furthermore, staff from the Institute of Radiology and Toxicology and the Institute of Social Work are involved in the PIAOFORTE project entitled RRADEW ('Resilience to Radiological Events in Wartime').

The **USB Faculty of Agriculture and Technology** conducts ongoing research, development and creative activities focused on agriculture and modern technologies, particularly in the field of experimental development and applied research. In 2024, the USB Faculty of Agriculture and Technology worked on a total of 24 projects, 21 of which were research projects, 3 of which were international projects ( ), 2 Erasmus+ projects and 1 project from the Polish provider NAWA. In the TH76030001 project 'Predicting the development of harmful algal blooms using artificial intelligence', FZT was a member of an international consortium led by a coordinator from Ireland. Partners from China participated in two other international projects. FAT USB staff are also involved, for example, in the advisory body IFOAM Organics Europe (European Technology Platform for Research and Innovation in Organic Agriculture and Agroecology) and in the editorial boards of international journals (Journal of Central European Agriculture; Scientific Papers. Agronomy Series, and others). All of the above activities are also reflected in creative work, which takes the form of projects or published and unpublished outputs.

## 10.2 National and international awards

As in previous years, in 2024 several students, graduates, employees and other persons associated with USB received significant individual and group awards. Some publications, university projects and entities that cooperate very closely with USB and/or in whose activities USB participates were also awarded. The growing interest in cooperation with USB on national and international projects, studies and surveys, and the effort to utilise the expertise of university employees through their participation in various expert panels and juries, national and international councils and other expert bodies, can also be considered a significant achievement. The ranking of USB and its individual faculties in various domestic and international rankings, surveys and studies, the results of which the university regularly monitors as part of its benchmarking activities, can also be considered a significant recognition. The continued interest of Czech and foreign partners in developing and deepening existing cooperation or establishing new, in many cases contractually based, cooperation, not only in the field of education and scientific research, but also in a number of other areas, including those that can be summarised as the so-called third role of a university.

A significant institutional recognition is the admission of USB to the Association of Research Universities of the Czech Republic (AVUni). 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 arena. The Association of Research Universities now brings together seven academic institutions covering the entire spectrum of academic disciplines 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 Chemistry and Technology in Prague, the Brno University of Technology and, most recently, the University of South Bohemia. The member universities are responsible for the education of more than half of all university students and over 75% of all doctoral students in the Czech Republic, confirming their dominant role in Czech higher education. By joining AVUni, which took place with the ceremonial signing of 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.

Another significant milestone in the field of international relations is the University of South Bohemia's entry into the KreativEU consortium in September 2024.

In 2024, USB received a great honour in the form of the appointment of Prof. Tomáš Polívka from the Faculty of Science of USB as the first vice-chairman of the RVVI. Prof. František Vácha, Dean of the Faculty of Science of USB, also became a member of the RVVI, although his candidacy was for the Biology Centre of the Czech Academy of Sciences.

Another extraordinary honour was the awarding of the Milada Paulová Prize to Prof. Iva Stuchlíková from the USB Faculty of Education. The Milada Paulová Award is named after a prominent 20th-century Czech historian and Byzantinist, the first woman to be appointed professor. The Minister of Education, Youth and Sports awards it to a female scientist for her outstanding contribution to science and the development of her field. Professor Iva Stuchlíková works at the Department of Psychology of the USB Faculty of Education and has long been involved in research into the professional development of teachers and the issues of motivation and emotions. She deals with aspects of human behaviour and



experience, both in general psychology and in education. She also focuses on the issue of general psychological literacy. She has previously been awarded a medal by the Ministry of Education, Youth and Sports for her work on formulating the Czech Republic's education policy strategy. At the USB Faculty of Education, she participated in the establishment of the Department of Psychology, where she currently serves as Vice-Dean for Science, Creative Activity and Doctoral Studies. She was also appointed the first director of the newly established USB School of Doctoral Studies.

Other awards include the appointment of Dr Daniel Novotný from the USB Faculty of Theology as a member of two prestigious professional organisations – the National Centre for Ontological Research (NCOR, University of Buffalo) and the Centre for Philosophy of Epidemiology, Medicine, and Public Health (CPEMPH, University of Johannesburg/Durham University). Founded in 2005, NCOR focuses on collaboration in ontology research and development in areas such as biomedicine, healthcare, defence, and information technology. NCOR's main goal is to improve the quality of ontology research and development of tools for evaluating and ensuring the quality of ontologies. The organisation is a catalyst for collaboration between philosophers, scientists and experts from various industries. CPEMPH, informally established in recent years, with a planned official launch in 2025, is an international centre for the philosophy of 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 develop deeper insights into the ethical and conceptual aspects of public health and healthcare systems.

One of the world's highest honours in the field of science was awarded in 2024 to Prof. Julius Lukeš from the Institute of Parasitology at the Biology Centre of the Czech Academy of Sciences, who also works at the USB Faculty of Science. At the beginning of May 2024, he was elected as an international member of the National Academy of Sciences (NAS) of the United States of America. The NAS is a private non-governmental organisation that, among other things, serves as an advisory body to the US 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 the Nobel Prize. Professor Julius Lukeš is the only living Czech representative of the Czech Republic in the NAS.

The national and international recognition of the **USB Faculty of Fisheries and Water Protection** is mainly due to the growing interest in cooperation based on projects, publications and efforts to utilise the expertise of employees through participation in expert panels, international councils, etc. The inclusion of the CENAKVA centre among the major research infrastructures of the Czech Republic can be seen as proof of national and international recognition. Since 2019, CENAKVA has been a large research infrastructure with open access to its infrastructure, knowledge and expertise. The international significance of the faculty is best reflected in its ability to integrate into European research infrastructures, which only accept significant national and international entities. Since 2023, CENAKVA has become a full partner of the pan-European research association DANUBIUS-RI, which is part of the ESFRI roadmap and is seeking to obtain ERIC status. In 2024, the faculty was also selected as one of eleven key partners for the creation of a new European Research Infrastructure (ESFRI) focused on research in the field of livestock production and welfare.

Three teachers associated with the **USB Faculty of Health and Social Sciences** received significant awards in 2024. In February, MUDr. Věra Vlasáková became the first doctor in the South Bohemian Region to receive the first commemorative medal of the Medical Chamber from the District Association of the Czech Medical Chamber in České Budějovice for 50 years of work in medicine and 40 years of work in the field of rheumatology. In May, Trnava University awarded an honorary doctorate to Professor Valéria Tóthová, Vice-Dean for Science and Research and Director of the Institute of Nursing, Midwifery and Emergency Care at the USB Faculty of Health and Social Sciences. In October, Associate Professor Hana Konečná from the Institute of Humanities in the Helping Professions received the Jana Anna Kateřina Zátková Award for the popularisation of science, which was presented to her by the Rector of the University of South Bohemia, Professor Pavel Kozák. He thus recognised her long-standing efforts to draw attention to the ethical dilemmas of assisted reproduction. Another success was achieved by Dr Ingrid Baloun from the Institute of Social and Special Education Sciences at the Faculty of Health Studies, University of South Bohemia, who supervised the thesis of Charles Murata from Zimbabwe, a graduate of the European Master in Migration & Intercultural Relations (EMMIR) programme, which won a prestigious award for the most innovative research. His research focused on the experiences of Ukrainian refugees in the Czech Republic, using the case of Ukrainian families caring for children with disabilities.

In 2024, Ing. Nikola Havrdová, Ph.D., assistant professor at the Department of Zootechnical Sciences, **USB Faculty of Agriculture and Technology**, received an award for the best dissertation in the Science for the Country competition organised by the National Agricultural Museum in cooperation with the Czech Academy of Agricultural Sciences.

At the 50th annual Conference on Food Quality and Food Raw Materials, 'Ingrový dny 2024,' Prof. Eva Samková, Ph.D., was awarded in the individual category for her long-term cooperation with the Faculty of Agronomy at Mendel University in Brno. Among the award winners was also the University of South

Bohemia in České Budějovice (USB) for its merits in the field of cooperation with the Institute of Food Technology of the Faculty of Agrobiography and Food Resources of Mendel University. The award for USB was accepted by doc. Ing. Jan Bárta, Ph.D., Vice-Dean for Science and Research of the Faculty of Agriculture and Technology of USB (FAT USB).

On 5 September 2024, Mendel University in Brno hosted a doctoral student competition in the field of animal nutrition, 'NutriNET2024', where second-year DDP General Zootechnics MSc student Umezurike-Amahah Ngozi Mercy from the Department of Zootechnical Sciences won third place among 21 other entrants for her presentation on 'Actual Trends in Calf Feeding Technology'. Umezurike-Amahah Ngozi Mercy from the Department of Zootechnical Sciences won third place among 21 other entrants for her presentation on 'Actual Trends in Calf Feeding Technology and the Use of Probiotic Feed Additives in Calf Nutrition,' following on from last year's second place by Ing. Denisa Polívková.

On 22 October 2024, a ceremonial plenary meeting of the members of the Czech Academy of Agricultural Sciences (ČAZV), at which an Honourable Mention was awarded for outstanding contribution to the development of science and research in the agricultural sector to long-term employees of the USB Faculty of Agriculture and Technology in České Budějovice, Prof. Ing. Jindřich Čítek, CSc. (Department of Animal Production), working at the Department of Genetics and Biotechnology, and Prof. Ing. Jan Trávníček, CSc. (Department of Animal Production), working at the Department of Zootechnical Sciences.

On 16–19 April 2024, the 34th International Beer Festival was held in Litoměřice, where beers from the STŘELA and IRL666 Research and Teaching Microbrewery took 1st and 2nd place in the India Pale Lager category. This success is the result of the work of our brewers – Ing. Vlastimil Nohejl and assistant brewer František Čechmánek. Another success followed on 14 November 2024 in the Bavarian town of Waldkirchen, where the results of the Best Beer Awards 2024 competition were announced, with the Faculty of Agriculture and Technology competing with its academic beer ČTYRÁK 12° light lager. This beer took first place. The award was accepted by representatives of the microbrewery, Doc. Pavel Smetana and František Čechmánek.

### **10.3 International evaluation of the University or its constituent parts, including foreign accreditations**

Since 2018 (effective from 1 January 2018), the University of South Bohemia has established the USB International Board, which is an important advisory body to the USB Rector for assessing the direction and quality of the USB's educational and creative activities. It is composed of prominent figures in European and world science, usually with experience in university management. Members of the USB International Board are appointed by the USB Rector for a period of five years. With effect from 1 January 2023, a new USB International Board was appointed, with Prof. Dr Norbert Müller re-elected as its president. The first meeting of the USB International Board took place on 14–16 September 2022 at USB. The next meeting of the USB International Board will take place on 23–25 April 2025. The management of the university and individual USB faculties prepared a report on the 2022 meeting of the USB International Board. The current status and measures taken will be provided to the USB International Board in the form of reports and PPT presentations with references to the relevant current USB documents and regulations. The agenda of the second meeting 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 new measures at USB
- Evaluation 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 at USB
- Recommendations for the focus of the next meeting – data and information structure, specific focus, objectives, tasks

With the exception of the Faculty of Science, meetings of the faculty international boards have already been held at all USB faculties. Information on the composition of faculty international councils, meeting dates and evaluation results is available on the websites of individual faculties. The results and recommendations arising from the meetings of faculty international councils were discussed by individual faculties and implemented as part of the long-term development plans of USB faculties. In 2024, a draft ESF+ project (call for universities) was prepared. As part of the possible implementation of this project,

further activities of the international councils at USB and the establishment of an International Board at the USB Faculty of Science will be supported.

USB also offers degree programmes in foreign languages and cooperates with partner universities abroad within the framework of jointly accredited degree programmes such as joint degrees, double degrees and multiple degrees, during which students complete part of their studies at a foreign university. Within the framework of cross-border cooperation, USB cooperates most intensively with its partner Johannes Kepler University in Linz and the University of Passau. International activities are of great importance in raising the quality and international standard of education and research. USB currently offers 11 double degree (9x) and joint degree (2x) degree programmes, of which three are bachelor's programmes and eight are master's programmes. A complete overview of these programmes is available on the USB website.<sup>14</sup>

In 2024, as part of its international marketing strategy, USB offered 33 degree programmes in foreign languages (including double and joint degree programmes). These programmes were as follows:

- Biological Chemistry (Bc., NMgr.)
- Applied Foreign Languages for International Business (LEA)
- Sprach – und Textwissensschaften / Philology: German Language and Literature
- Ecology
- Multifunctional Agriculture.
- Fisheries and Protection of Waters
- Artificial Intelligence and Data Science (MAID)
- Linguistics, Sociolinguistics
- Linguistics (Text and Discourse)
- Linguistics, Terminology
- Teaching Spanish as a Foreign Language
- Regional and European Project Management
- European Master's 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
- Fisheries
- 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 (Polar Ecology Station) and Papua New Guinea (Tropical Ecology Station), which is operated in close cooperation with the Biology Centre of the Czech Academy of Sciences. Students from USB also work at

<sup>14</sup> <https://www.jcu.cz/cz/prijimaci-zkousky/double-joint-degree>

both of these stations, which further emphasises the active involvement of students in international research at USB.

The fact that USB has been successful in recent years in establishing itself in respected international rankings in which it was not previously represented, both in global and regional rankings as well as in subject rankings, can also be considered an extraordinary success in the field of international evaluation.

USB systematically monitors all major international rankings focused on evaluating the quality of universities and research institutions, both those in which the university already appears and those in which it is not yet represented<sup>15</sup>. 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).
- **Multi-rankings** (U-Multirank; SIR – SCImago Institutions Rankings).
- **Alternative rankings** (CWUR – Centre 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).

It can be considered an extraordinary success that in recent years, USB has also managed to establish itself in the rankings of the so-called Big Three, in which USB was not represented in the past, both in global and regional rankings and in subject rankings. In 2023, USB also made it into the Leiden Ranking for the first time ever,<sup>16</sup> which is 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 rank the evaluated universities in a single overall ranking based on a combination and value of individual indicators, but allows interested parties to compare and rank the evaluated institutions according to indicators relevant to them. In the latest edition of this ranking (2024), which compared the scientific performance of more than 1,500 universities worldwide in four areas (scientific impact, international collaboration, open access and gender diversity), publications from 2019–2022 recorded in the Web of Science database were evaluated. In 2024, the University of South Bohemia confirmed its excellent position 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 indicator, which earned it 851st place in the world and 301st place in Europe. A total of nine Czech universities made it into 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 also included in the global ranking of the best universities in the world for the first time in 2022, it also made it into the QS World University Rankings: Sustainability (QS Sustainability Rankings for short), in which it ranked 8th among 12 reported Czech universities and 824th overall in the world last year. The international QS Sustainability Rankings, which was compiled for only the third time in 2024, assesses the contribution of universities to addressing the challenges of sustainable development. It does so on the basis of an evaluation of more than fifty 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 sent to the QS rankings by the individual universities being evaluated, but most of the data is drawn from other sources, in particular from Elsevier data, publicly available national statistics and third-party evaluations. The parameters monitored by the QS Sustainability Rankings include, for example, bibliometric outputs from the Scopus database (level of research related to sustainable development), awareness-raising and educational activities for the public, ethical values stated in the strategy of the evaluated institution, membership of the evaluated institution in prestigious international initiatives and organisations, support for people with disabilities, activities of a research centre dealing with environmental issues, the existence of a strategic commitment to sustainable development, and the involvement of students in university decision-making processes. In terms of quantitative data, the QS Sustainability Rankings include parameters tracking the number of women among students, academics and university management, CO2

<sup>15</sup> Of the above rankings, USB is not yet evaluated in the U-Multirank ranking, for which USB does not actively provide any data, or in the RUR (Round University Ranking).

<sup>16</sup> <https://www.leidenranking.com/>

production, and water and energy consumption. Reputation surveys among academics and employers are also taken into account.

In 2023, there was a fundamental change in the QS regional rankings, with some of the existing rankings being abolished and replaced by new ones. This also affected the EECA regional ranking, in which USB had performed very well in previous years. The Czech Republic, and therefore USB, was newly included in the Europe and Eastern Europe regional rankings. At the same time, there were some methodological innovations in both the global and regional QS 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 was given a weighting of 5%. The second innovation in the QS rankings is a stronger emphasis on the employment and employability of graduates from individual universities. The ranking thus places greater weight on the criterion of reputation among employers and, newly, on graduate employment outcomes. The third new metric is the International Research Network, which reflects the extent to which research at a given university is linked to foreign institutions. The aim is to emphasise the meaning and importance of global cooperation in contemporary science. Taking this innovative methodology into account, USB ranked 428th and 48th in the new regional rankings for Europe and Eastern Europe, respectively, which represents 11th place among Czech universities. Compared to the previous year, the University of South Bohemia 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 shared 1,001st–1,200th place).

The THE (Times Higher Education World University Rankings) methodology has also undergone changes, as have the sub-rankings derived from it, in which certain selected indicators have been adjusted and further refined. THE rankings monitor a total of 18 indicators that assess the performance of a given institution in a total of five areas (teaching, research environment, research quality, industry and internationalisation). The biggest change was in the area of research quality, which was previously primarily based on subject-weighted citation impact. This metric is now supplemented by other indicators. These include, for example, research strength, which calculates as the 75th percentile of citations of research results produced at a given university in individual fields. Another methodological innovation is the introduction of a research excellence indicator, which assesses how many of the very best works were 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 evaluated university. In the area of industry, the new methodology includes an indicator relating to patents. This indicator examines how often the university's research is cited in patents. The evaluation of the reputation of individual universities (specifically, indicators of teaching reputation and research reputation) benefits from a more robust survey among academics. In the recent Times Higher Education World University Rankings, more than 2,000 universities from 115 countries and regions were evaluated. USB ranked 1,001st–1,200th in this global ranking, defending its position from the previous year. The THE rankings no longer include the regional **THE Emerging Economies University Rankings, in which USB has performed very well in recent years. The latest available data for this ranking is for 2021.**

After several years of successfully placing in the **NTU subject rankings (National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities)**, in 2024 it managed to break into the global rankings for the first time in its history, ranking 1,051st–1,100th in the world and sharing 4th–6th place among the Czech universities evaluated. The NTU ranking is based exclusively on a qualitative and quantitative assessment of the publication performance of individual universities, with the qualitative assessment accounting for 75% of the total score. The basic evaluation criteria are the number of publications in impacted journals, the citation rate of scientific publications, and 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.<sup>17</sup> In this ranking, which is primarily compiled on the basis of bibliometric data, USB ranked 1,168th in the world and 8th among the evaluated Czech universities in 2024. In addition to the global ranking, Research.com also publishes subject rankings. In 2024, a total of 10 scientists from the University of South Bohemia made it into five subject rankings. The university had the largest representation (5 scientists) in the 'Ecology and Evolution' subject ranking, in which it ranked 305th in the world and 3rd among Czech universities, which is the best ranking of the University of South Bohemia in all subject rankings in which it was represented in 2024.

Twenty academic staff members of the University of South Bohemia were also represented in the latest edition of the ranking of the most cited scientists, which is regularly compiled and published by Elsevier in collaboration with John P. A. Ioannidis, a statistician at Stanford University. This ranking, drawing on

<sup>17</sup> <https://research.com/>



the Scopus database, is based on an index that combines six otherwise separately used citation indicators, including the simple number of citations and the Hirsch H-index. Not all authors with the highest number of citations will therefore 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.<sup>18</sup>

A detailed report on the USB's ranking is provided in the Appendix to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2024.

The Consecutive master's programme of the **USB Faculty of Economics**, Regional and European Project Management, is a joint degree programme which, in addition to accreditation granted by the National Accreditation Authority in the Czech Republic, is also accredited in France for the period 2022–2026 and by an independent accreditation authority in Germany. The programme also has certification from the German-French University (DFH/UFA).

In 2024, the **USB Faculty of Science** was not subject to international evaluation. This evaluation is planned for 2025. The USB Faculty of Science continues to educate students in three cross-border degree programmes: the Bachelor's and Master's programmes in Biological Chemistry, which are jointly accredited with Johannes Kepler University in Linz (Austria), and Artificial Intelligence and Data Science (MAID), which is provided in cooperation with the Faculty of Computer Science at the University of Applied Sciences in Deggendorf, Germany.

In 2024, the sixth meeting of the International Board of the USB Faculty of Fisheries and Water Protection and the South Bohemian Research Centre for Aquaculture and Biodiversity of Hydrocenoses (CENAKVA) took place.

In recent years, a number of significant activities have been carried out at the **USB Faculty of Health and Social Sciences**, which can serve as examples of good practice. Key projects include cooperation with the Office of the United Nations High Commissioner for Refugees (UNHCR) focused on supporting the social integration of refugees and professional internships for students in this field. Other examples include Erasmus+ KA2 projects aimed at improving the professional skills of students in the areas of first aid, automated external defibrillators (AEDs) and disaster nursing using AR/VR technologies.

In 2024, the **USB Faculty of Agriculture and Technology** continued to implement the recommendations of the International Faculty Council, which met at the faculty in 2022 and summarised the strengths and weaknesses of the faculty in its evaluation and proposed measures for possible improvement. The faculty continues to implement the conclusions of the 2020 International Evaluation Panel, striving to attract an increasing number of foreign research projects and to connect with the application sphere. At the end of 2024, work began on the preparation of a self-evaluation report for the MEP evaluation, which will take place in 2025.

---

<sup>18</sup> <https://elsevier.digitalcommonsdata.com/datasets/btchxktyw/6>

## 11 Third role

### 11.1 Transfer of knowledge into practice and its results

Activities in the area of transferring knowledge into practice are carried out at USB in cooperation and coordination with the **USB Technology Transfer Office (TTO)**. Among other things, TTO offers services for mediating the commercialisation of USB research results, legal services, mediating intellectual property protection, and monitoring important deadlines in intellectual property protection. In recent years, the development of commercialisation has been supported, among other things, by the implementation of a project by the Technology Agency of the Czech Republic to develop so-called proof-of-concept activities. In 2024, USB succeeded in obtaining the TA CR Sigma project in this area, within the framework of which TTO announces internal competitions specifically to support these proof-of-concept activities. In connection with newly generated R&D results, contacts are continuously being established with business entities and potential investors. In 2024, a second spin-off company with a USB share was established in the field of monitoring bark beetle damage to trees. In many cases, the application sphere also cooperates with USB in educational activities, e.g. by participating in teaching. In addition, TTO publishes its own teaching materials, which further contribute to raising awareness of the importance of applied research, innovation and their commercialisation. Despite this qualitative progress in the transfer of knowledge into practice, we are still striving to develop and instil the third role of the university in all academic staff. This is now being done, among other things, through a TTO activity called Café at the Faculty, where twice a year at each faculty, TTO representatives meet with faculty academic staff to discuss the needs of academics, the possibilities and services of TTO, the principles of intellectual property protection and commercialisation, and new project challenges in applied science. The response to this new activity has been excellent.

### 11.2 Activities in the region, cooperation with regional entities

In 2024, the **USB Marketing Office** organised a number of important social, cultural and sporting events to develop cooperation with key partners, promote the university's good name and communicate with potential students and the public.

The first of these events was the traditional Open Day. This is one of the largest and most visited events, in which all eight faculties of the university traditionally participate. The event, which is mainly attended by prospective students, took place on Friday, 19 January, with some faculties extending the Open Day to Saturday, 20 January 2025. Prospective students received detailed information about the fields of study and programmes offered by individual faculties, the content of the degree programmes, admission requirements, graduate employment opportunities, opportunities for internships abroad, and news about what individual faculties of the University of South Bohemia offer students.

Another event organised by the University of South Bohemia, which already has a long tradition, was the University of South Bohemia Ball in České Budějovice. Its 29th edition took place on 9 February 2024 at the Metropol Cultural Centre. This time, the main guest was Radka Fišarová. The Metroklub Big Band played dance music and background music throughout the evening. The circular hall was under the baton of DJs, and in the chamber hall, guests could enjoy swing and jazz performed by the band Jazzika.

After a year's break, the hockey derby between USB and VSTE took place again on 13 March 2024. This traditional match was organised for the sixth year by the Student Union of the University of South Bohemia and the Student Union of VSTE. A new feature was a parade of several hundred USB students, which started directly on the USB campus.

On Wednesday, 6 March 2024, Mendel University in Brno (MENDELÚ) hosted the 50th annual Conference on Food and Food Raw Material Quality, 'Ingrový dny 2024', organised by the Faculty of Agronomy (AF). As part of the anniversary edition of the conference, awards were presented during a social evening to selected important cooperating companies and individuals for their long-term cooperation with AF MENDELÚ. Among the award winners was the University of South Bohemia in České Budějovice (USB) for its contributions in the field of cooperation with the Institute of Food Technology at AF MENDELÚ. The award for USB was accepted by Doc. Jan Bárta, Vice-Dean for Science and Research at the USB Faculty of Agriculture and Technology (FAT USB). In the individual category, Prof. Samková from the Department of Food Biotechnology and Quality of Agricultural Products at FAT USB (a successful graduate of MENDELÚ) also received an award for her contributions to cooperation with the Institute of Food Technology at AF MENDELÚ.

On 9 May, a Sports Day with the Faculty of Education took place at the Na Sádkách sports complex. Participants had the opportunity to take part in various sports activities, including floorball, volleyball, table tennis and badminton. Or they could join the Rector's Cup football tournament, where all faculties

had the chance to put together their teams and show off their sporting skills. In the final of the football tournament, the Faculty of Education faced off against the Faculty of Economics. After a thrilling match, which was decided by penalties, the USB Faculty of Education emerged victorious. Third place went to the Faculty of Health and Social Sciences. The winners of the Rector's Cup were congratulated by the Dean of the Faculty of Education, doc. RNDr. Helena Koldová, Ph.D., and the Dean of the Faculty of Economics, doc. RNDr. Zuzana Dvořáková Lišková, Ph.D. The cup was presented on behalf of the Rector by the Vice-Rector, PhDr. Pavel Král, Ph.D.

The second annual CZECH FOOD EXPO national food fair took place at the České Budějovice Exhibition Centre from 9 to 12 May 2024, together with the traditional HOBBY fair. At the fair, you could also visit the stand of the University of South Bohemia, which was represented by the Faculty of Agriculture and Technology and the Faculty of Fisheries and Water Protection.

In May, the University of South Bohemia also organised the traditional University Closing Party, which took place on 14 May. The bands William, Šrouby a matice, Don Bon and Helenine oči played at this informal student event.

On Tuesday, 14 May 2024, the ceremonial inauguration of the Rector of the University of South Bohemia in Český Krumlov (USB), Prof. Ing. Pavel Kozák, Ph.D., took place at the Castle Riding Hall in Český Krumlov. This exceptional event, which took place at USB after many years, was attended by a number of personalities, not only from the academic community. Nearly 200 guests first watched the ceremonial arrival of high-ranking academics from many Czech universities. The ceremony was opened by PhDr. Petr Dvořák, Ph.D., Chairman of the Academic Senate of USB, and the inauguration was presided over by PhDr. Pavel Král, Ph.D., Vice-Rector for Development and External Relations at USB, who, after welcoming the distinguished guests, asked the emeritus rector of the University of South Bohemia, Prof. Bohumil Jiroušek, to deliver his speech. This was followed by the inauguration ceremony, during which the Rector of USB, Professor Pavel Kozák, received the university insignia from the Chairman of the Academic Senate of USB, took the academic oath and delivered his ceremonial speech. In his speech, the new Rector mentioned, among other things, the scientific quality of USB and its improvement, which he considers to be one of the priorities of his term of office.

On 15 May 2024, the University of South Bohemia footballers faced their opponents from VSTE in the UFoL (University Football League) at SK Čtyři Dvory. The match ended with a 4:1 victory for the University of South Bohemia. The match was also attended by the Rector of USB, Prof. Ing. Pavel Kozák, Ph.D., who led the university team onto the pitch and supported them throughout the match. The team was also supported by Vice-Rector PhDr. Pavel Král, Ph.D. and Dean of the Faculty of Education USB, Doc. RNDr. Helena Koldová, Ph.D.

The University of South Bohemia in České Budějovice (USB) decided to participate in the Academic Bicycle Challenge international cycling challenge again in 2024. Through its involvement and excellent placement, USB demonstrated not only team spirit and a passion for exercise in connection with environmental protection, but also enthusiasm for a good cause. For every kilometre cycled, the university donated CZK 1 to charity. A new feature this year was the opening ride, which took place on 3 June 2024 at 2 p.m., when more than 50 enthusiasts from the university and its partners gathered in front of the rector's office to support the challenge with a joint ride. The ride was opened with a speech by the rector of the University of South Bohemia, Prof. Ing. Pavel Kozák, Ph.D., who welcomed not only representatives of the university management and individual faculties, but also the mayor of České Budějovice, Dagmar Škodová Parmová, and representatives of the University of South Bohemia's partners and riders from the ČEZ team. The opening ride was also attended by the management and members of the Autis Centre České Budějovice, to which the proceeds from last year's charity challenge contributed to reconditioning stays and suburban summer camps for children with autism. In 2024, a wonderful 88,800 Czech korunas were raised.

On Saturday, 1 June, the South Bohemian University Rector's Cup Run took place. This is a special category of the Mattoni České Budějovice Half Marathon 2024, in which dozens of runners from our university compete every year. The best competitor in the men's category was Samson Koudelka with a time of 1:28:36, who finished 106th overall. The best woman in the Rector's Cup Run was Barbora Havlíčková with a time of 1:29:40. She ranked 124th overall. After the race, our winners were presented with prizes and cups signed by the Rector of the University of South Bohemia, Prof. Ing. Pavel Kozák, Ph.D.

In 2024, the University of South Bohemia participated for the first time in the national Science Fair, which took place from 30 May to 1 June 2024. The Science Fair is the largest popular educational event in the Czech Republic, organised annually by the Czech Academy of Sciences. It deals with science in all its forms and offers its visitors the most interesting aspects of the natural sciences, technical sciences, humanities and social sciences. Several faculties of the University of South Bohemia were represented at the event in 2024.

Two faculties of the University of South Bohemia (FZT and FROV) traditionally participated in the 50th anniversary edition of the Země živitelka event on 22–27 August 2024. In addition to the presentation of our faculties, a fruitful discussion took place between the rector of the university and the Minister of Agriculture, Mr Marek Výborný. At the same time, Rector Pavel Kozák signed a memorandum of cooperation with Jan Mareš, Rector of Mendel University in Brno. Both universities had already begun closer cooperation during the preparation of the National Recovery Plan project aimed at supporting green skills and sustainability at universities.

For the sixth time, the University of South Bohemia took part in the nationwide Researchers' Night project, and so on 27 September at 5 p.m., the gates of the campus, all faculties of the University of South Bohemia and the Academic Library opened, and visitors could choose from more than 80 programmes not only in České Budějovice, but also in Nové Hradky. The central theme of this year's Researchers' Night was Transformation, and all faculties offered an extremely interesting and diverse programme, which aimed to show the premises of all faculties, classrooms and laboratories, but above all to give visitors an insight into what the work of a researcher looks like.

On Tuesday and Wednesday, 19 and 20 November 2024, the USB Faculty of Arts in České Budějovice took part in a nationwide event called Humanities Week 2024, which aims to present the entire spectrum of research and educational activities of scientists working in the field of humanities to both professionals and the general public. The theme of this year's event is 'Have the courage to know' – a theme commemorating the 300th anniversary of the birth of German philosopher Immanuel Kant and inspired by his statement in the text What is Enlightenment?

On 27 November 2024, the Faculty of Health and Social Sciences hosted the conference Nuclear Energy 2024: Vision and Sustainability for South Bohemia. The conference focused on the role of nuclear energy in the context of global challenges related to sustainable development, climate change and geopolitical aspects and impacts in the South Bohemian Region. Participants discussed the safety, innovation and economic efficiency of nuclear energy, as well as its potential to contribute to energy security and regional development. The conference provided a platform for the exchange of views and experiences between experts from various fields, representatives of local governments, academia and the public. The opening lecture, Nuclear Energy: Expectations and Reality, was given by Ing. Dana Drábová, Ph.D., dr. h. c. mult.

In 2024, the University of South Bohemia in České Budějovice also participated centrally in the most important educational fairs in the Czech Republic and Slovakia intended for secondary school students interested in studying. Specifically, these were the Gaudeamus Prague (23–25 January 2024) and Gaudeamus Brno (19–22 November 2024) fairs. The university and all its faculties also participated in the Education and Craft Fair at the České Budějovice Exhibition Centre (7–9 November 2024).

The last event in 2024 organised by the Marketing Office was the traditional Advent Concert, which took place on 10 December at St. Nicholas Cathedral in the centre of České Budějovice. The concert was opened with a speech by the Rector of the University of South Bohemia, and this time the guests were the Carmina children's choir from České Budějovice.

#### *Examples of other activities in 2024 (listed by date of commencement)*

##### **USB Representative Ball**

The 29th annual ball took place on 9 February 2024 at the Metropol Cultural Centre. The main guest this time was Radka Fišarová.

##### **Hockey derby between USB and VSTE**

On 13 March 2024, the hockey derby between USB and VSTE took place again. This traditional match was organised for the sixth year by the Student Union of the University of South Bohemia and the Student Union of VSTE. A new feature was a parade of several hundred USB students, which started directly on the USB campus.

##### **Sports Day with the Faculty of Education**

On 9 May, a Sports Day with the Faculty of Education took place at the Na Sádkách sports complex. Participants had the opportunity to take part in various sports activities, including floorball, volleyball, table tennis and badminton.

##### **Fair Breakfast 2024**

Fair Breakfast takes the form of a community picnic organised by volunteers at more than a hundred locations across the country, bringing together 5,000 to 8,000 people every year. In this way, they express their support for growers both in their local area and far away in the world. On Saturday, 11 May 2024, another edition of this traditional event took place on the campus of the University of South Bohemia.

##### **Vodňany Fishing Days**

In 2024, the traditional, popular and most extensive cultural and social event in Vodňany took place on 18 May. Vodňany Fishing Days are the most important celebrations in the town of Vodňany, and FFPW USB was once again involved in their organisation.

##### **Run for the Rector's Cup of the University of South Bohemia**

On Saturday, 1 June, the South Bohemian University Rector's Cup Run took place. This is a special category of the Mattoni České Budějovice Half Marathon 2024, in which dozens of competitors from our university take part every year.

---

#### **Academic Bicycle Challenge**

The University of South Bohemia in České Budějovice (USB) has decided to participate again in the international cycling challenge

---

#### **FROVfest 10**

FROVfest is a multi-genre rock festival organised to mark the start of the new academic year at the USB Faculty of Fisheries and Water Protection. The 12th FROVfest took place on 7 September 2024, once again at the Blanice Sports Complex.

---

#### **European Sustainable Development Week**

For the second time, the University of South Bohemia took part in European Sustainable Development Week from 20 to 26 September, joining other universities in showing that it cares about the future of our planet.

---

#### **USB Orientation Week**

The traditional USB Orientation Week took place for the eleventh time in September.

---

#### **Researchers' Night**

For the sixth time, the University of South Bohemia took part in the nationwide Researchers' Night project, opening the gates of the campus, all faculties of the University of South Bohemia and the Academic Library at 5 p.m. on 27 September, with visitors able to choose from more than 80 programmes not only in České Budějovice, but also in Nové Hradky.

---

#### **Library TOUR 2024 – get to know your library**

During the tour, interested visitors were introduced to services, equipment and other gadgets that will certainly come in handy during their studies. During the tour, visitors also had access to areas that are not normally open to library visitors.

---

#### **Nature walks and excursions**

The USB Faculty of Science, in cooperation with the Calla environmental protection association, organised walks and excursions focused on plants, birds and fungi.

---

#### **Humanities Week 2024**

On 19 and 20 November 2024, the USB Faculty of Arts in České Budějovice took part in a nationwide event called Humanities Week 2024, which aims to present the entire spectrum of research and educational activities of scientists working in the field of humanities to both experts and the general public. The theme was 'Have the courage to know' – a theme commemorating the 300th anniversary of the birth of German philosopher Immanuel Kant and inspired by his statement in the text What is Enlightenment?

---

#### **A Day with the Fairtrade Faculty**

On Tuesday, 26 November, the USB Faculty of Economics hosted an event called 'A Day with the Fairtrade Faculty' to support producers from developing countries. The event was intended for students and employees of the entire University of South Bohemia in České Budějovice. Fair&Bio, Pražírna Drahonice and Slunečnice CB shops accepted the invitation to the event and offered Fairtrade coffee, tea, chocolate and other products from growers in Brazil, Peru, Ivory Coast, Sri Lanka and other countries.

---

#### **Advent concert**

The last event in 2024 was the traditional Advent Concert, which took place on 10 December at St. Nicholas Cathedral in the centre of České Budějovice. The concert was opened with a speech by the rector of the University of South Bohemia, and this time the guests were the Carmina children's choir from České Budějovice.

---

*Examples of exhibitions held in 2024 (sorted by event start date)*

---

#### **Scientists Artists (13 May – 14 May 2024) – lobby of Building C, Faculty of Science, USB**

An exhibition of works by thirty authors from among former and current employees, scientists and students of the USB Faculty of Science who devote their free time to fine arts, not only with a focus on natural sciences. The first year of the exhibition focused on painting and drawing.

---

#### **Water (20 September – 30 October 2024) – Gallery in the Corridor**

An exhibition of artwork by people with autism.

---

#### **Sediments (2 November – 11 December 2024) – Gallery in the Corridor**

An exhibition entitled Sediments was held in the art therapy studio of the USB Faculty of Education, presenting the work of artist Olga Divišová. It was a cross-section of her work from the last two years, whose common theme is abandoned places, which she also explores in her doctoral thesis at the Faculty of Arts in Radom, Poland.

---

#### **Komenský Timeline (1 December 2024 – 31 January 2025) – Academic Library of the University of South Bohemia**

The exhibition presented the most important moments in the life of Jan Amos Komenský.

---

## **11.3 Supraregional activity**

The **USB Faculty of Economics** has long been recognised as an important institution with supra-regional reach, connecting academic research, professional practice and cooperation at the national and international levels. This supra-regional significance is evident in several key areas.

One of these is the faculty's active participation in international projects and consortia. Through this, the faculty is involved in addressing current challenges in the fields of economics, the environment and sustainable development, not only in the Czech Republic but also in the broader European context. An important part of the faculty's supra-regional activities is also its membership in prestigious platforms and groups, such as the Platform for Bioeconomy of the Czech Republic. Through this, the faculty



influences the creation of policies and strategies in the field of circular economy and bioeconomy, which has an impact at both the regional and national levels.

The faculty also cooperates intensively with key national institutions such as the Ministry of the Environment (ME), the Ministry of Regional Development (MRD) and the Ministry of Agriculture (MA). One of the specific outputs of this cooperation is a certified methodology for sharing examples of good practice, which was developed in cooperation with the MRD and NS MAS and has been applied nationwide since 2023. This methodology enables the effective transfer of innovative solutions and approaches between regions and supports the overall development of the Czech Republic.

An important part of the faculty's supra-regional activities is also the organisation of educational activities for the general public and experts. The faculty regularly organises lectures, workshops and discussion forums focusing on topics such as sustainable development, innovation in the economy and bioeconomics. These events not only disseminate key findings and research results but also connect the academic sphere with practice and strengthen cooperation with regional and national partners.

Thanks to these activities and results, the USB Faculty of Economics confirms its importance not only at the regional level, but also at the national and international levels. Its focus on sustainability, innovation and cooperation places the faculty in the position of an important player contributing to the development of education, research and innovative solutions in the fields of economics and the environment.

The supra-regional character of the **USB Faculty of Arts** is reflected in various areas of its activities. In addition to the interest of applicants from other parts of the country, this is evidenced by its position in university rankings, in which the faculty occupies leading places.

Work in participatory groups on the Reform of Teacher Training is taking place at the **USB Faculty of Education** in the following areas:

1) Graduate profile – At the National Conference on 28 November 2024 in Prague, the Ministry of Education, Youth and Sports presented the implementation of the Competence Framework for Teacher Graduates, which is currently being finalised at the national level into Specific Frameworks and will be implemented annually through Pro Futuro conferences in the preparation of teachers at the Faculty of Education, USB.

2) Preparation of a model for educational practice is being implemented in the second wave of training for practice tutors at primary schools, and teachers from the field are being selected for tandem teaching with a faculty teacher at the Faculty of Education, USB – preparation for five-year master's degree programmes in teaching.

3) Finalisation of the model of professional degree programmes in the field of teaching. Councils of subject didactics were convened regularly on a quarterly basis to discuss the content of education in professional degree programmes leading to teaching. Their results were passed on through participatory groups of the Ministry of Education, Youth and Sports to formulate the Framework Requirements for the Implementation of Teacher Training Programmes. Regular monthly meetings of participatory groups of MEYS consult and model the concept of teacher training development with the MEYS, together with appointed representatives from the FED USB in all groups concerning points 1–3.

The Dean of the USB Faculty of Education, in her position as Vice-Chair of the Association of Deans of Faculties of Education of the Czech Republic, negotiated with the Minister of Education, Youth and Sports on behalf of the entire Association on the signing of a Memorandum on the fulfilment of the objectives of the Teacher Training Reform for the period 2025-2030, on the strategy for cooperation between the Ministry of Education, Youth and Sports and faculties educating teachers on the preparation of future teachers in shortage subjects and in view of the declining number of teachers in practice. The points agreed by the Presidium are the current directions for teacher training in the Czech Republic: 1) Competence-based approach to teacher training, 2) Cooperation between educators and the integration or continuity of individual components of training, 3) Formative assessment based on KR AAU, 4) Modelling competences in university teaching, 5) Incorporating KR AAU into accreditation, 6) Evaluation of the achievement of teacher training objectives.

The USB Faculty of Education is one of the faculties participating in the KRAAU National Survey of Teacher Competences.

The **USB Faculty of Science** is a world leader in research in many areas, thus fulfilling its role as a supra-regional institution. This is also characterised by a significant amount of international cooperation on projects, representation in important professional organisations, participation in invited lectures and the publication of articles in prestigious scientific journals. Specific examples include:

#### Prestigious publication on the front page of the EMBO Journal (2024)

An international team of experts led by researchers from the USB Faculty of Science published a study entitled 'Dynamic coupling of fast channel gating with slow ATP-turnover underpins protein transport

through the Sec translocon', which revealed how bacteria transport proteins across their inner membranes using the Sec translocon system. Our researchers developed a state-of-the-art assay for quantitative detection and analysis of Sec translocon dynamics, demonstrating that the SecYEG protein channel opens and closes very rapidly – much faster than would correspond to the rate of hydrolysis of the energy molecule ATP on the SecA proprotein that drives this process. The research results are reshaping our understanding of how cells move proteins and highlight the role of dynamic, energy-linked processes in cell function. This 'delivery system' is essential for almost everything a cell does – such as fighting infections, repairing damage or producing hormones.

#### Elixir-CZ

Elixir-CZ is a large research infrastructure in the field of life sciences focused on biological data, its processing, storage, sharing and analysis. The Institute of Organic Chemistry and Biochemistry of the Czech Academy of Sciences (ÚOCHB AV ČR) represents the Czech ELIXIR node, which functions as a national centre for bioinformatics. This node contains advanced computing facilities, specialised data collections and unique tools that serve the scientific community focused on the study of living systems. The node is designed and operated as a distributed infrastructure, which currently consists of fourteen organisations. Partner institutions provide Czech scientists and the international scientific community with tools and databases in open access mode. One of the partners is the University of South Bohemia in České Budějovice.

#### Cross-border degree programmes Biological Chemistry and MAID

Extensive cooperation with foreign institutions and practical experience in education has led to the creation of three cross-border degree programmes – the Bachelor's and Master's programmes in Biological Chemistry, which are jointly accredited with the Faculty of Technical and Natural Sciences, Johannes Kepler University in Linz (Austria); and the follow-up MA programme in Artificial Intelligence and Data Science (MAID), which is provided in cooperation with the Faculty of Computer Science at the University of Applied Sciences in Deggendorf, Germany. The quality of the degree programmes is reflected in the great interest shown in these studies by applicants from all over the world, with dozens of graduates successfully completing these programmes each year.

#### SmartBeetle and Panviprep

The extensive experience of researchers from the USB Faculty of Science in the preparation of recombinant proteins and the study of their structure and function has contributed to the faculty's participation in international projects. The Panviprep project focuses on addressing global issues related to the use of broad-spectrum antivirals with the aim of contributing to European and global pandemic preparedness by focusing on research into five high-risk families of RNA viruses. A number of innovative approaches from virology, structural biology, medicinal chemistry and pharmacokinetics will be used to develop and characterise broad-spectrum antiviral compounds. The SmartBeetle project focuses on the prevention of large-scale forest degradation and the ecological stabilisation of the landscape to better fulfil all its functions. A universally applicable methodology will be developed based on a model of a functional attractant for the spruce bark beetle (*Ips typographus*), enabling the creation of more environmentally friendly and effective methods of insect control. A measurable benefit will be a reduction in the extent of bark beetle infestations.

#### International conferences

Last year, three international conferences were held at the USB Faculty of Science: the 10th FEBS Practical Crystallisation Course 'Advanced Methods in Macromolecular Crystallisation', Ecology 2024 – 9th Conference of the Czech Ecological Society, and the 51st Conference of the Czech and Slovak Ethological Society.

The **USB Faculty of Fisheries and Water Protection** is of significant supra-regional importance, not only within the Czech Republic, but also in Central Europe. Thanks to its unique specialisation in aquaculture, hydrobiology and water ecosystem protection, it is the only institution of its kind in Czechia and one of the few in Europe that comprehensively covers the entire chain from basic research to the practical application of results. The faculty carries out research and application projects in cooperation with institutions and companies from various regions, for example, in the field of river revitalisation, water quality monitoring and innovations in fish farming. It actively participates in solving water management and environmental issues outside South Bohemia, for example, in northern Moravia, in the Elbe River basin, in protected landscape areas across the country, but also in neighbouring border regions – Bavaria, Saxony and Austria. It also provides expert support to state and non-state organisations in the creation of legislation, methodologies and strategic documents relating to the sustainable use of water resources. Thanks to its reputation and expertise, the faculty is a sought-after partner not only within the Czech Republic but also at an international level. Proof of its supra-regional importance is the interest of other entities in professional cooperation with the faculty – membership in councils, joint projects, outputs (publications), demand for services offered by the faculty, etc.

The **USB Faculty of Agriculture and Technology** can cite two illustrative examples of supra-regional activities that are contractually anchored. These are a repeatedly concluded contract for work with the Ministry of Agriculture of the Czech Republic: professional support for agricultural enterprises, regional authorities, the Czech Environmental Inspection Agency and other relevant entities across the Czech Republic – consultation and advisory activities on technical solutions and the possibility of implementing best available techniques (BAT), implementation and evaluation of measurements for the needs of equipment operators, etc. Preparation of background materials for the Ministry of Agriculture's negotiations at the European level. A second example is a contract for work with the PRO BIO Association of Organic Farmers: implementation of variety testing (common wheat, spring barley) for the List of Recommended Varieties under the professional supervision of the Central Institute for Supervising and Testing in Agriculture, based in Brno.

## 12 Activities related to the impact of the state of war in Ukraine

In 2024, the University of South Bohemia in České Budějovice continued to respond to the impact of the war in Ukraine by supporting students with Ukrainian citizenship. Applicants applied for various degree programmes across faculties.

In some cases, the admission process was affected by language barriers or lower academic preparedness, which led to limited success during their studies. The University provided counselling and individual support, including language courses and adjustments to study plans.

In 2024, USB continued to support the studies of Belarusian and Ukrainian students in view of the political situation in Belarus and the war in Ukraine. USB participated in the Initiative to Support the Studies of Belarusian and Ukrainian Students from the MEYS's education policy fund. One Belarusian student and 55 Ukrainian students were supported from this fund.

### 12.1 Educational activities – applications from Ukrainian students after 24 February 2022

In 2024, 20 Ukrainian citizens applied for admission to the **USB Faculty of Arts**; two Ukrainian students enrolled. At the end of 2024, a total of eleven Ukrainian students were studying at the USB Faculty of Arts.

Applicants to the **USB Faculty of Education** applied for various degree programmes, with the largest number applying to study psychology (1/3), while the rest were mainly applicants for teacher training programmes. However, knowledge of the Czech language at B2 level is a prerequisite here. Most applicants do not meet this requirement and therefore do not enrol in the programme.

In 2024, applicants with Ukrainian citizenship submitted 21 applications to 10 degree programmes at the **USB Faculty of Science**.

In 2024, six students of Ukrainian nationality studied at the USB Faculty of Theology, including one student in the third year of study, two students in the second year of study and the remaining three students in the first year.

Eight Ukrainian students studied in Czech degree programmes at the **USB Faculty of Agriculture and Technology** in 2024. Of this number, seven students enrolled in the first year for the 2024/2025 academic year. The study activity of Ukrainian students is very low. Most of them will have their studies terminated in 2025 for failing to fulfil their study obligations.

### 12.2 University activities

Thanks to a grant from the Ministry of Education, Youth and Sports, seven special scholarships were awarded to students with Ukrainian citizenship at the USB Faculty of Science. In addition, students with Ukrainian citizenship were granted a significant discount on the fee for longer studies, if assessed.

In 2024, the **USB Faculty of Fisheries and Water Protection** continued to provide two job positions for Ukrainian citizens who left their country in connection with Russia's aggression.

Representatives of the **USB Faculty of Fisheries and Water Protection** actively participated in the Czechia-Ukraine Day charity event: Under the Same Sky, organised on the occasion of the anniversary of Ukrainian independence (24 August) and the occupation of Czechoslovakia by Warsaw Pact troops (21 August). Czech and Ukrainian scientists from the USB Faculty of Fisheries and Water Protection jointly participated in the preparation of an accompanying educational programme not only for children, with a demonstration of live sturgeons, non-native crayfish species, and microscopy of pond and river benthos and fish germ cells. The proceeds from the charity market supported the Memory of Nations collection for the purchase of bulletproof vests, protective helmets, night vision equipment, armoured ambulances and other non-lethal equipment, which went directly to Ukraine. As part of another programme, Czech and Ukrainian artists performed live music, dance and theatre at Žižkárna.

## **12.3 Volunteer activities of students and employees**

No other volunteer activities were carried out in 2024.



## **13 Supporting well-being in the academic environment: gender equality and a safe environment**

### **13.1 Sexual and gender-based harassment**

The University of South Bohemia in České Budějovice is governed in this area by the USB Code of Ethics (Rector's Ordinance R 432 of 19 May 2020), which summarises the general moral principles to which USB as an institution adheres and which it applies when deciding on specific cases that are contrary to general moral principles. It is not a legal regulation, but a declaration of principles in light of which legal regulations are applied in specific cases. The Code of Ethics applies in an appropriate form not only to academic staff, but also to students and other university employees.

The document that establishes and determines the rules governing the resolution of cases of allegations of various types of harassment in the workplace is the USB Rector's Ordinance, establishing the procedure in cases of harassment in the workplace (Rector's Ordinance R 434 of 19 May 2020). If the situation cannot be resolved through the recommended informal procedure or through the line of direct superiors, the case should be submitted to the Ethics Committee, or to the Ombudsman or another body convened for the purpose of resolving the case. Cases involving criminal offences must be dealt with by the police.

The Ethics Committee of the University of South Bohemia was established by Rector's Decision R 253 on the establishment of the Ethics Committee of the University of South Bohemia in České Budějovice (EC USB), and the amended Rules of Procedure of the Ethics Committee of the University of South Bohemia came into force by Measure R 433. The EC USB is an advisory body to the Rector of the University of South Bohemia and discusses matters beyond the scope of labour law standards and employee obligations related to general and professional ethics in the university environment of higher education and research, artistic activities and other creative activities. A summary of the activities of the USB Ethics Committee is provided in the document above, Chapter 1.3.8 USB Ethics Committee.

Addendum No. 1 to Rector's Decision No. R 253 on the establishment of the Ethics Committee of the University of South Bohemia in České Budějovice stipulates that the Ombudsman of the University of South Bohemia is also a member of the Ethics Committee. The USB Ombudsman is an independent person who provides confidential assistance to all university employees in resolving work conflicts, disputes and complaints. The aim of his activities is to ensure fair and equal treatment of employees within the university and to improve the overall quality of the working environment. In his activities, he focuses on mediation and the resolution of various complaints or disputes (beyond the scope of existing regulations) in order to protect USB employees against undue harshness, unpredictability, illegality and arbitrariness during their employment at USB.

Some USB faculties have also begun to establish the positions of ombudsmen or public defenders of rights. Dean's Ordinance No. 35/2021 established the position of public defender of rights at the USB Faculty of Fisheries and Water Protection. Dean's Ordinance No. 8/2024 established the position of defender of rights at the USB Faculty of Education.

Social safety is addressed on the USB website,<sup>19</sup> which contains documents, recommendations and tips related to social safety at USB. The website will be further developed and supplemented with relevant actors, such as the USB Support Centre for Students with Specific Needs, the USB Career Centre and the University Counselling Centre.

As part of educational activities, three courses on social safety have been implemented in USB e-learning. These courses were created as part of the Higher Education Development Support Programme – Human Resources Management Strategy in cooperation with participating universities and are aimed at various specific groups – academic staff, non-academic staff and students.

---

<sup>19</sup> <https://www.jcu.cz/cz/univerzita/rozvoj/strategie-a-rozvoj/socialni-bezpeci>

## 13.2 Human Resources Management Strategy (Gender Equality Plan)

In 2024, the University of South Bohemia in České Budějovice prepared and approved the USB Gender Equality Plan for the period 2025-2028, which continuously follows on from the plan for the period 2021-2024 and is the second strategic document of the USB, a tool for human resources management with an emphasis on equal opportunities, not only in terms of gender, but also age, stage of life, job position, equal pay, etc.

In 2024, USB entered the phase of renewing its HR Award. In October 2024, an Internal Report for Renewal Assessment was submitted, which, in addition to evaluating progress in the pillars of the Charter and evaluating the implementation of the revised action plan, also contained proposed activities for the Improved Action Plan. The USB Gender Equality Plan for 2025-2028 is one of the outputs of the Improved Action Plan for the implementation of HRS4R.<sup>20</sup> An audit at USB conducted by independent evaluators appointed by the European Commission will take place in 2025.

Both plans are mutually synergistic and are tools for achieving the objectives of the USB Strategic Plan for Research and Management.

In 2024, USB joined a two-year project of the Higher Education Development Support Programme implemented across universities. The project focuses on two topics: Preparation for the implementation of doctoral study reform (coordinated by Charles University), which aims to support the development of the concept of Doctoral Schools and preparatory steps for the implementation of individual elements of the amendment to the Higher Education Act and the Government Regulation on Standards in Doctoral Studies, and Human Resource Management Strategy (coordinated by Masaryk University), which focuses on activities related primarily to the development of the working environment with regard to human resources, taking into account the working capacity of employees, the gender aspect of careers, the issue of equal pay in terms of ensuring comparable pay conditions for the same types of academic positions, the education system and staff development, etc.

## 13.3 Integration of gender in the area of research and instruction

USB unreservedly supports the principles of gender equality in its educational and research areas and actively integrates gender specifics into the content of research and teaching with the aim of ensuring equal opportunities for all. The university has developed a Gender Equality Plan and strives to implement it in its daily activities. It is also a recipient of the HR Award and consistently applies the standards arising from it. It also supports the inclusion of information on the gender dimension in planned or ongoing research and is preparing changes in this area for its internal competitions.

In 2024, the number of employees at the **USB Faculty of Economics** was set as follows in terms of gender equality: 114 employees – 62 of whom were women, 20 associate professors – 8 of whom were women, and 10 professors – 3 of whom were women.

Support for employees to participate in sports as part of the Cycle to Work campaign – the principle of the competition is to swap your car for a bike or walking and to exercise regularly.

The Faculty of Economics also offers its employees the opportunity to use the faculty fitness centre.

Students can use the coworking centre and student room.

Faculty staff meet regularly at staff events, and there are also informal meetings with students as part of events such as 'Coffee with the Dean', WelcomeEF – welcoming first-year students, etc., Clean up EF, Fair Breakfast, etc.

In terms of the security situation at the faculty, students and staff have been informed by the management about the principles of safe behaviour and threat identification. There is a USB card that is accessible to all students in the faculty building.

The **USB Faculty of Arts** fully supports the principles of gender equality in both its educational and creative research activities and strives to promote it. To maintain support for gender equality, the USB

---

<sup>20</sup> <https://www.jcu.cz/cz/veda-a-vyzkum/hr-award/hr-award-hrs4r>

Faculty of Arts also uses institutional systemic support, such as the University of South Bohemia Gender Equality Plan, which is one of the fundamental pillars of the institution's strategic management. Support in terms of gender issues, well-being and a safe environment can also be found in other institutionally anchored strategic documents and bodies, such as the USB Code of Ethics and the associated Ethics Committee, the role of the USB Ombudsman, the USB Collective Agreement and others.

FAR USB provides fair working conditions for all its employees, supports excellent research and creates a high-quality educational environment, regardless of gender.

The **USB Faculty of Education** is intensively involved in raising awareness of the well-being of student and employee groups and, within this framework, addresses issues of gender stereotypes and inequalities and the creation of a safe environment.

In that year, the USB University Psychological Counselling Centre began offering individual consultations for students and employee groups focused on: coping with academic or professional difficulties related to one's own sexual orientation or gender identity; helping to integrate LGBTQ+ topics into teaching in accordance with the framework educational programme for primary education; supporting pupils and students in coming out and discovering their identity; resolving problematic relationships in the classroom based on homophobia, transphobia, etc. Individual counselling continues to be available, focusing on the integration of Ukrainian students and other minorities into the Czech educational environment and on overcoming cultural and language barriers, supporting communication, mutual interaction and cooperation between students of different nationalities.

The Jana Anna Kateřina Zátková Award for the popularisation of science was awarded in 2024 to Mgr. Veronika Plachá, Ph.D., who focuses on teachers' experiences with education related to death. In primary and pre-primary education, she focuses on creating a safe environment for teaching these difficult topics. Other activities related to supporting wellbeing during the undergraduate training of future teachers include, for example, the integration of a trauma-informed approach into the teaching of degree programmes for primary school teachers and secondary school teachers. In 2024, students at the USB Faculty of Education were able to participate in workshops on the topic of a trauma-informed approach.

Members of the Pedagogical and Psychological Programmes Section have prepared a publication entitled Supporting the Development of Wellbeing at School, which deals not only with the wellbeing of pupils and teachers at various school levels, but also with that of future teachers and school psychologists.

As part of the preparation of five-year master's degree programmes in primary school teaching and secondary school teaching, the Competence Framework for Teaching Graduates (KRAAU) was implemented, which also includes the topics of a safe environment and gender equality. In this context, members of the Section of Pedagogical and Psychological Programmes participated in a discussion on the integration of KRAAU into teacher training implemented by the Ministry of Education, Youth and Sports, specifically in Area 3 – Learning Environment and Area 6 – Professional Self-Concept, Development, Ethics and Mental Health.

In 2024, a student conference entitled Nosce te ipsum (Know Thyself) was held under the auspices of the Faculty of Education, USB, featuring presentations on topics such as children at risk in institutional care and the psychology of the Roma.

Research carried out by employees of the USB Faculty of Education takes into account, depending on the context and focus of the research, the possible influence of stereotypes and prejudices on the research results. A separate area is the feminisation of pedagogy, where there are no prejudices against women and, on the contrary, men are welcome in this profession.

Where relevant, the **USB Faculty of Science** develops topics in natural science research that fill the gender gap – for example, model research is being conducted on several species of rodents to investigate the relationship between age and the cellular composition of mammalian ovaries, which is a model that can also be applied to problems in human medicine.

The **USB Faculty of Fisheries and Water Protection** is gradually strengthening the integration of gender perspectives into the content of research and teaching, reflecting a broader social shift towards equal opportunities and sustainable development, including the social dimension. FFPW USB research teams are increasingly incorporating gender perspectives into project proposals, and these perspectives are also taken into account in teaching itself, where teaching materials and the approach of teachers emphasise the equal representation of examples and sources that reflect the diversity of practice and

professional discourse. The faculty supports the elimination of gender stereotypes in teaching – for example, in the selection of case studies that take into account the role of women in traditionally male-dominated fields such as fisheries. Emphasis is also placed on the use of gender-sensitive and inclusive language in lectures and materials. The gender area in the faculty's personnel policy is governed by national strategies, field recommendations and framework documents prepared by the USB Rectorate and is directly reflected in the internal Career Rules of FFPW USB. The faculty also has a long-term focus on supporting parenthood among its employees, emphasising a flexible and accommodating working environment that contributes to retaining and attracting qualified professionals. The faculty's personnel policy actively supports pregnant women and parents of young children through specific measures – for example, by allowing part-time work, work agreements, home office (in accordance with the Rector's Ordinance on Work Outside the Employer's Workplace), and by organising activities such as suburban camps, Christmas parties and Children's Day celebrations. During parental leave, the faculty maintains contact with employees, including by maintaining access to work e-mails, thus enabling the smooth transfer of information and facilitating a return to the work environment. FFPW USB is thus taking gradual but targeted steps to ensure that gender equality is a natural part of both scientific work and education, in the spirit of a modern, socially responsible higher education institution.

The **USB Faculty of Theology** follows the rules and documents of USB in this area.

The **USB Faculty of Health and Social Sciences** applies the university document Gender Equality Plan for 2021–2024, which contains measures to improve conditions in the area of gender equality. The Faculty of Health and Social Sciences has long had a high proportion of women not only among its students but also among its academic staff, including those in management positions. In 2024, women held the positions of dean and secretary of the faculty; there were two women and two men in the positions of vice-deans, six women and one man in the management of departments and institutes, eight women and five men in the faculty's academic senate, and women again held the positions of chair and vice-chair of the senate. The faculty, therefore, did not consider it necessary to introduce further formalised measures to promote gender equality.

The **USB Faculty of Agriculture and Technology** guarantees completely equal approach to men and women, both among employees and students. As of 31 December 2024, 95 men and 48 women were employed at the USB Faculty of Agriculture and Technology among academic staff, while among non-academic staff, the ratio was the opposite, with 20 men and 40 women. The USB Faculty of Agriculture and Technology does not impose any restrictions based on gender in terms of qualification growth, involvement in grant projects, or teaching and research work.

## 14 Strengthening institutional resilience to illegitimate influence/enhancing research security

In 2024, USB issued Rector's Ordinance R 566 on strengthening resilience to illegitimate influence at the University of South Bohemia in České Budějovice, which describes, in particular, procedural matters and responsibilities related to this issue (incident reporting, information flow, resolution methods, etc.). Among other things, this measure established the position of USB Security Manager. At the same time, USB surveyed its faculties on the number of students and academics travelling to high-risk countries, the number of students and academics arriving from high-risk countries, whether there are any projects at USB potentially linked to high-risk countries, and whether the faculties provide their students and academics with any information in this regard. Based on the results of this survey and the methodologies developed by the Ministry of Education, Youth and Sports, we are now preparing internal methodological materials on this issue. This will be followed by training for USB academic staff on this issue. USB also has representatives in the Interdepartmental Working Group for Combating Illegitimate Influence in Higher Education and Research. Everything should be ready and in place during 2025.

The **Faculty of Arts of USB** follows University-wide measures and strategies and focuses on all possible target groups. The FAR USB conducts checks on suppliers within the framework of contracts, orders and other business relationships in order to minimise the risks associated with illegitimate influence (checks against the main lists of financial sanctions issued by regulatory authorities, which helps to meet the legal requirements in the area of KYC and AML). This control is systematically integrated into internal processes, and the responsible persons ensure that cooperation with external partners complies with the principles of transparency and ethics. Another important aspect is the supervision of processes related to the conclusion of contracts and memoranda, the granting of institutional patronage and the leasing of premises, where the principles of prevention and minimisation of risks associated with possible illegitimate influence are applied. The faculty thus systematically contributes to building a safe and transparent academic environment.

The **USB Faculty of Agriculture and Technology** follows the University's uniform procedures in matters of strengthening institutional resilience and research security.

### 14.1 The issue of research security and the related increase in resilience to illegitimate influence

In 2024, USB issued Rector's Ordinance R 566 on strengthening resilience to illegitimate influence at the University of South Bohemia in České Budějovice, which describes, in particular, procedural matters and responsibilities related to this issue (incident reporting, information flow, resolution methods, etc.). Among other things, this measure established the position of USB Security Manager. At the same time, USB surveyed its faculties on the number of students and academics travelling to high-risk countries, the number of students and academics arriving from high-risk countries, whether there are any projects at USB potentially linked to high-risk countries, and whether the faculties provide their students and academics with any information in this regard. USB also has representatives in the Interdepartmental Working Group for Combating Illegitimate Influence in Higher Education and Research.

### 14.2 Implementation of specific measures, policies and strategies

At the university level, we are currently preparing internal methodological materials on this issue based on the results of faculty surveys and methodologies developed by the Ministry of Education, Youth and Sports. This will be followed by training for USB academic staff on this issue. At the faculty level, this is already underway to a certain extent.

The **USB Faculty of Science** is implementing measures aimed at preventing illegitimate influence in its environment and complies with the measures and regulations that apply to the entire university. More information and relevant documents are available on the university's website or are provided by specific departments dealing with this issue.

Research conducted at the **USB Faculty of Theology** does not usually face risks of external interference.



The **USB Faculty of Fisheries and Water Protection** systematically implements measures and policies aimed at strengthening institutional resilience to illegitimate influence. These measures are enshrined in an internal directive, which is Rector's Ordinance R566 to strengthen resilience to illegitimate influence at the University of South Bohemia in České Budějovice.

### 14.3 Target groups of the proposed measures

The target groups are, of course, students and academic staff of the University of South Bohemia, but also technical and administrative staff of the University of South Bohemia, who in many cases have access to sensitive data and information, whether of personal or research nature.

The target groups of the measures are primarily researchers, students and employees of the **USB Faculty of Fisheries and Water Protection**. The measures are designed to cover all levels of the academic community and ensure comprehensive protection against illegitimate influence.

### 14.4 Raising awareness of the issue and preventive measures

At the university level, we are currently preparing internal methodological materials on this issue based on the results of faculty surveys and methodologies developed by the Ministry of Education, Youth and Sports. This will be followed by training for USB academic staff on this issue.

The **USB Faculty of Fisheries and Water Protection** is gradually beginning to organise educational activities aimed at raising awareness of illegitimate influence. Preventive measures are being introduced, such as training, information materials and internal risk management. The faculty also has measures in place.

### 14.5 Cooperation with other actors or partners at the national and international level to minimise risks

The University of South Bohemia also has representatives in the Interdepartmental Working Group for Combating Illegitimate Influence in Higher Education and Research. It shares and adopts the experiences of other universities and cooperates with the Ministry of Education, Youth and Sports and the Ministry of the Interior.

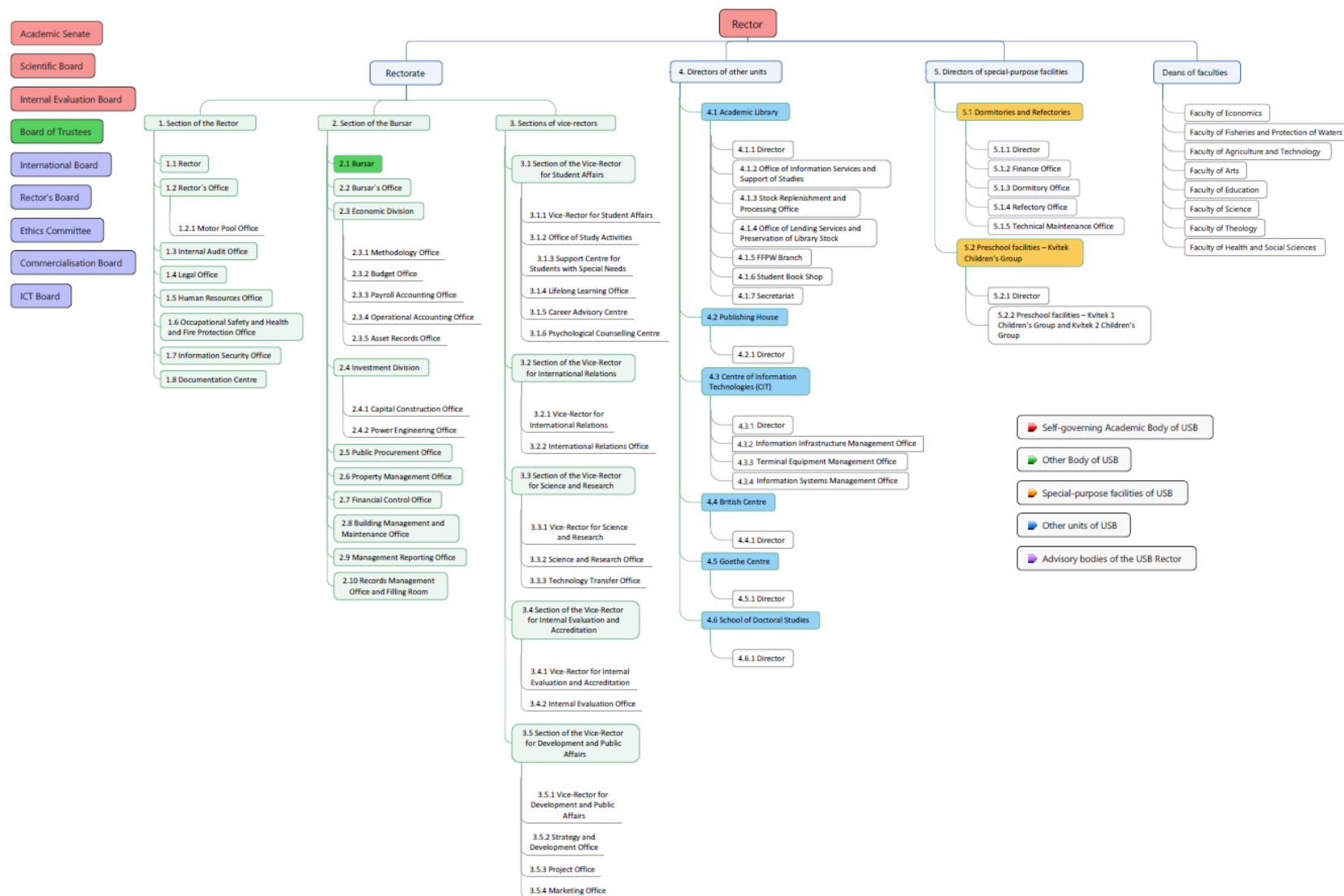
The **USB Faculty of Fisheries and Water Protection** actively cooperates with national and international partners to minimise the risks associated with illegitimate influence. This cooperation includes the exchange of information, joint projects and participation in professional conferences. The faculty is also introducing the mapping of potential incidents and the implementation of a comprehensive policy and strategy.

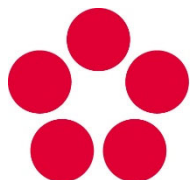
### 14.6 Taking into account illegitimate influence when concluding agreements, contracts and memoranda

Based on the results of faculty surveys and methodologies developed by the Ministry of Education, Youth and Sports, internal methodological materials on this issue are currently being prepared at the university level. One of the important chapters will be devoted to the necessity and complexity of due diligence when concluding agreements, contracts and memoranda. We are already preparing forms for such due diligence, drawing inspiration from existing forms used by respected foreign universities.

When concluding agreements, contracts, memoranda and other documents, the **USB Faculty of Fisheries and Water Protection** consistently takes into account the issue of illegitimate influence. Due diligence and risk management procedures are in place to ensure that all contractual relationships comply with internal regulations and minimise the risk of illegitimate influence.

## Annexe 1 – Organisational structure of USB, the USB Rectorate and non-faculty constituent parts of USB





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

---

# Annual Activity Report for 2024

## Table annexe

---



# LIST OF TABLES

<b>Table 2.1 Accredited degree programmes (numbers) – USB total .....</b>	<b>7</b>
Table 2.1.1 Accredited degree programmes (numbers) – Faculty of Economics, USB .....	7
Table 2.1.2 Accredited degree programmes (numbers) – Faculty of Arts, USB .....	7
Table 2.1.3 Accredited degree programmes (numbers) – Faculty of Education, USB .....	8
Table 2.1.4 Accredited degree programmes (numbers) – Faculty of Science, USB .....	8
Table 2.1.5 Accredited degree programmes (numbers) – Faculty of Fisheries and Water Protection, USB .....	8
Table 2.1.6 Accredited degree programmes (numbers) – Faculty of Theology, USB .....	8
Table 2.1.7 Accredited degree programmes (numbers) – Faculty of Health and Social Sciences, USB .....	9
Tab. 2.1.8 Accredited degree programmes (numbers) – Faculty of Agriculture and Technology, USB .....	9
<b>Table 2.2 Degree programmes in a foreign language (numbers) – USB total .....</b>	<b>9</b>
Table 2.2.1 Degree programmes in a foreign language (numbers) – Faculty of Economics, USB .....	10
Table 2.2.2 Degree programmes in a foreign language (numbers) – Faculty of Arts, USB .....	10
Table 2.2.3 Degree programmes in a foreign language (numbers) – Faculty of Education, USB .....	10
Table 2.2.4 Degree programmes in a foreign language (numbers) – Faculty of Science, USB .....	10
Table 2.2.5 Degree programmes in a foreign language (numbers) – Faculty of Fisheries and Water Protection, USB .....	10
Table 2.2.6 Degree programmes in a foreign language (numbers) – Faculty of Theology, USB .....	10
Table 2.2.7 Degree programmes in a foreign language (numbers) – Faculty of Health and Social Sciences, USB .....	11
Table 2.2.8 Degree programmes in a foreign language (numbers) – Faculty of Agriculture and Technology, USB .....	11
<b>Table 2.3 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – USB total..</b>	<b>11</b>
Table 2.3.1 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Economics, USB .....	11
Table 2.3.2 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (I) .....	11
Table 2.3.3 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (II) .....	11
Table 2.3.4 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (III) .....	12
Table 2.3.5 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (IV) .....	12
Table 2.3.6 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (V) .....	12
Table 2.3.7 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (VI) .....	12
Table 2.3.8 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Science, USB (I) .....	13
Table 2.3.9 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Science, USB (II) .....	13
Table 2.3.10 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Science, USB (III) .....	13
Table 2.3.11 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Science, USB (IV) .....	13
Table 2.3.12 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Education, USB .....	13
<b>Table 2.4 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB total .....</b>	<b>15</b>
Table 2.4.1 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Education, USB (I) .....	15
Table 2.4.2 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Education, USB (II) .....	15
Table 2.4.3 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Education, USB (III) .....	15
Table 2.4.4 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science, USB (I) .....	15
Table 2.4.5 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Science, USB (II) .....	15
Table 2.4.6 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science, USB (III) .....	16



Table 2.4.7 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science, USB (IV) .....	16
Table 2.4.8 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science, USB (V) .....	16
Table 2.4.9 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (VI).....	16
Table 2.4.10 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (VIII) .....	16
Table 2.4.11 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (IX) .....	17
Table 2.4.12 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (X) .....	17
Table 2.4.13 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XI).....	17
Table 2.4.14 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XII) .....	17
Table 2.4.15 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIII).....	17
Table 2.4.16 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIV).....	18
Table 2.4.17 Accredited degree programmes offered jointly with another university or public research institution based in the Czech Republic – Faculty of Science (XV) .....	18
Table 2.4.18 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVI) .....	18
Table 2.4.19 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVII).....	18
Table 2.4.20 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVIII) .....	18
Table 2.4.21 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIX) .....	19
Table 2.4.22 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Fisheries and Water Protection, USB (I).....	19
Table 2.4.24 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Theology, USB.....	19
Table 2.4.25 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Arts, USB (I) .....	19
Table 2.4.26 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Arts, USB (II) .....	20
<b>Table 2.5 Accredited degree programmes implemented jointly with a higher vocational school .....</b>	<b>20</b>
<b>Table 2.6 Lifelong learning courses at USB – number of courses .....</b>	<b>21</b>
<b>Table 2.7 Lifelong learning courses at USB – number of participants .....</b>	<b>21</b>
<b>Table 3.1 Students in accredited degree programmes (number of studies) – USB total .....</b>	<b>23</b>
Table 3.1.1 Students in accredited degree programmes (number of studies) – Faculty of Economics, USB .....	23
Table 3.1.2 Students in accredited degree programmes (number of studies) – Faculty of Arts, USB.....	23
Table 3.1.3 Students in accredited degree programmes (number of studies) – Faculty of Education, USB.....	24
Table 3.1.4 Students in accredited degree programmes (number of studies) – Faculty of Science, USB.....	24
Table 3.1.5 Students in accredited degree programmes (number of studies) – Faculty of Fisheries and Water Protection, USB .....	24
Table 3.1.6 Students in accredited degree programmes (number of studies) – Faculty of Theology, USB .....	24
Table 3.1.7 Students in accredited degree programmes (number of studies) – Faculty of Health and Social Sciences, USB.....	25
Table 3.1.8 Students in accredited degree programmes (number of studies) – Faculty of Agriculture and Technology, USB.....	25
<b>Table 3.2 Self-funded students (number of studies) – USB total.....</b>	<b>26</b>
Table 3.2.1 Students in accredited degree programmes (number of studies) – Faculty of Economics, USB .....	26
<b>Table 3.3 Academic failure rate in the first year of study (in %).....</b>	<b>27</b>
<b>Table 3.4 Scholarships awarded to students by purpose of scholarship (number of individuals) .....</b>	<b>27</b>
<b>Table 4.1 Graduates of accredited degree programmes (number of completed studies) – USB total .....</b>	<b>28</b>
Table 4.1.1 Graduates of accredited degree programmes (number of completed studies) – Faculty of Economics, USB.....	28
Table 4.1.2 Graduates of accredited degree programmes (number of completed studies) – Faculty of Arts, USB.....	28
Table 4.1.3 Graduates of accredited degree programmes (number of completed studies) – Faculty of Education, USB.....	29

Table 4.1.4 Graduates of accredited degree programmes (number of completed studies) – Faculty of Science, USB	29
Table 4.1.5 Graduates of accredited degree programmes (number of completed studies) – Faculty of Fisheries and Water Protection, USB	29
Table 4.1.6 Graduates of accredited degree programmes (number of completed studies) – Faculty of Theology, USB	29
Table 4.1.7 Graduates of accredited degree programmes (number of completed studies) – Faculty of Health and Social Sciences, USB	30
Table 4.1.8 Graduates of accredited degree programmes (number of completed studies) – Faculty of Agriculture and Technology, USB	30
<b>Table 5.1 Interest in studies – USB total (the total figure for the university is not the sum of the figures for the individual faculties)</b>	<b>31</b>
Table 5.1.1 Interest in studies – Faculty of Economics, USB	31
Table 5.1.2 Interest in studies – Faculty of Arts, USB	32
Table 5.1.3 Interest in studies – Faculty of Education, USB	32
Table 5.1.4 Interest in studies – Faculty of Science, USB	32
Table 5.1.5 Interest in studies – Faculty of Fisheries and Water Protection, USB	33
Table 5.1.6 Interest in studies – Faculty of Theology, USB	33
Table 5.1.7 Interest in studies – Faculty of Health and Social Sciences, USB	33
Table 5.1.8 Interest in studies – Faculty of Agriculture and Technology, USB	34
<b>Table 6.1 Academic, research and other employees of USB (average adjusted numbers)</b>	<b>35</b>
<b>Table 6.2 Age structure of academic, scientific and other staff at USB (number of individuals)</b>	<b>36</b>
<b>Table 6.3 Number of academic and research staff by scope of employment and highest qualification attained (number of individuals by scope of employment) – USB total</b>	<b>36</b>
Table 6.3.1 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Economics, USB	36
Table 6.3.2 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Arts, USB	37
Table 6.3.3 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Education, USB	37
Table 6.3.4 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Science, USB	37
Table 6.3.5 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Fisheries and Water Protection, USB	37
Table 6.3.6 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Theology, USB	38
Table 6.3.7 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Health and Social Sciences, USB	38
Table 6.3.8 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Agriculture and Technology, USB	38
Table 6.3.9 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Other USB workplaces	38
<b>Table 6.4 Senior staff (natural persons)</b>	<b>39</b>
<b>Table 6.5 Academic and research staff with foreign citizenship (average adjusted numbers) – USB total</b>	<b>41</b>
Table 6.5.1 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Economics, USB	41
Table 6.5.2 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Arts, USB	42
Table 6.5.3 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Education, USB	42
Table 6.5.4 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Science, USB	43
Table 6.5.5 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Fisheries and Water Protection, USB	43
Table 6.5.6 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Theology, USB	44
Table 6.5.7 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Health and Social Sciences, USB	44
Table 6.5.8 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Agriculture and Technology, USB	45
Table 6.5.9 Academic and research staff with foreign citizenship (average adjusted numbers) – Other USB workplaces	45
<b>Table 6.6 Newly appointed associate professors and professors (numbers) – USB total</b>	<b>46</b>
Table 6.6.1 Newly appointed associate professors and professors (numbers) – Faculty of Economics, USB	46

Table 6.6.2 Newly appointed associate professors and professors (numbers) – Faculty of Arts, USB.....	46
Table 6.6.3 Newly appointed associate professors and professors (numbers) – Faculty of Education, USB .....	46
Table 6.6.4 Newly appointed associate professors and professors (numbers) – Faculty of Science, USB.....	46
Table 6.6.5 Newly appointed associate professors and professors (numbers) – Faculty of Fisheries and Water Protection, USB .....	47
Table 6.6.6 Newly appointed associate professors and professors (numbers) – Faculty of Theology, USB.....	47
Table 6.6.7 Newly appointed associate professors and professors (numbers) – Faculty of Health and Social Sciences, USB .....	47
Table 6.6.8 Newly appointed associate professors and professors (numbers) – Faculty of Agriculture and Technology, USB.....	47
<b>Table 7.1 Participation of USB in international cooperation programmes (regardless of funding source) .....</b>	<b>48</b>
<b>Table 7.2 Mobilities of students, academic and other staff by country (regardless of funding source) .....</b>	<b>48</b>
<b>Table 7.3 Graduate mobilities (numbers and proportions of completed studies) – USB total .....</b>	<b>51</b>
Table 7.3.1 Graduate mobilities (numbers and percentages of completed studies) – Faculty of Economics, USB.....	51
Table 7.3.2 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Arts, USB.....	51
Table 7.3.3 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Education, USB .....	51
Table 7.3.4 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Science, USB .....	51
Table 7.3.6 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Theology, USB.....	52
Table 7.3.7 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Health and Social Sciences, USB .....	52
Table 7.3.8 Graduate mobilities (numbers and proportions of completed studies) –Faculty of Agriculture and Technology, USB.....	52
<b>Table 8.1 Conferences (co-)organised by USB (numbers) .....</b>	<b>53</b>
<b>Table 8.2 Experts from the application sphere involved in instruction and practical training in accredited degree programmes (numbers).....</b>	<b>53</b>
<b>Table 8.3 Degree programmes/fields of study that include compulsory professional practical training for a period of at least one month (numbers) .....</b>	<b>54</b>
<b>Table 8.4 Transfer of knowledge and research results into practice .....</b>	<b>54</b>
Table 8.4.1 Transfer of knowledge and research results into practice – summary information .....	54
<b>Table 12.1 Accommodation and catering .....</b>	<b>55</b>
<b>Table 12.2 University libraries .....</b>	<b>55</b>
<b>Table 14.1 Strengthening institutional resilience to illegitimate influence – number of incidents and persons trained</b>	<b>55</b>

**Table 2.1 Accredited degree programmes (numbers) – USB total**

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	23	1	1	0	8	1	2	1	37
Arts and humanities	02	16	3	1	0	12	2	12	11	57
Social sciences, journalism and information sciences	03	4	1	0	0	4	0	2	2	13
Business, administration and law	04	6	6	0	0	4	3	2	2	23
Natural sciences, mathematics and statistics	05	10	1	0	0	16	1	22	18	68
Information and communication technology	06	2	1	0	0	3	0	0	0	6
Technology, manufacturing and construction	07	2	0	0	0	1	0	0	0	3
Agriculture, forestry, fishing and veterinary medicine	08	9	6	0	0	7	4	7	6	39
Health and social care, care for favourable living conditions	09	13	7	0	0	4	4	5	5	38
Services	10	2	1	0	0	1	0	0	0	4
<b>Total</b>		<b>87</b>	<b>27</b>	<b>2</b>	<b>0</b>	<b>60</b>	<b>15</b>	<b>52</b>	<b>45</b>	<b>288</b>

Note: ISCED-F – classification of fields of education. FT – full-time form, PT/D – part-time/distance form. Note: The table includes all degree programmes that had valid accreditation as of 31 December 2024, i.e. both expiring degree programmes (including programmes for which accreditation has been extended and programmes that are intended only for completion) as well as degree programmes newly accredited under valid institutional accreditation and under programme accreditation granted by the NAB. The data is based on the Register of Higher Education Institutions and Study Programmes of the Ministry of Education, Youth and Sports, data from the USB Internal Evaluation Board on degree programmes approved under valid institutional accreditation, and NAB resolutions on the granting of programme accreditation (in this case, the table only includes degree programmes for which the decision to grant accreditation became legally effective by 31 December 2024 at the latest).

The above notes apply to Tables 2.1 and 2.1.1 to 2.1.8.

**Table 2.1.1 Accredited degree programmes (numbers) – Faculty of Economics, USB**

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Social sciences, journalism and information sciences	03	1				1				2
Business, Administration and Law	04	6	6			4	3	2	2	23
Information and communication technology	06	1	1			1				3
<b>Total</b>		<b>8</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>28</b>

**Table 2.1.2 Accredited degree programmes (numbers) – Faculty of Arts, USB**

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	6				1				7
Arts and Humanities	02	13				9		8	7	37
Social sciences, journalism and information sciences	03	2				2				4
<b>Total</b>		<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>8</b>	<b>7</b>	<b>48</b>

Table 2.1.3 Accredited degree programmes (numbers) – Faculty of Education, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	10	1	1		7	1	2	1	23
Social sciences, journalism and information sciences	03	1	1			1		2	2	7
Services	10	1				1				2
<b>Total</b>		<b>12</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>32</b>

Table 2.1.4 Accredited degree programmes (numbers) – Faculty of Science, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education and upbringing	01	6				2				8
Natural sciences, mathematics and statistics	05	9				15		20	16	60
Information and communication technology	06	1				2				3
Engineering, manufacturing and construction	07	1								1
<b>Total</b>		<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>20</b>	<b>16</b>	<b>72</b>

Table 2.1.5 Accredited degree programmes (numbers) – Faculty of Fisheries and Water Protection, USB

Broadly defined ISCED-F fields	Code	Bachelor's Study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Natural sciences, mathematics and statistics	05	1	1					2	2	6
Agriculture, forestry, fishing and veterinary science	08	2	1			2	2	2	2	11
<b>Total</b>		<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>17</b>

Table 2.1.6 Accredited degree programmes (numbers) – Faculty of Theology, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	1				1				2
Arts and Humanities	02	3	3	1		3	2	4	4	20
Health and social care, care for favourable living conditions	09	2	2			2	2	1	1	10
<b>Total</b>		<b>6</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>32</b>



Table 2.1.7 Accredited degree programmes (numbers) – Faculty of Health and Social Sciences, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Health and social care, care for favourable living conditions	09	11	5			2	2	4	4	28
Services	10	1	1							2
<b>Total</b>		<b>12</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>30</b>

Tab. 2.1.8 Accredited degree programmes (numbers) – Faculty of Agriculture and Technology, USB

Broadly defined ISCED-F fields	Code	Bachelor's Study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Natural sciences, mathematics and statistics	05					1	1			2
Technology, manufacturing and construction	07	1				1				2
Agriculture, forestry, fisheries and veterinary science	08	7	5			5	2	5	4	28
<b>Total</b>		<b>8</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>32</b>

Table 2.2 Degree programmes in a foreign language (numbers) – USB total

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	0	0	0	0	0	0	0	0	0
Arts and humanities	02	0	0	0	0	0	0	4	4	8
Social sciences, journalism and information sciences	03	0	0	0	0	0	0	1	1	2
Business, administration and law	04	0	0	0	0	1	0	1	1	3
Natural sciences, mathematics and statistics	05	1	0	0	0	3	0	11	9	24
Information and communication technology	06	0	0	0	0	1	0	0	0	1
Technology, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fishing and veterinary medicine	08	0	0	0	0	2	1	1	1	5
Health and social care, care for favourable living conditions	09	1	0	0	0	0	0	2	2	5
Services	10	0	0	0	0	0	0	0	0	0
<b>Total</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>20</b>	<b>18</b>	<b>48</b>

Note: ISCED-F – classification of fields of education. FT – full-time form, PT/D – part-time/distance form. The table includes all degree programmes that had valid accreditation as of 31 December 2024, i.e. both expiring degree programmes (including programmes for which accreditation has been extended and programmes that are intended only for completion) as well as degree programmes newly accredited under valid institutional accreditation and under programme accreditation granted by the NAB. The data is based on the Register of Higher Education Institutions and Study Programmes of the Ministry of Education, Youth and Sports, data from the USB Internal Evaluation Board on degree programmes approved under valid institutional accreditation, and NAB resolutions on the granting of programme accreditation (in this case, the table only includes degree programmes for which the decision to grant accreditation became legally effective by 31 December 2024 at the latest). The above notes apply to Tables 2.2 and 2.2.1 to 2.2.8.

Table 2.2.1 Degree programmes in a foreign language (numbers) – Faculty of Economics, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Business, administration and law	04					1		1	1	3
<b>Total</b>		0	0	0	0	1	0	1	1	3

Table 2.2.2 Degree programmes in a foreign language (numbers) – Faculty of Arts, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Arts and Humanities	02							2	2	4
<b>Total</b>		0	0	0	0	0	0	2	2	4

Table 2.2.3 Degree programmes in a foreign language (numbers) – Faculty of Education, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Social sciences, journalism and information sciences	03							1	1	2
<b>Total</b>		0	0	0	0	0	0	1	1	2

Table 2.2.4 Degree programmes in a foreign language (numbers) – Faculty of Science, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Natural sciences, mathematics and statistics	05	1				3		10	8	22
Information and communication technology	06					1				1
<b>Total</b>		1	0	0	0	4	0	10	8	23

Table 2.2.5 Degree programmes in a foreign language (numbers) – Faculty of Fisheries and Water Protection, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Natural sciences, mathematics and statistics	05							1	1	2
Agriculture, forestry, fisheries and veterinary science	08					1	1	1	1	4
<b>Total</b>		0	0	0	0	1	1	2	2	6

Table 2.2.6 Degree programmes in a foreign language (numbers) – Faculty of Theology, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral programme		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Arts and Humanities	02							2	2	4
<b>Total</b>		0	0	0	0	0	0	2	2	4

Table 2.2.7 Degree programmes in a foreign language (numbers) – Faculty of Health and Social Sciences, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Health and social care, care for favourable living conditions	09	1						2	2	5
<b>Total</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>5</b>

Table 2.2.8 Degree programmes in a foreign language (numbers) – Faculty of Agriculture and Technology, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Agriculture, forestry, fishing and veterinary medicine	08					1				1
<b>Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

Table 2.3 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – USB total

Type of study	Bachelor's Study	Master's programme	Consecutive master's degree programme	Doctoral studies	Total
Number of degree programmes	4	0	8	0	12
Number of active studies in these programmes	245	0	126	0	371

Table 2.3.1 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Economics, USB

<b>Programme 1</b>	<b>Regional and European Project Management</b>
Partner organisations	Université Bretagne-Sud (UBS), France; Westsächsische Hochschule Zwickau (WHZ), Germany
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Joint Degree
Programme type (bachelor's, master's, doctoral)	Master's
Number of active studies as of 31 December	14

Table 2.3.2 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (I)

<b>Programme 2</b>	<b>Langues étrangères appliquées – anglais et espagnol ou anglais et allemand, spécialité 'Commerce international' / Philology – French Language for European and International Business; Spanish Language for European and International Business</b>
Partner organisations	Université Bretagne Sud, France
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Bachelor's
Number of active studies as of 31 December	5

Table 2.3.3 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (II)

<b>Programme 3</b>	<b>Sciences du langage: Linguistique et sémiologie générales / Philology – French Language</b>
--------------------	--

Partner organisations	Université de Paris, France
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Master's
Number of active studies as of 31 December	0

Table 2.3.4 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (III)

Programme 4	<b>Language Sciences and Language Teaching: Lexicon, Text and Discourse / Philology – French Language</b>
Partner organisations	University of Lorraine, France
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Master's
Number of active studies as of 31 December	0

Table 2.3.5 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (IV)

Programme 5	<b>Lingue, letteratura e culture straniere – Scienze del linguaggio, terminologia e tipologie dei testi / Philology – Italian Language</b>
Partner organisations	Università Cattolica del Sacro Cuore (UCSC), Italy
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Master's
Number of active studies as of 31 December	0

Table 2.3.6 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (V)

Programme 6	<b>Teaching Spanish as a Foreign Language; Spanish and Latin American Literature. Theory of Literature and Comparative Literature; Textual Heritage Management and Digital Humanities / Philology – Spanish Language</b>
Partner organisations	University of Salamanca, Spain
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Master's
Number of active studies as of 31 December	5

Table 2.3.7 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Arts, USB (VI)

Programme 7	<b>Sprach-und Textwissenschaften/ Philology – German Language and Literature</b>
Partner organisations	University of Passau, Germany
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Bachelor
Number of active studies as of 31 December	2

Table 2.3.8 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Science, USB (I)

Programme 8	<b>Biochemistry/Biochemie – field of study Biological Chemistry</b>
Partner organisations	Johannes Kepler University Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Bachelor's
Number of active studies as of 31 December	210

Table 2.3.9 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Science, USB (II)

Programme 9	<b>Applied Informatics/Informatics – Bioinformatics</b>
Partner organisations	Johannes Kepler University Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Bachelor's
Number of active studies as of 31 December	4

Table 2.3.10 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Science, USB (III)

Programme 10	<b>Biochemistry/Biochemie – Biological Chemistry</b>
Partner organisations	Johannes Kepler University Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Master's
Number of active studies as of 31 December	28

Table 2.3.11 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Science, USB (IV)

Programme 11	<b>Artificial Intelligence and Data Science</b>
Partner organisations	Technische Hochschule Deggendorf, Germany
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Double Degree
Programme type (bachelor's, master's, doctoral)	Master's
Number of active studies as of 31 December	89

Table 2.3.12 Joint/Double/Multiple Degree degree programmes implemented with foreign universities – Faculty of Education, USB

Programme 12	<b>European Master in Migration and Intercultural Relations (EMMIR)</b>
Partner organisations	Carl von Ossietzky University, Oldenburg, Germany (coordinating); Ahfad University for Women, Omdurman, Sudan; Mbarara University of Science and Technology, Uganda; University of Nova Gorica, Slovenia; University of Stavanger, Norway; University of the Witwatersrand, Johannesburg, South Africa.
Associated organisations	
Type of programme (Joint/Double/Multiple Degree)	Joint Degree
Programme type (bachelor's, master's, doctoral)	Master's

Number of active studies as of 31 December	0
--	---



**Table 2.4 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – USB total**

Type of studies	Bachelor's degree programme	Master's degree programme	Consecutive master's degree programme	Doctoral studies	Total
Number of degree programmes	0	0	0	26	<b>26</b>
Number of active studies in these programmes	0	0	0	266	<b>266</b>

**Table 2.4.1 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Education, USB (I)**

<b>Degree programme 1</b>	<b>Specialisation in Education – Information and Communication Technologies in Education</b>
Broadly defined field ISCED-F	01
Partner university/institution*	University of Ostrava, Faculty of Education; University of Hradec Králové, Faculty of Education; University of West Bohemia in Pilsen, Faculty of Education
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	0

**Table 2.4.2 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Education, USB (II)**

<b>Degree programme 2</b>	<b>Specialisation in pedagogy – field of study: Biology education</b>
Broadly defined field ISCED-F	0
Partner university/institution*	Charles University in Prague, Faculty of Education
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	0

**Table 2.4.3 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Education, USB (III)**

<b>Degree programme 3</b>	<b>Didactics of Biology</b>
Broadly defined field ISCED-F	01
Partner university/institution*	Charles University in Prague, Faculty of Education
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	5

**Table 2.4.4 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science, USB (I)**

<b>Degree programme 4</b>	<b>Biophysics (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice, and Institute of Microbiology of the Czech Academy of Sciences, Prague
Type of programme (bachelor's, follow-up master's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	0

**Table 2.4.5 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Science, USB (II)**

<b>Degree programme 5</b>	<b>Botany (old accreditation expiring)</b>
Broadly defined field ISCED-F	0
Partner university/institution*	Institute of Botany, Czech Academy of Sciences, Průhonice

Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	4

Table 2.4.6 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science, USB (III)

Degree programme 6	<b>Biology, field of study: Ecosystem biology (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	5

Table 2.4.7 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science, USB (IV)

Degree programme 7	<b>Biology, field of study Entomology (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, follow-up master's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	8

Table 2.4.8 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science, USB (V)

Degree programme 8	<b>Biology, field of study Hydrobiology (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice and Institute of Microbiology of the Czech Academy of Sciences, Prague
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	4

Table 2.4.9 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (VI)

Degree programme 9	<b>Biology, field of study: Infection Biology (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, follow-up master's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	4

Table 2.4.10 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (VIII)

Degree programme 10	<b>Biology, field of study Parasitology (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, follow-up master's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	0

Table 2.4.11 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (IX)

Degree programme 11	<b>Physiology and Immunology (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice and Institute of Microbiology of the Czech Academy of Sciences, Prague
Type of programme (bachelor's, master's, doctoral)	doctoral
Number of active studies as of 31 December	6

Table 2.4.12 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (X)

Degree programme 12	<b>Molecular and Cell Biology (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice and Institute of Microbiology of the Czech Academy of Sciences, Prague
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	18

Table 2.4.13 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XI)

Degree programme 13	<b>Zoology (old accreditation expiring)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, follow-up master's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	5

Table 2.4.14 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XII)

Degree programme 14	<b>Botany (new accreditation within IA)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Institute of Botany, Czech Academy of Sciences, Průhonice
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	15

Table 2.4.15 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIII)

Degree programme 15	<b>Biophysics (new accreditation)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice and Institute of Microbiology of the Czech Academy of Sciences, Prague
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	10

Table 2.4.16 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIV)

Degree programme 16	<b>Ecosystem Biology and Ecology (new accreditation within IA)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	19

Table 2.4.17 Accredited degree programmes offered jointly with another university or public research institution based in the Czech Republic – Faculty of Science (XV)

Degree programme 17	<b>Entomology (new accreditation within IA)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, follow-up master's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	31

Table 2.4.18 Accredited degree programmes run jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVI)

Degree programme 18	<b>Hydrobiology/Limnology (new accreditation within IA)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice and Institute of Microbiology of the Czech Academy of Sciences, Prague
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	10

Table 2.4.19 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVII)

Degree programme 19	<b>Integrative Biology (new accreditation within IA)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice and Institute of Microbiology of the Czech Academy of Sciences, Prague
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	0

Table 2.4.20 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XVIII)

Degree programme 20	<b>Parasitology (new accreditation within IA)</b>
Broadly defined field ISCED-F	05
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	0

Table 2.4.21 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Science (XIX)

Degree programme 21	<b>Zoology (new accreditation within IA)</b>
Broadly defined field ISCED-F	0
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	78

Table 2.4.22 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Fisheries and Water Protection, USB (I)

Degree programme 22	<b>Fishery</b>
Broadly defined field ISCED-F	08
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	3

Table 2.4.23 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Fisheries and Water Protection, USB (II)

Degree programme 23	<b>Fishery</b>
Broadly defined field ISCED-F	08
Partner university/institution*	Biological Centre of the Czech Academy of Sciences, České Budějovice
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	24

Table 2.4.24 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Theology, USB

Degree programme 24	<b>Philosophy – field of study: Philosophy</b>
Broadly defined field ISCED-F	02
Partner university/institution*	Institute of Philosophy, Czech Academy of Sciences
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	8

Table 2.4.25 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Arts, USB (I)

Degree programme 25	<b>Archaeology</b>
Broadly defined field ISCED-F	02
Partner university/institution*	University of West Bohemia in Pilsen, Institute of Archaeology, Czech Academy of Sciences, Prague, v.v.i.
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	8

*Table 2.4.26 Accredited degree programmes implemented jointly with another higher education institution or public research institution based in the Czech Republic – Faculty of Arts, USB (II)*

Degree programme 26	<b>Archaeology</b>
Broadly defined field ISCED-F	02
Partner university/institution*	University of West Bohemia in Pilsen, Institute of Archaeology, Czech Academy of Sciences, Prague, v.v.i.
Type of programme (bachelor's, master's, doctoral)	Doctoral
Number of active studies as of 31 December	1

*Table 2.5 Accredited degree programmes implemented jointly with a higher vocational school*

In 2024, the University of South Bohemia did not have any degree programmes accredited jointly with a higher vocational school.



**Table 2.6 Lifelong learning courses at USB – number of courses**

Broadly defined ISCED-F fields	Code	Courses focused on professional performance			Leisure courses			U3A	Total
		up to 15 hours	from 16 to 100 hours	more than 100 hours	up to 15 hours	from 16 to 100 hours	more than 100 hours		
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0
Education	01	13	5	51	16	1	0	0	86
Arts and humanities	02	3	2	1	4	52	0	3	65
Social sciences, journalism and information sciences	03	8	3	0	48	3	0	57	119
Business, administration and law	04	0	0	0	2	0	0	0	2
Natural sciences, mathematics and statistics	05	3	2	12	6	7	0	1	31
Information and communication technology	06	0	0	0	0	0	0	0	0
Technology, manufacturing and construction	07	0	0	1	2	1	0	0	4
Agriculture, forestry, fishing and veterinary medicine	08	0	3	0	1	5	0	0	9
Health and social care, care for favourable living conditions	09	10	6	4	12	6	0	0	38
Services	10	0	0	0	0	0	0	0	0
<b>Total</b>		<b>37</b>	<b>21</b>	<b>69</b>	<b>91</b>	<b>75</b>	<b>0</b>	<b>61</b>	<b>354</b>

**Table 2.7 Lifelong learning courses at USB – number of participants**

Broadly defined ISCED-F fields	Code	Courses focused on professional performance			Leisure courses			U3A	Total	Participants pursuant to Section 60 of the Higher Education Act <sup>1</sup>
		up to 15 hours	from 16 to 100 hours	more than 100 hours	up to 15 hours	from 16 to 100 hours	more than 100 hours			
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	215	86	1012	142	16	0	0	1,471	1,223
Arts and humanities	02	60	36	5	76	448	0	60	597	0
Social sciences, journalism and information sciences	03	58	18	0	910	26	0	1,042	2,054	0
Business, administration and law	04	0	0	0	36	0	0	0	36	0
Natural sciences, mathematics and statistics	05	82	57	46	225	102	0	16	528	96
Information and communication technology	06	0	0	0	0	0	0	0	0	0
Technology, manufacturing and construction	07	0	0	6	17	0	0	0	23	6
Agriculture, forestry, fishing and veterinary medicine	08	0	3	0	1	121	0	0	125	3
Health and social care, care for favourable living conditions	09	76	77	10	245	65	0	0	473	77
Services	10	0	0	0	0	0	0	0	0	0
<b>Total</b>		<b>491</b>	<b>277</b>	<b>1,079</b>	<b>1,652</b>	<b>778</b>	<b>0</b>	<b>1,118</b>	<b>5,307</b>	<b>1,405</b>

1) Lifelong learning participants who were admitted to accredited degree programmes in accordance with Section 60 of the Higher Education Act.

**Table 2.8 Lifelong learning courses at USB – number of courses and participants (microcredentials)**

Broadly defined ISCED-F fields	Code	Number of courses			Total	Number of course participants			Total
		Focused on professional performance	Leisure	U3A		Vocational	Leisure	U3A	
Programmes and qualifications – general education	00				0				0
Education	01				0				0
Arts and Humanities	02				0				0
Social Sciences, Journalism and Information Sciences	03				0				0
Business, Administration and Law	04				0				0
Natural sciences, mathematics and statistics	05				0				0
Information and communication technology	06				0				0
Engineering, manufacturing and construction	07				0				0
Agriculture, forestry, fisheries and veterinary science	08				0				0
Health and social care, care for favourable living conditions	09				0				0
Services	10				0				0
<b>Total</b>					<b>0</b>				<b>0</b>

**Table 3.1 Students in accredited degree programmes (number of studies) – USB total**

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	1248	97	289	0	474	4	10	0	2122
Arts and humanities	02	631	136	0	0	109	21	38	8	943
Social sciences, journalism and information sciences	03	171	79	0	0	79	0	5	5	339
Business, administration and law	04	722	105	0	0	188	67	16	12	1,110
Natural sciences, mathematics and statistics	05	553	13	0	0	200	4	296	9	1,075
Information and communication technology	06	167	19	0	0	123	0	0	0	309
Technology, manufacturing and construction	07	111	0	0	0	41	0	0	0	152
Agriculture, forestry, fishing and veterinary medicine	08	482	157	0	0	185	70	124	12	1,030
Health and social care, care for favourable living conditions	09	1243	386	0	0	107	172	9	23	1940
Services	10	107	70	0	0	19	0	0	0	196
<b>Total</b>		<b>5,435</b>	<b>1,062</b>	<b>289</b>	<b>0</b>	<b>1,525</b>	<b>338</b>	<b>498</b>	<b>69</b>	<b>9,216</b>
<b>of which total number of women</b>		<b>3,735</b>	<b>788</b>	<b>282</b>	<b>0</b>	<b>991</b>	<b>263</b>	<b>247</b>	<b>48</b>	<b>6,354</b>
<b>of which total number of foreigners</b>		<b>420</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>216</b>	<b>8</b>	<b>266</b>	<b>8</b>	<b>943</b>

Note: ISCED-F – classification of fields of education. FT – full-time form, PT/D – part-time/distance form. The above notes apply to Tables 3.1 and 3.1.1 to 3.1.8.

**Table 3.1.1 Students in accredited degree programmes (number of studies) – Faculty of Economics, USB**

Broadly defined fields of study ISCED-F	Code	Bachelor's Study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Social sciences, journalism and information sciences	03	44				3				47
Business, Administration and Law	04	722	105			188	67	16	12	1,110
Information and communication technology	06	85	19			30				134
<b>Total</b>		<b>851</b>	<b>124</b>	<b>0</b>	<b>0</b>	<b>221</b>	<b>67</b>	<b>16</b>	<b>12</b>	<b>1,291</b>
<b>of which number of women</b>		<b>502</b>	<b>73</b>			<b>135</b>	<b>52</b>	<b>7</b>	<b>7</b>	<b>776</b>
<b>of which number of foreigners</b>		<b>109</b>	<b>7</b>			<b>16</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>139</b>

**Table 3.1.2 Students in accredited degree programmes (number of studies) – Faculty of Arts, USB**

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	222				55				277
Arts and humanities	02	570				93		27	4	694
Social sciences, journalism and information sciences	03	46				31				77
<b>Total</b>		<b>838</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>179</b>	<b>0</b>	<b>27</b>	<b>4</b>	<b>1,048</b>
<b>of which number of women</b>		<b>665</b>				<b>141</b>		<b>11</b>	<b>1</b>	<b>818</b>
<b>of which number of foreigners</b>		<b>22</b>				<b>10</b>		<b>5</b>	<b>1</b>	<b>38</b>

Table 3.1.3 Students in accredited degree programmes (number of studies) – Faculty of Education, USB

Broadly defined fields of study ISCED-F	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	928	97	289		381	4	10	0	1,709
Social sciences, journalism and information sciences	03	81	79			45		5	5	215
Services	10	36				19				55
<b>Total</b>		<b>1,045</b>	<b>176</b>	<b>289</b>	<b>0</b>	<b>445</b>	<b>4</b>	<b>15</b>	<b>5</b>	<b>1,979</b>
<b>of which number of women</b>		<b>693</b>	<b>171</b>	<b>282</b>		<b>303</b>	<b>2</b>	<b>10</b>	<b>5</b>	<b>1,466</b>
<b>of which number of foreigners</b>		<b>10</b>	<b>3</b>	<b>0</b>		<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>

Table 3.1.4 Students in accredited degree programmes (number of studies) – Faculty of Science, USB

Broadly defined ISCED-F fields	Code	Bachelor's Study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	98				38				136
Natural sciences, mathematics and statistics	05	513				200		275	8	996
Information and communication technology	06	82				93				175
Engineering, manufacturing and construction	07	15								15
<b>Total</b>		<b>708</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>331</b>	<b>0</b>	<b>275</b>	<b>8</b>	<b>1,322</b>
<b>of which number of women</b>		<b>421</b>				<b>185</b>		<b>141</b>	<b>5</b>	<b>752</b>
<b>of which number of foreigners</b>		<b>217</b>				<b>143</b>		<b>180</b>	<b>1</b>	<b>541</b>

Table 3.1.5 Students in accredited degree programmes (number of studies) – Faculty of Fisheries and Water Protection, USB

Broadly defined ISCED-F fields	Code	Bachelor's Study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Natural sciences, mathematics and statistics	05	40	13					21	1	75
Agriculture, forestry, fishing and veterinary medicine	08	49	15			32	14	26	1	137
<b>Total</b>		<b>89</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>14</b>	<b>47</b>	<b>2</b>	<b>212</b>
<b>of which number of women</b>		<b>38</b>	<b>11</b>			<b>15</b>	<b>5</b>	<b>20</b>	<b>1</b>	<b>90</b>
<b>of which number of foreigners</b>		<b>8</b>	<b>1</b>			<b>14</b>	<b>1</b>	<b>39</b>	<b>0</b>	<b>63</b>

Table 3.1.6 Students in accredited degree programmes (number of studies) – Faculty of Theology, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Arts and Humanities	02	61	136			16	21	11	4	249
Health and social care, care for favourable living conditions	09	168	205			35	68	5	4	485
<b>Total</b>		<b>229</b>	<b>341</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>89</b>	<b>16</b>	<b>8</b>	<b>734</b>
<b>of which number of women</b>		<b>186</b>	<b>241</b>			<b>37</b>	<b>70</b>	<b>6</b>	<b>5</b>	<b>545</b>
<b>of which number of foreigners</b>		<b>13</b>	<b>10</b>			<b>3</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>34</b>

Table 3.1.7 Students in accredited degree programmes (number of studies) – Faculty of Health and Social Sciences, USB

Broadly defined fields of study ISCED-F	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Health and social care, care for favourable living conditions	09	1075	181			72	104	4	19	1,455
Services	10	71	70			0	0			141
<b>Total</b>		<b>1,146</b>	<b>251</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>104</b>	<b>4</b>	<b>19</b>	<b>1,596</b>
<b>of which number of women</b>		<b>952</b>	<b>184</b>			<b>68</b>	<b>97</b>	<b>4</b>	<b>15</b>	<b>1,320</b>
<b>of which number of foreigners</b>		<b>22</b>	<b>4</b>			<b>2</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>35</b>

Table 3.1.8 Students in accredited degree programmes (number of studies) – Faculty of Agriculture and Technology, USB

Broadly defined ISCED-F fields	Code	Bachelor's Study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Natural sciences, mathematics and statistics	05						4	0	0	4
Technology, manufacturing and construction	07	96				41				137
Agriculture, forestry, fishing and veterinary science	08	433	142			153	56	98	11	893
<b>Total</b>		<b>529</b>	<b>142</b>	<b>0</b>	<b>0</b>	<b>194</b>	<b>60</b>	<b>98</b>	<b>11</b>	<b>1,034</b>
<b>of which number of women</b>		<b>278</b>	<b>108</b>			<b>107</b>	<b>37</b>	<b>48</b>	<b>9</b>	<b>587</b>
<b>of which number of foreigners</b>		<b>19</b>	<b>0</b>			<b>24</b>	<b>2</b>	<b>31</b>	<b>0</b>	<b>76</b>

**Table 3.2 Self-funded students (number of studies) – USB total**

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	0	0	0	0	0	0	0	0	0
Arts and humanities	02	0	0	0	0	0	0	0	0	0
Social sciences, journalism and information sciences	03	0	0	0	0	0	0	0	0	0
Business, administration and law	04	0	0	0	0	0	0	2	3	5
Natural sciences, mathematics and statistics	05	0	0	0	0	0	0	0	0	0
Information and communication technology	06	0	0	0	0	0	0	0	0	0
Technology, manufacturing and construction	07	0	0	0	0	0	0	0	0	0
Agriculture, forestry, fishing and veterinary medicine	08	0	0	0	0	0	0	0	0	0
Health and social care, care for favourable living conditions	09	0	0	0	0	0	0	0	0	0
Services	10	0	0	0	0	0	0	0	0	0
<b>Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>

Note: ISCED-F – classification of fields of education. FT – full-time form, PT/D – part-time/distance form.

**Table 3.2.1 Students in accredited degree programmes (number of studies) – Faculty of Economics, USB**

Broadly defined fields of study ISCED-F	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Business, administration and law	04							2	3	5
<b>Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>



**Table 3.3 Academic failure rate in the first year of study (in %)**

Faculty	Bachelor's programme			Master's programme			Consecutive master's degree programme			Doctoral studies			Total
	FT	PT/D	Total	FT	PT/D	Total	FT	PT/D	Total	FT	PT/D	Total	
Faculty of Economics, USB	53.6	69.7	56.7				17.0	68.3	35.4	12.5	50.0	25.0	<b>51.7</b>
Faculty of Arts, USB	30.5		30.5				9.2		9.2	0.0	0.0	0.0	<b>26.3</b>
Faculty of Education, USB	23.4	5.3	21.1	7.4		7.4	2.7		2.7	14.3	40.0	25.0	<b>15.2</b>
Faculty of Science, USB	32.0		32.0				26.9		26.9	9.1	50.0	10.9	<b>28.5</b>
Faculty of Fisheries and Water Protection, University of South Bohemia	58.0	74.2	63.0				7.7	11.1	9.1	20.0	0.0	16.7	<b>50.0</b>
Faculty of Theology, USB	35.9	41.3	39.3				15.6	30.4	24.4	0.0	0.0	0.0	<b>35.2</b>
Faculty of Health and Social Sciences, USB	20.7	30.8	23.1				3.2%	45.5	32.0	100.0	0.0	14.3	<b>24.3</b>
Faculty of Agriculture and Technology, USB	58.0	55.8	57.5				14.6	36.4	20.2	4.3	50.0	13.8	<b>45.8</b>
<b>Total</b>	<b>36.7</b>	<b>45.2</b>	<b>38.3</b>	<b>7.4</b>		<b>7.4</b>	<b>13.7</b>	<b>46.1</b>	<b>21.3</b>	<b>9.3</b>	<b>28.6</b>	<b>13.3</b>	<b>33.2</b>

Note: Academic failure is defined as the ratio of the number of studies commenced in a calendar year to the total number of failed studies in this cohort in calendar years n and n+1.

FT – full-time, PT/D – part-time/distance form.

**Table 3.4 Scholarships awarded to students by purpose of scholarship (number of individuals)**

Purpose of scholarship	Number of students	Average scholarship amount
for outstanding academic results pursuant to Section 91(2)(a)	520	7,487
for outstanding scientific, research, development, artistic or other creative achievements pursuant to Section 91(2)(b)	182	21,635
for research, development and innovation activities pursuant to a special legal regulation, Section 91(2)(c)	21	16,748
in the case of a student's difficult social situation pursuant to Section 91(2)(d)	0	0
in the case of a student's difficult social situation pursuant to Section 91(3)	8	43,877
in cases worthy of special consideration pursuant to Section 91(2)(e)	1,745	17,454
of which accommodation scholarship	5,545	4,427
to support study abroad pursuant to Section 91(4)(a)	13	23,499
to support studies in the Czech Republic pursuant to Section 91(4)(b)	7	85,335
to doctoral students pursuant to Section 91(4)(c)	517	104,222
Other scholarships	318	2,232
<b>Total</b>	<b>3,331</b>	<b>28,366</b>

Note: Average scholarship amount – Ratio of the total amount paid for a given type of scholarship per year to the total number of individuals who received that scholarship at least once during the year. If a scholarship was paid to one person more than once, that person is counted only once, but the total amount paid to that person is included in the calculation.

**Table 4.1 Graduates of accredited degree programmes (number of completed studies) – USB total**

Broadly defined ISCED-F fields	Code	Bachelor's study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Programmes and qualifications – general education	00	0	0	0	0	0	0	0	0	0
Education	01	270	60	71	0	132	0	1	4	538
Arts and humanities	02	83	16	0	0	29	5	4	3	140
Social sciences, journalism and information sciences	03	40	36	0	0	10	0	1	1	88
Business, administration and law	04	113	21	0	0	52	16	7	3	212
Natural sciences, mathematics and statistics	05	116	0	0	0	67	7	47	6	243
Information and communication technology	06	21	2	0	0	30	0	0	0	53
Technology, manufacturing and construction	07	18	0	0	0	20	3	0	0	41
Agriculture, forestry, fishing and veterinary medicine	08	101	21	0	0	54	32	20	11	239
Health and social care, care for favourable living conditions	09	269	74	0	0	35	91	2	5	476
Services	10	11	1	0	0	3	7	0	0	22
<b>Total</b>		<b>1,042</b>	<b>231</b>	<b>71</b>	<b>0</b>	<b>432</b>	<b>161</b>	<b>82</b>	<b>33</b>	<b>2,052</b>
<b>of which number of women</b>		<b>769</b>	<b>195</b>	<b>68</b>	<b>0</b>	<b>288</b>	<b>129</b>	<b>40</b>	<b>15</b>	<b>1,504</b>
<b>of which number of foreigners</b>		<b>60</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>2</b>	<b>34</b>	<b>6</b>	<b>151</b>

Note: ISCED-F – classification of fields of education. FT – full-time form, C/D – part-time/distance form. The table shows the number of successfully completed studies (not individuals) in the period from 1 January to 31 December. The notes apply to Tables 4.1 and 4.1.1 to 4.1.8.

**Table 4.1.1 Graduates of accredited degree programmes (number of completed studies) – Faculty of Economics, USB**

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Social sciences, journalism and information sciences	03	3				2				5
Business, Administration and Law	04	113	21			52	16	7	3	212
Information and communication technology	06	11	2			6				19
<b>Total</b>		<b>127</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>60</b>	<b>16</b>	<b>7</b>	<b>3</b>	<b>236</b>
<b>of which number of women</b>		<b>87</b>	<b>16</b>			<b>44</b>	<b>13</b>	<b>6</b>	<b>0</b>	<b>166</b>
<b>of which number of foreigners</b>		<b>5</b>	<b>0</b>			<b>8</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>16</b>

**Table 4.1.2 Graduates of accredited degree programmes (number of completed studies) – Faculty of Arts, USB**

Broadly defined ISCED-F fields	Code	Bachelor's study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	28				14				42
Arts and humanities	02	73				26		1	2	102
Social sciences, journalism and information sciences	03	11				8				19
<b>Total</b>		<b>112</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>163</b>
<b>of which number of women</b>		<b>92</b>				<b>31</b>		<b>1</b>	<b>1</b>	<b>125</b>
<b>of which number of foreigners</b>		<b>6</b>				<b>1</b>		<b>0</b>	<b>0</b>	<b>7</b>

Table 4.1.3 Graduates of accredited degree programmes (number of completed studies) – Faculty of Education, USB

Broadly defined ISCED-F fields	Code	Bachelor's study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	228	60	71		109		1	4	473
Social sciences, journalism and information sciences	03	26	31			0		1	1	59
Natural sciences, mathematics and statistics	05	1								1
Health and social care, care for favourable living conditions	09					1				1
Services	10	11				2				13
<b>Total</b>		<b>266</b>	<b>91</b>	<b>71</b>	<b>0</b>	<b>112</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>547</b>
<b>of which number of women</b>		<b>192</b>	<b>87</b>	<b>68</b>		<b>81</b>		<b>0</b>	<b>2</b>	<b>430</b>
<b>of which number of foreigners</b>		<b>1</b>	<b>1</b>	<b>0</b>		<b>1</b>		<b>0</b>		<b>3</b>

Table 4.1.4 Graduates of accredited degree programmes (number of completed studies) – Faculty of Science, USB

Broadly defined ISCED-F fields	Code	Bachelor's study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	13				9				22
Natural sciences, mathematics and statistics	05	115				64		37	2	218
Information and communication technology	06	10				24				34
Engineering, manufacturing and construction	07	1								1
<b>Total</b>		<b>139</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>97</b>	<b>0</b>	<b>37</b>	<b>2</b>	<b>275</b>
<b>of which women</b>		<b>95</b>				<b>59</b>		<b>14</b>	<b>1</b>	<b>169</b>
<b>of which number of foreigners</b>		<b>42</b>				<b>34</b>		<b>22</b>	<b>1</b>	<b>99</b>

Table 4.1.5 Graduates of accredited degree programmes (number of completed studies) – Faculty of Fisheries and Water Protection, USB

Broadly defined ISCED-F fields	Code	Bachelor's study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Natural sciences, mathematics and statistics	05	0	0					3	1	4
Technology, manufacturing and construction	07					5	3			8
Agriculture, forestry, fisheries and veterinary science	08	5	1			0	0	2	3	11
<b>Total</b>		<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>23</b>
<b>of which number of women</b>		<b>0</b>	<b>0</b>			<b>3</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>11</b>
<b>of which number of foreigners</b>		<b>0</b>	<b>0</b>			<b>0</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>5</b>

Table 4.1.6 Graduates of accredited degree programmes (number of completed studies) – Faculty of Theology, USB

Broadly defined ISCED-F fields	Code	Bachelor's study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Education	01	1					0			1

Arts and Humanities	02	10	16			3	5	3	1	<b>38</b>
Social sciences, journalism and information sciences	03	0	5					0	0	<b>5</b>
Health and social care, care for favourable living conditions	09	39	38			13	51	0	0	<b>141</b>
<b>Total</b>		<b>50</b>	<b>59</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>56</b>	<b>3</b>	<b>1</b>	<b>185</b>
<b>of which number of women</b>		<b>42</b>	<b>45</b>			<b>11</b>	<b>46</b>	<b>2</b>	<b>1</b>	<b>147</b>
<b>of which number of foreigners</b>		<b>3</b>	<b>0</b>			<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

Table 4.1.7 Graduates of accredited degree programmes (number of completed studies) - Faculty of Health and Social Sciences, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Health and social care, care for favourable living conditions	09	230	36			21	40	2	5	<b>334</b>
Services	10	0	1			1	7			<b>9</b>
<b>Total</b>		<b>230</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>47</b>	<b>2</b>	<b>5</b>	<b>343</b>
<b>of which number of women</b>		<b>196</b>	<b>32</b>			<b>20</b>	<b>42</b>	<b>1</b>	<b>4</b>	<b>295</b>
<b>of which number of foreigners</b>		<b>2</b>	<b>0</b>			<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>5</b>

Table 4.1.8 Graduates of accredited degree programmes (number of completed studies) - Faculty of Agriculture and Technology, USB

Broadly defined ISCED-F fields	Code	Bachelor's Study		Master's programme		Consecutive master's degree programme		Doctoral studies		Total
		FT	PT/D	FT	PT/D	FT	PT/D	FT	PT/D	
Natural sciences, mathematics and statistics	05					3	7	7	3	<b>20</b>
Technology, manufacturing and construction	07	17				15	0			<b>32</b>
Agriculture, forestry, fishing and veterinary medicine	08	96	20			54	32	18	8	<b>228</b>
<b>Total</b>		<b>113</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>39</b>	<b>25</b>	<b>11</b>	<b>280</b>
<b>of which number of women</b>		<b>65</b>	<b>15</b>			<b>39</b>	<b>25</b>	<b>12</b>	<b>5</b>	<b>161</b>
<b>of which number of foreigners</b>		<b>1</b>	<b>0</b>			<b>3</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>12</b>

**Table 5.1 Interest in studies – USB total (the total figure for the university is not the sum of the figures for the individual faculties)**

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Programmes and qualifications – general education	00																
Education	01	1,548	2,052	927	475	240	240	103	64	367	402	247	223	6	7	3	3
Arts and humanities	02	968	1,103	663	381	0	0	0	0	163	172	91	67	14	14	10	10
Social sciences, journalism and information sciences	03	672	684	147	94	0	0	0	0	110	112	60	41	11	11	3	3
Business, administration and law	04	1,101	1,302	834	487	0	0	0	0	202	220	176	148	16	16	11	10
Natural sciences, mathematics and statistics	05	583	668	375	265	0	0	0	0	222	267	123	87	54	55	46	46
Information and communication technology	06	196	218	128	94	0	0	0	0	132	136	57	47	0	0	0	0
Technology, manufacturing and construction	07	129	129	122	61	0	0	0	0	40	40	37	25	0	0	0	0
Agriculture, forestry, fishing and veterinary medicine	08	600	686	664	324	0	0	0	0	281	294	166	137	62	63	51	51
Health and social care, care for favourable living conditions	09	1,598	2,136	1,201	624	0	0	0	0	396	499	243	148	10	10	7	7
Services	10	202	205	116	79	0	0	0	0	19	19	14	7	0	0	0	0
<b>Total</b>		<b>6,322</b>	<b>9,183</b>	<b>5,177</b>	<b>2,884</b>	<b>240</b>	<b>240</b>	<b>103</b>	<b>64</b>	<b>1,843</b>	<b>2,161</b>	<b>1,214</b>	<b>930</b>	<b>172</b>	<b>176</b>	<b>131</b>	<b>130</b>

Note: **ISCED-F** – classification of fields of education. **Number of applicants** – number of individuals. **Number of applications** – number of all applications received by USB. **Number of admissions** – number of all applications approved (not the number of individuals). **Number of enrolments** – number of all enrolments (not the number of individuals). The total figure for the university is not the sum of the figures for the individual faculties. One person accepted/enrolled in multiple programmes is entered in the table as many times as they were accepted/enrolled. The above notes apply to Tables 5.1 and 5.1.1 to 5.1.8.

**Table 5.1.1 Interest in studies – Faculty of Economics, USB**

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Social sciences, journalism and information sciences	03	70	70	51	29					6	6	5	3				
Business, administration and law	04	1,101	1,302	834	487					202	220	176	148	16	16	11	10
Information and communication technology	06	116	116	80	52					17	21	12	9				
<b>Total</b>		<b>1,226</b>	<b>1,488</b>	<b>965</b>	<b>568</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>223</b>	<b>247</b>	<b>193</b>	<b>160</b>	<b>16</b>	<b>16</b>	<b>11</b>	<b>10</b>

Table 5.1.2 Interest in studies – Faculty of Arts, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Education	01	232	267	147	80					54	54	28	27				
Arts and humanities	02	723	824	459	244					120	127	56	37	10	10	7	7
Social sciences, journalism and information sciences	03	77	77	46	24					21	23	20	18				
<b>Total</b>		<b>924</b>	<b>1,168</b>	<b>652</b>	<b>348</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>175</b>	<b>204</b>	<b>104</b>	<b>82</b>	<b>10</b>	<b>10</b>	<b>7</b>	<b>7</b>

Table 5.1.3 Interest in studies – Faculty of Education, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Education	01	1,296	1,678	716	360	240	240	103	64	294	310	194	174	6	7	3	3
Social sciences, journalism and information sciences	03	531	537	50	41					83	83	35	20	11	11	3	3
Services	10	110	110	43	19					19	19	14	7				
<b>Total</b>		<b>1,808</b>	<b>2,325</b>	<b>809</b>	<b>420</b>	<b>240</b>	<b>240</b>	<b>103</b>	<b>64</b>	<b>387</b>	<b>412</b>	<b>243</b>	<b>201</b>	<b>17</b>	<b>18</b>	<b>6</b>	<b>6</b>

Table 5.1.4 Interest in studies – Faculty of Science, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Education	01	99	107	64	35					32	37	25	22				
Natural sciences, mathematics and statistics	05	504	580	310	219					222	267	123	87	43	44	38	38
Information and communication technology	06	99	102	48	42					115	115	45	38				
Technology, manufacturing and construction	07	17	17	10	8												
<b>Total</b>		<b>688</b>	<b>806</b>	<b>432</b>	<b>304</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>362</b>	<b>419</b>	<b>193</b>	<b>147</b>	<b>43</b>	<b>44</b>	<b>38</b>	<b>38</b>



Table 5.1.5 Interest in studies – Faculty of Fisheries and Water Protection, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Natural sciences, mathematics and statistics	05	87	88	65	46									11	11	8	8
Agriculture, forestry, fishing and veterinary medicine	08	70	71	49	34					55	55	28	23	10	10	8	8
<b>Total</b>		<b>144</b>	<b>159</b>	<b>114</b>	<b>80</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>55</b>	<b>55</b>	<b>28</b>	<b>23</b>	<b>21</b>	<b>21</b>	<b>16</b>	<b>16</b>

Table 5.1.6 Interest in studies – Faculty of Theology, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Education	01									1	1						
Arts and humanities	02	259	279	204	137					43	45	35	30	4	4	3	3
Health and social care, care for favourable living conditions	09	355	381	193	146					180	190	69	48	3	3	1	1
<b>Total</b>		<b>595</b>	<b>660</b>	<b>397</b>	<b>283</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>224</b>	<b>236</b>	<b>104</b>	<b>78</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>4</b>

Table 5.1.7 Interest in studies – Faculty of Health and Social Sciences, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Health and social care, care for favourable living conditions	09	1,288	1,755	1,008	478					239	309	174	100	7	7	6	6
Services	10	94	95	73	60												
<b>Total</b>		<b>1,361</b>	<b>1,850</b>	<b>1,081</b>	<b>538</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>239</b>	<b>309</b>	<b>174</b>	<b>100</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>6</b>

Table 5.1.8 Interest in studies – Faculty of Agriculture and Technology, USB

Broadly defined ISCED-F fields	Code	Bachelor's programme				Master's programme				Consecutive master's degree programme				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments	Number of applicants	Number of applications	Number of admissions	Number of enrolments
Engineering, manufacturing and construction	07	112	112	112	53					40	40	37	25				
Agriculture, forestry, fishing and veterinary medicine	08	538	615	615	290					228	239	138	114	52	53	43	43
<b>Total</b>		<b>636</b>	<b>727</b>	<b>727</b>	<b>343</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>256</b>	<b>279</b>	<b>175</b>	<b>139</b>	<b>52</b>	<b>53</b>	<b>43</b>	<b>43</b>

**Table 6.1 Academic, research and other employees of USB (average adjusted numbers)**

USB const. part	Academic staff								Research staff			Other staff	Total employees
	Total academic staff	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Visiting Professors	Postdoctoral researchers ('postdocs')	R&D staff not under other categories	Other R&D staff		
<b>Faculty of Economics, USB</b>	<b>62.008</b>	<b>5.950</b>	<b>16.642</b>	<b>28.735</b>	<b>3.386</b>	<b>6.420</b>	<b>0.875</b>	<b>0.000</b>	<b>0.121</b>	<b>0.318</b>	<b>0.000</b>	<b>23.302</b>	<b>85.748</b>
of which women	26.531	1.700	7.692	11.486	0.817	4.087	0.750	0.000	0.121	0.293	0.000	17.334	44.279
<b>Faculty of Arts, USB</b>	<b>64.946</b>	<b>12.351</b>	<b>15.716</b>	<b>32.003</b>	<b>2.043</b>	<b>2.833</b>	<b>0</b>	<b>0</b>	<b>2.633</b>	<b>6.151</b>	<b>0.000</b>	<b>18.639</b>	<b>92.368</b>
of which women	26.658	2.000	5.300	16.608	0.917	1.833	0.000	0.000	2.133	3.236	0.000	15.879	47.906
<b>Faculty of Education, USB</b>	<b>132.436</b>	<b>3.917</b>	<b>24.468</b>	<b>86.418</b>	<b>9.646</b>	<b>7.988</b>	<b>0.000</b>	<b>0</b>	<b>0.000</b>	<b>0.083</b>	<b>0.000</b>	<b>66.860</b>	<b>199.379</b>
of which women	60.567	1.000	12.472	37.220	4.667	5.208	0	0	0	0.000	0.000	53.938	114.505
<b>Faculty of Science, USB</b>	<b>156.353</b>	<b>23.149</b>	<b>34.342</b>	<b>62.058</b>	<b>17.323</b>	<b>3.519</b>	<b>15.963</b>	<b>0.000</b>	<b>14.983</b>	<b>63.661</b>	<b>1.193</b>	<b>99.871</b>	<b>336.061</b>
of which women	46.352	1.350	9.942	19.491	11.558	1.744	2.267	0.000	4.326	40.479	0.498	74.199	165.853
<b>Faculty of Fisheries and Water Protection, USB</b>	<b>44.470</b>	<b>6.208</b>	<b>12.930</b>	<b>23.180</b>	<b>0.167</b>	<b>1.902</b>	<b>0.083</b>	<b>0.000</b>	<b>13.550</b>	<b>22.472</b>	<b>0.000</b>	<b>87.328</b>	<b>167.820</b>
of which women	13.251	0.100	1.700	9.299	0.167	1.902	0.083	0.000	5.125	8.061	0.000	44.736	71.173
<b>Faculty of Theology, USB</b>	<b>38.093</b>	<b>3.950</b>	<b>9.100</b>	<b>21.440</b>	<b>3.603</b>	<b>0</b>	<b>0</b>	<b>0.000</b>	<b>0.750</b>	<b>1.800</b>	<b>0</b>	<b>23.243</b>	<b>63.886</b>
of which women	11.261	0	1.000	9.158	1.103	0.000	0.000	0.000	0.000	0.000	0	21.773	33.033
<b>Faculty of Health and Social Sciences, USB</b>	<b>91.565</b>	<b>5.143</b>	<b>15.685</b>	<b>41.970</b>	<b>26.246</b>	<b>2.520</b>	<b>0</b>	<b>0</b>	<b>0.053</b>	<b>1.508</b>	<b>0.233</b>	<b>43.682</b>	<b>137.040</b>
of which women	59.907	1.700	8.483	26.557	20.647	2.520	0	0.000	0.011	1.175	0.100	34.502	95.695
<b>Faculty of Agriculture and Technology, USB</b>	<b>96.318</b>	<b>9.083</b>	<b>20.264</b>	<b>53.528</b>	<b>10.167</b>	<b>3.275</b>	<b>0.000</b>	<b>0.000</b>	<b>0.140</b>	<b>3.553</b>	<b>0.000</b>	<b>47.664</b>	<b>147.675</b>
of which women	32.900	2.000	5.500	20.067	2.058	3.275	0	0	0.000	1.653	0.000	30.072	64.625
<b>Other USB units</b>	<b>2.357</b>	<b>0.750</b>	<b>0.116</b>	<b>1.199</b>	<b>0.000</b>	<b>0.292</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.017</b>	<b>0.067</b>	<b>250.939</b>	<b>253.379</b>
of which women	0.453	0.000	0.095	0.067	0.000	0.292	0.000	0.000	0.000	0.000	0.000	183.284	183.737
<b>TOTAL</b>	<b>688.544</b>	<b>70.502</b>	<b>149.263</b>	<b>350.530</b>	<b>72.580</b>	<b>28.749</b>	<b>16.921</b>	<b>0</b>	<b>32.228</b>	<b>99.563</b>	<b>1.493</b>	<b>661.528</b>	<b>1,483.356</b>
<b>of which women</b>	<b>277.880</b>	<b>9.850</b>	<b>52.183</b>	<b>149.953</b>	<b>41.933</b>	<b>20.861</b>	<b>3.100</b>	<b>0</b>	<b>11.715</b>	<b>54.897</b>	<b>0.598</b>	<b>475.715</b>	<b>820.805</b>

Note: **Average adjusted numbers** – Share of the total number of hours actually worked during the monitored period from 1 January to 31 December by all employees in the monitored category (including APW, excluding ACJ) and the total annual working time fund per full-time employee. **Teaching staff in R&D** – scientific, research and development staff involved in teaching activities. **Researcher** – a person who is not an academic staff member pursuant to Section 70 of Act No. 111/1998 Coll. on Higher Education Institutions. **Postdoctoral researcher ('postdoc')** – a higher education institution employee within five years of defending their Ph.D. degree or its equivalent. They work as part of the scientific team of the institution, usually under the supervision of experienced researchers, on a specific task and publish their results independently and as part of the creative team. They have a fixed-term employment contract (for a period of 1–3 years) with the research institution for one to a maximum of three consecutive periods. Their salary is subject to the rules of the institution's salary system, and they may also receive remuneration from research grant projects. **Other R&D staff** – technical and professional staff who are not directly involved in research but are indispensable for research activities (e.g. research facility operators). **Other employees** – all other staff who are not directly involved in education and research; these are mainly administrative, technical and other employees. The above definition of individual categories of employees/staff applies to Tables 6.1, 6.2 and 6.3.

**Table 6.2 Age structure of academic, scientific and other staff at USB (number of individuals)**

Age	Academic staff														Research staff						Other employees		Total	of which women
	Professors		Associate professors		Assistant professors		Senior lecturers		Lecturers		Teaching R&D staff		Visiting Professors		Postdoctoral researchers ('postdocs')		R&D staff not falling into other categories		Other R&D staff					
	Total	Wom	Total	Wom	Total	Wom	Total	Wom	Total	Wom	Total	Wom	Total	Wom	Total	Wom	Total	Wom	Total	Wom	Total	Wom		
up to 29 years	0	0	0	0	2	1	20	10	5	3	0	0	0	0	4	2	33	17	0	0	109	63	173	96
30–39	0	0	4	1	105	47	32	15	9	4	5	1	0	0	32	9	68	38	0	0	196	125	451	240
40–49	14	0	68	21	196	85	29	21	13	10	11	1	0	0	0	0	58	31	1	1	206	158	596	328
50–59	24	2	50	16	96	43	25	16	12	9	5	1	0	0	2	0	9	3	0	0	179	144	402	234
60–69	47	6	35	14	35	13	12	6	8	5	3	1	0	0	0	0	6	4	0	0	77	55	223	104
Over 70	24	6	19	6	10	4	5	2	0	0	0	0	0	0	0	0	0	0	1	0	6	4	65	22
Total	109	14	176	58	444	193	123	70	47	31	24	4	0	0	38	11	174	93	2	1	773	549	1,910	1024

Note: **Number of individuals** – Total number of employees/workers regardless of the extent of their employment, but only those in employment relationships, excluding those working on APW and ACJ contracts. Does not include other types of contractual relationships under the Civil Code that are in the nature of purchasing services.

**Table 6.3 Number of academic and research staff by scope of employment and highest qualification attained (number of individuals by scope of employment) – USB total**

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	women	Total	Women	Total	Women	Total	Women	Total	
up to 0.3	34	3	18	2	64	25	61	32	62	29	239	91
0.31–0.5	16	3	19	6	54	26	33	18	45	20	167	73
0.51–0.7	4	0	6	2	21	9	14	7	15	9	60	27
0.71–1	55	8	133	48	329	142	62	39	92	47	671	284
more than 1	0	0	0	0	0	0	0	0	0	0	0	0
Total	109	14	176	58	468	202	170	96	214	105	1137	475

**Table 6.3.1 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Economics, USB**

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	
up to 0.3	4	1	1	1	5	2	3	2	1	1	14	7
0.31-0.5	4	1	1	0	6	2	6	2	0	0	17	5
0.51-0.7	0	0	1	0	1	0	1	0	0	0	3	0
0.71-1.0	2	1	15	7	24	12	6	4	0	0	47	24
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
Total	10	3	18	8	36	16	16	8	1	1	81	36

Table 6.3.2 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Arts, USB

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	women	Total	Women	Total	Women	Total	Women		
up to 0.3	1	0	1	0	0	0	0	0	3	2	5	2
0.31–0.5	1	0	2	1	9	4	1	0	1	0	14	5
0.51–0.7	0	0	0	0	4	1	0	0	0	0	4	1
0.71–1.0	12	2	14	5	25	14	5	3	5	4	61	28
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>14</b>	<b>2</b>	<b>17</b>	<b>6</b>	<b>38</b>	<b>19</b>	<b>6</b>	<b>3</b>	<b>9</b>	<b>6</b>	<b>84</b>	<b>36</b>

Table 6.3.3 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Education, USB

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3	1	0	1	0	5	3	12	8	0	0	19	11
0.31–0.5	0	0	4	2	7	4	7	5	0	0	18	11
0.51–0.7	0	0	1	0	2	2	1	0	0	0	4	2
0.71–1.0	4	1	23	12	81	32	13	7	0	0	121	52
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>5</b>	<b>1</b>	<b>29</b>	<b>14</b>	<b>95</b>	<b>41</b>	<b>33</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>162</b>	<b>76</b>

Table 6.3.4 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Science, USB

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	women	Total	Women	Total	Women	Total	Women		
up to 0.3	21	0	7	0	21	2	6	4	45	22	100	28
0.31–0.5	4	1	2	1	9	3	5	2	41	20	61	27
0.51–0.7	2	0	0	0	3	2	4	2	13	8	22	12
0.71–1.0	17	1	33	10	71	23	12	8	50	30	183	72
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
Total	44	2	42	11	104	30	27	16	149	80	366	139

Table 6.3.5 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Fisheries and Water Protection, USB

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3	1	1	0	0	2	1	1	1	5	3	9	6
0.31–0.5	2	0	1	0	0	0	0	0	2	0	5	0
0.51–0.7	0	0	2	1	0	0	1	1	1	1	4	3
0.71–1.0	6	0	10	1	23	8	3	3	35	12	77	24
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
Total	9	1	13	2	25	9	5	5	43	16	95	33

Table 6.3.6 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Theology, USB

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3	0	0	1	0	0	0	1	0	1	0	3	0
0.31–0.5	0	0	0	0	5	3	1	0	1	0	7	3
0.51–0.7	0	0	0	0	1	0	0	0	0	0	1	0
0.71–1.0	4	0	9	1	18	8	3	1	1	0	35	10
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>24</b>	<b>11</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>46</b>	<b>13</b>

Table 6.3.7 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Health and Social Sciences, USB

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3	2	1	4	1	22	12	32	17	3	1	63	32
0.31–0.5	3	1	7	2	10	6	10	8	0	0	30	17
0.51–0.7	2	0	1	0	7	4	7	4	0	0	17	8
0.71–1.0	2	1	11	7	32	24	13	11	0	0	58	43
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
Total	9	3	23	10	71	46	62	40	3	1	168	100

Table 6.3.8 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Faculty of Agriculture and Technology, USB

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	women	Total	Women	Total	Women	Total	Women		
up to 0.3	4	0	3	0	9	5	6	0	4	0	26	5
0.31–0.5	2	0	2	0	8	4	3	1	0	0	15	5
0.51–0.7	0	0	1	1	3	0	0	0	1	0	5	1
0.71–1.0	8	2	18	5	55	21	6	2	1	1	88	31
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>14</b>	<b>2</b>	<b>24</b>	<b>6</b>	<b>75</b>	<b>30</b>	<b>15</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>134</b>	<b>42</b>

Table 6.3.9 Numbers of academic and research staff by scope of employment and highest qualification attained (numbers of individuals by scope of employment) – Other USB workplaces

Scope of employment	Academic staff								Research staff		Total	of which women
	Professors		Associate professors		DrSc., CSc., Dr., Ph.D., Th.D.		Others					
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3	0	0	0	0	0	0	0	0	0	0	0	0
0.31–0.5	0	0	0	0	0	0	0	0	0	0	0	0
0.51–0.7	0	0	0	0	0	0	0	0	0	0	0	0
0.71–1.0	0	0	0	0	0	0	1	0	0	0	1	0
More than 1.0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>



**Table 6.4 Senior staff (natural persons)**

USB const. part	Rector/D ean	Vice- Rector/Vic e-Dean	Academic Senate	Scientific/Ar tistic/Acade mic Council	Bursar/Se cretary	Board of Trustee s	Director of Institute, University Agricultur al or Forestry Farm	Head of Departme nt/Institut e/Researc h Centre	Total number of senior staff
<b>USB – outside faculties</b>	1	5	40	44	1	12			<b>103</b>
of which women	0	1	17	11	0	3			<b>32</b>
<b>Faculty of Economics, USB</b>	1	4	15	32	1			8	<b>61</b>
of which women	1	2	4	11	1			1	20
<b>Faculty of Arts Faculty of USB</b>	1	4	11	31	1			8	<b>56</b>
of which women	0	0	4	5	1			2	12
<b>Faculty of Education, USB</b>	1	7	14	34	1			17	<b>74</b>
of which women	1	3	7	13	1			7	32
<b>Faculty of Science, USB</b>	1	7	13	13	1			26	<b>61</b>
of which women	0	4	3	4	1			12	24
<b>Faculty of Fisheries and Water Protection USB</b>	1	4	12	22	1			33	<b>73</b>
of which women	0	0	5	5	1			4	15
<b>Theological Faculty of USB</b>	1	5	12	18	1			6	<b>43</b>
of which women	0	2	8	5	1			3	19
<b>Health Social Faculty of the University of South Bohemia</b>	1	4	13	25	1			6	<b>50</b>
of which women	1	2	8	12	1			5	29
<b>Faculty of Agriculture and Technology, USB</b>	1	4	15	28	1			11	<b>60</b>
of which women	0	1	3	3	1			3	11
<b>University institutes and agricultural or forestry estates</b>							0	0	<b>0</b>
of which women							0	0	0
<b>Other units total</b>							0	5	<b>5</b>
of which women							0	3	3
<b>Faculties total</b>	<b>8</b>	<b>39</b>	<b>105</b>	<b>203</b>	<b>8</b>		<b>0</b>	<b>5</b>	<b>483</b>
of which women	3	14	42	58	8		0	3	165
<b>USB total</b>	<b>9</b>	<b>44</b>	<b>145</b>	<b>247</b>	<b>9</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>586</b>

<b>of which women</b>	<b>3</b>	<b>15</b>	<b>59</b>	<b>69</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>197</b>
---------------------------	----------	-----------	-----------	-----------	----------	----------	----------	----------	------------

Note: The figure 'USB total' may not reflect the actual number of individuals (one person may hold multiple positions within USB or a faculty); it is a simple sum of cells.

**Table 6.5 Academic and research staff with foreign citizenship (average adjusted numbers) – USB total**

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Scientific, research and development staff involved in teaching activities	Postdoctoral researchers ('postdocs')	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>4.975</b>	<b>7.835</b>	<b>19.740</b>	<b>4.498</b>	<b>6.683</b>	<b>1.417</b>	<b>21.365</b>	<b>37.268</b>	<b>0.410</b>	<b>24.480</b>
of which: Germany	1.075	2.000	0.300	0.000	1.000	0.000	0.950	0.567	0.000	0.150
Poland	0.500	0.183	0.000	0.000	0.000	0.000	0.000	1.370	0	0.100
Austria	0.25	0.100	0.000	0.000	0.917	0.000	0.000	0.000	0.000	0.000
Slovakia	2.250	3.552	5.373	0.631	0.267	0.417	0.708	1.967	0.000	5.963
Other EU countries	0.200	0.000	3.000	2.70	2.50	0.000	5.263	10.548	0.029	3.994
Other non-EU countries	0.700	2.000	11.067	1.167	2.00	1.000	14.443	22.817	0.381	14.273
Women as a percentage of the total (regardless nationality)	0.700	3.700	7.557	2.038	3.017	0.417	6.393	18.797	0.381	14.110

Note: **Average adjusted numbers** – The ratio of the total number of hours actually worked during the monitored period from 1 January to 31 December by all employees in the monitored category (including APW, excluding ACJ) and the total annual working time fund per full-time employee. **Teaching staff in R&D** – scientific, research and development staff involved in teaching activities. **Researcher** – a person who is not an academic staff member pursuant to Section 70 of Act No. 111/1998 Coll. on Higher Education Institutions. **Postdoctoral researcher ('postdoc')** – a higher education institution employee within five years of defending their Ph.D. degree or its equivalent. They work as part of the scientific team of the institution, usually under the supervision of experienced researchers, on a specific task and publish their results independently and as part of the creative team. They have a fixed-term employment contract with the research institution (for a period of 1–3 years) for one to a maximum of three consecutive periods. Their salary is subject to the rules of the institution's salary system, and they may also receive remuneration from research grant projects. **Other R&D staff** – technical and professional staff who are not directly involved in research but are indispensable for research activities (e.g. research facility operators). **Other employees** – all other staff who are not directly involved in education and research; these are mainly administrative, technical and other employees. The above definition of individual categories of employees/staff applies to Tables 6.5 and 6.5.1 to 6.5.9.

**Table 6.5.1 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Economics, USB**

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers ('postdocs')	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>1.375</b>	<b>1.358</b>	<b>0</b>	<b>0.700</b>	<b>1.267</b>	<b>0.000</b>	<b>0.000</b>	<b>0.143</b>	<b>0.000</b>	<b>1.050</b>
of which: Germany	0.075									
Poland										
Austria										
Slovakia	1.300	1.358			0.267					1.050
Other EU countries										
Other non-EU countries					1.000			0.143		
Women as a percentage of the total (regardless of nationality)	0.700	0.942	0.000	0.000	0.267	0.000	0.000	0.143	0.000	1.050

Table 6.5.2 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Arts, USB

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers (' postdocs' )	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>0.000</b>	<b>2.000</b>	<b>2.942</b>	<b>0</b>	<b>2.167</b>	<b>0</b>	<b>0.500</b>	<b>0.000</b>	<b>0</b>	<b>0.000</b>
of which:		2.000								
Germany										
Poland										
Austria										
Slovakia										
Other EU countries			1.942		2.167		0.500			
Other non-EU countries			1.000							
Women as a percentage of the total (regardless of nationality)	0.000	1.000	1.942	0.000	1.167	0	0	0.000	0	0

Table 6.5.3 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Education, USB

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers (' postdocs' )	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>0.250</b>	<b>0.000</b>	<b>3.00</b>	<b>0.000</b>	<b>2.625</b>	<b>0.000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.202</b>
of which:					1,000					
Germany										
Poland										
Austria					0.625					
Slovakia	0.250		1.000							
Other EU countries										
Other non-EU countries			2.00		1,000					0.202
Women as a percentage of the total (regardless of nationality)	0.000	0.000	2.000	0.000	0.958	0	0	0.000	0.000	0.002

Table 6.5.4 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Science, USB

Staff structure	Academic staff						Research staff			Other staff
	Professors	Lecturers	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers (' postdocs' )	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>1.150</b>	<b>2.158</b>	<b>5.515</b>	<b>2.700</b>	<b>0</b>	<b>1.417</b>	<b>10.863</b>	<b>25.131</b>	<b>0.410</b>	<b>4.630</b>
of which: Germany			0.300					0.400		
Poland								1.370		
Austria	0.250	0.100								
Slovakia		1.058	1.223	0.283		0.417	0.667	1.717		1.463
Other EU countries	0.200		0.058	2.000			3.417	9.798	0.029	1.512
Other non-EU countries	0.700	1.000	3.933	0.417		1.000	6.779	11.846	0.381	1.656
Women as a percentage of the total (regardless of nationality)	0.000	1.058	1.282	1.700	0.000	0.417	2.906	13.620	0.381	2.358

Table 6.5.5 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Fisheries and Water Protection, USB

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers (' postdocs' )	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>0.000</b>	<b>1.700</b>	<b>3.883</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9.071</b>	<b>11.545</b>	<b>0</b>	<b>9.544</b>
of which: Germany							0.950	0.167		0.150
Poland										0.10
Austria										
Slovakia		0.70	1.00							1.00
Other EU countries							0.917	0.750		0.858
Other non-EU countries		1.000	2.883				7.204	10.628		7.436
Women as a percentage of the total (regardless of nationality)	0.000	0.700	1.000	0.000	0	0.000	3.488	5.034	0	4.947

Table 6.5.6 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Theology, USB

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers (' postdocs' )	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>0.000</b>	<b>0</b>	<b>3.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.750</b>	<b>0.250</b>	<b>0</b>	<b>1.500</b>
of which: Germany										
Poland										
Austria										
Slovakia			2.000					0.250		
Other EU countries			1.000				0.430			
Other non-EU countries							0.320			1.500
Women as a percentage of the total (regardless of nationality)	0.000	0	1.000	0.000	0	0	0	0	0	1.500

Table 6.5.7 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Health and Social Sciences, USB

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant Professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers (' postdocs' )	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>1.500</b>	<b>0.435</b>	<b>0.250</b>	<b>0.598</b>	<b>0.000</b>	<b>0.000</b>	<b>0.042</b>	<b>0.000</b>	<b>0.000</b>	<b>0.500</b>
of which: Germany	1.000									
Poland										
Austria										
Slovakia	0.500	0.435		0.348			0.042			
Other EU countries										0.500
Other non-EU countries			0.250	0.250						
Women as a percentage of the total (regardless of nationality)	0.000	0.000	0.250	0.338	0	0.000	0.000	0.000	0.000	0



Table 6.5.8 Academic and research staff with foreign citizenship (average adjusted numbers) – Faculty of Agriculture and Technology, USB

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers (' postdocs' )	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>0.700</b>	<b>0.183</b>	<b>1.150</b>	<b>0.500</b>	<b>0.333</b>	<b>0.000</b>	<b>0.140</b>	<b>0.200</b>	<b>0.000</b>	<b>1.124</b>
of which: Germany										
Poland	0.500	0.183								
Austria										
Slovakia	0.200		0.150							0.117
Other EU countries					0.333					0.124
Other non-EU countries			1.000	0.500			0.140	0.200		0.883
Women as a percentage of the total (regardless of nationality)	0.000	0.000	0.083	0.000	0.333	0.000	0.000	0.000	0.000	0.324

Table 6.5.9 Academic and research staff with foreign citizenship (average adjusted numbers) – Other USB workplaces

Staff structure	Academic staff						Research staff			Other employees
	Professors	Associate professors	Assistant professors	Senior lecturers	Lecturers	Teaching staff R&D	Postdoctoral researchers (' postdocs' )	R&D staff not falling into other categories	Other R&D staff	
<b>Total</b>	<b>0.000</b>	<b>0</b>	<b>0</b>	<b>0.000</b>	<b>0.292</b>	<b>0</b>	<b>0</b>	<b>0.000</b>	<b>0.000</b>	<b>5.930</b>
of which: Germany										
Poland										
Austria					0.292					
Slovakia										2.333
Other EU countries										1.000
Other non-EU countries										2.597
Women as a percentage of the total (regardless of nationality)	0.000	0.000	0.000	0.000	0.292	0	0	0.000	0.000	3.930

**Table 6.6 Newly appointed associate professors and professors (numbers) – USB total**

Structure of newly appointed	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	1	1	2	52.0
of which women	0	0	0	
Associate professors appointed in 2024	8	4	1	42.9
of which women	1	0	0	40.0

Note: The average age of newly appointed staff is calculated from the total number of newly appointed staff at USB. This note applies to Tables 6.6 and 6.6.1 to 6.6.8.

**Table 6.6.1 Newly appointed associate professors and professors (numbers) – Faculty of Economics, USB**

Structure of newly appointed members	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2024	2	0	0	43.5
of which women	0	0	0	

**Table 6.6.2 Newly appointed associate professors and professors (numbers) – Faculty of Arts, USB**

Structure of newly appointed	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	0	0	1	
of which women	0	0	0	
Associate professors appointed in 2024	0	0	0	
of which women	0	0	0	

**Table 6.6.3 Newly appointed associate professors and professors (numbers) – Faculty of Education, USB**

Structure of newly appointed	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2024	0	0	0	
of which women	0	0	0	

**Table 6.6.4 Newly appointed associate professors and professors (numbers) – Faculty of Science, USB**

Structure of newly appointed	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	1	1	0	52.0
of which women	0	0	0	
Associate professors appointed in 2024	4	2	1	41.5

of which women	1	0	0	40.0
----------------	---	---	---	------

Table 6.6.5 Newly appointed associate professors and professors (numbers) – Faculty of Fisheries and Water Protection, USB

Structure of newly appointed	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	0	0	1	
of which women	0	0	0	
Associate professors appointed in 2024	0	0	0	
of which women	0	0	0	

Table 6.6.6 Newly appointed associate professors and professors (numbers) – Faculty of Theology, USB

Structure of newly appointed	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2024	1	1	0	53.0
of which women	0	0	0	

Table 6.6.7 Newly appointed associate professors and professors (numbers) – Faculty of Health and Social Sciences, USB

Structure of newly appointed	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2024	0	0	0	
of which women	0	0	0	

Table 6.6.8 Newly appointed associate professors and professors (numbers) – Faculty of Agriculture and Technology, USB

Structure of newly appointed	Number			Average age of newly appointed
	At USB		Permanent employees of USB appointed to other universities	
	Total	of which permanent USB employees		
Professors appointed in 2024	0	0	0	
of which women	0	0	0	
Associate professors appointed in 2024	1	1	0	37
of which women	0	0	0	

**Table 7.1 Participation of USB in international cooperation programmes (regardless of funding source)**

	H2022 / 7th EC Framework Programme		Other	Total
	Total	of which Marie Curie Actions		
Number of projects	15	5	34	49
Number of students sent abroad	34	0	273	307
Number of students accepted	36	2	185	221
Number of academic and research staff	39	0	742	781
Number of academic and research staff	42	2	213	255
<b>Subsidies (in thousands of CZK)</b>	<b>45,293</b>	<b>7,363</b>	<b>99,081</b>	<b>144,374</b>

Note: In the case of student departures and arrivals, only stays longer than four weeks (28 days) are reported. In the case of departures and arrivals of academic and other staff, all stays are reported regardless of their duration. In both cases, stays that began in 2023 and ended in 2024 are also included. The amounts shown represent the total financial resources of the projects, including co-financing from the Ministry of Education, Youth and Sports.

**Table 7.2 Mobilities of students, academic and other staff by country (regardless of funding source)**

Country	Number of students sent			Number of students received		Number of academic staff sent	Number of academic staff received	Number of other staff sent	Number of other staff accepted	Country total
	Total	of which compl. Intern.	of which online	of which online	Total					
Republic of Albania						4	1	0		5
Republic of Argentina					1	1		2		4
Republic of Armenia						2		0		2
Commonwealth of Australia	4					4		1		9
Kingdom of Belgium	7				2	3		2		14
Republic of Benin	1									1
Bosnia and Herzegovina						4	1	1		6
Federative Republic of Brazil					9	0	2	1		12
Republic of Bulgaria	1				4	4		0		9
Montenegro	2					6	3	0		11
Czech Republic						0		1		1
People's Republic of China						1		1		2
Kingdom of Denmark	2					9		9		20
Republic of Ecuador						1		0		1
Republic of Estonia	3				2	4		2		11
Federal Democratic Republic of Ethiopia						0		1		1
Republic of Finland	3				4	7		3		17
French Republic	17				12	16	1	9		55
Georgia						2		0		2
Chile						1		0		1
Republic of Croatia	1				2	7		5		15
Republic of India						1		0		1
Republic of Iraq	1									1
Islamic Republic of Iran					1					1
Ireland						5		15		20
Republic of Iceland	1					3		3		7
Italian Republic	24				11	22		10		67
Japan	5				4	4		3		16
South Africa						2		1		3
Republic of Cameroon	2						1			3
Canada	3				1	3		3		10
Republic of Kenya						1		0		1

Country	Number of students sent			Number of students received		Number of academic staff sent	Number of academic staff received	Number of other staff sent	Number of other staff accepted	Country total
	Total	of which compl. Intern.	of which online	of which online	Total					
Republic of Colombia						1		2		3
Republic of Korea	4				1	1		0		6
Republic of Kosovo						0		1		1
Republic of Cuba						0		1		1
Republic of Cyprus					1					1
Republic of Lithuania	8				7	1	3	5		24
Republic of Latvia	4				7	4		1		16
Grand Duchy of Luxembourg	1									1
Hungary	2				9	3	2	7		23
Malaysia	3									3
Republic of Malta	3					3		5		11
Kingdom of Morocco						0		1		1
Federal Democratic Republic of Nepal	6									6
Independent State of Papua New Guinea						0		2		2
Federal Republic of Nigeria	1	1								1
Kingdom of the Netherlands	2				1	6		9		18
Kingdom of Norway	2					9		16		27
Republic of Peru					2					2
Republic of Poland	9				1	38	17	8		73
Portuguese Republic	26				9	14		17		66
Republic of Austria	24				19	20	1	4		68
Republic of Kazakhstan					2	3		1		6
Republic of North Macedonia						0		1		1
Republic of Uzbekistan					5	0		2		7
Romania	1				2	4	3	0		10
Republic of Rwanda						0		2		2
Hellenic Republic	1				9	2		4		16
Republic of Senegal							1			1
Republic of Singapore						0		1		1
Slovak Republic	12				12	38	26	32		120
Republic of Slovenia	9				2	14		9		34
United Kingdom of Great Britain and Northern Ireland	7				1	17	2	9		36
United States	3				1	20	8	5		37
United Mexican States					2					2
Federal Republic of Germany	34				26	36	10	12		118
Republic of Serbia					1	3		0		4
State of Israel					2		3			5
Kingdom of Spain	44				63	27		29		163
Kingdom of Sweden	9				4	2		4		19
Swiss Confederation	6					7	1	3		17
Kingdom of Thailand	1					3		3		7
Taiwan	2					3		1		6
Republic of Turkey	2				9	5	3	1		20
Ukraine					2	1	1	0		4
Eastern Republic of Uruguay					1	1		0		2
Socialist Republic of Vietnam	2					8		1		11

Country	Number of students sent			Number of students received		Number of academic staff sent	Number of academic staff received	Number of other staff sent	Number of other staff accepted	Country total
	Total	of which compl. Intern.	of which online	of which online	Total					
Republic of Zambia	5				2	1	1	1		10
<b>Total</b>	<b>310</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>256</b>	<b>412</b>	<b>91</b>	<b>273</b>	<b>0</b>	<b>1,342</b>

Note: In the case of both student departures and arrivals, only stays with a total duration of at least two weeks (14 days) are reported. In the case of departures and arrivals of academic and other staff, stays of at least 5 days are reported. In both cases, stays that began in 2023 and ended in 2024 are also included. A graduate internship is defined as a practical internship in a foreign company or organisation lasting 2–12 months, which begins after successful completion of studies and ends within one year of graduation. A graduate internship is carried out on the basis of a tripartite agreement between the student, the sending higher education institution and the receiving organisation, institution or company.



**Table 7.3 Graduate mobilities (numbers and proportions of completed studies) – USB total**

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's programmes		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	4.2%	54.0	4.2%	3.0	10.3%	61.0	54.8%	63.0	<b>8.8%</b>	<b>181.0</b>
Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad							48.7%	56.0	<b>48.7%</b>	<b>56.0</b>

Note: The proportions of graduates refer to completed studies, not to individuals (one person may have completed more than one study programme). Studies successfully completed between 1 January and 31 December are included. These notes apply to Tables 7.3 and 7.3.1 to 7.3.8.

**Table 7.3.1 Graduate mobilities (numbers and percentages of completed studies) – Faculty of Economics, USB**

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's programmes		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	4.0%	6.0			14.5%	11.0	40.0%	4.0	<b>8.9%</b>	<b>21.0</b>
Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad							30.0%	3.0	<b>30.0%</b>	<b>3.0</b>

**Table 7.3.2 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Arts, USB**

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's degree programme		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	15.2%	17.0			20.8%	10.0	0.0%	0	<b>16.6%</b>	<b>27.0</b>
Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad							0.0%	0.0	<b>0.0%</b>	<b>0.0</b>

**Table 7.3.3 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Education, USB**

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's degree programme		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	4.5%	16.0	4.2%	3.0	14.3%	16.0	14.3%	1.0	<b>6.6%</b>	<b>36.0</b>
Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad							0.0%	0.0	<b>0.0%</b>	<b>0.0</b>

**Table 7.3.4 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Science, USB**

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's degree programme		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	2.2%	3.0			7.2%	7.0	87.2%	34.0	<b>16.0%</b>	<b>44.0</b>

Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad								82.1%	32.0	<b>82.1%</b>	<b>32.0</b>
--	--	--	--	--	--	--	--	-------	------	--------------	-------------

*Table 7.3.5 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Fisheries and Water Protection, USB*

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's degree programme		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	0.0%	0.0			0.0%	0.0	66.7%	6.0	<b>26.1%</b>	<b>6.0</b>
Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad							66.7%	6.0	<b>66.7%</b>	<b>6.0</b>

*Table 7.3.6 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Theology, USB*

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's degree programme		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	0.9%	1.0			8.3%	6.0	50.0%	2.0	<b>4.9%</b>	<b>9.0</b>
Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad							50.0%	2.0	<b>50.0%</b>	<b>2.0</b>

*Table 7.3.7 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Health and Social Sciences, USB*

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's degree programme		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	3.4%	9.0			2.9%	2.0	14.3%	1.0	<b>3.5%</b>	<b>12</b>
Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad							14.3%	1.0	<b>14.3%</b>	<b>1.0</b>

*Table 7.3.8 Graduate mobilities (numbers and proportions of completed studies) – Faculty of Agriculture and Technology, USB*

	Bachelor's degree programmees		Master's degree programmes		Consecutive master's degree programme		Doctoral studies		Total	
	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.
Percentage and number of graduates who went abroad for at least 14 days during their studies	1.5%	2.0			8.1%	9.0	41.7%	15.0	<b>9.3%</b>	<b>26.0</b>
Percentage and number of doctoral graduates who spent at least one month (i.e. 30 days) abroad							33.3%	12.0	<b>33.3%</b>	<b>12.0</b>

**Table 8.1 Conferences (co-)organised by USB (numbers)**

Part of USB	More than 60 participants		International conferences	
	In-person	Online	In-person	Online
Faculty of Economics, USB	2	0	1	0
Faculty of Arts, USB	2	0	4	0
Faculty of Education, USB	1	1	1	1
Faculty of Science, USB	2	0	2	0
Faculty of Fisheries and Water Protection, USB	3	0	7	0
Faculty of Theology, USB	1	0	5	0
Faculty of Health and Social Sciences, USB	9	0	5	0
Faculty of Agriculture and Technology, USB	1	0	1	0
Other USB departments	5	0	5	0
<b>Total</b>	<b>26</b>	<b>1</b>	<b>31</b>	<b>1</b>

Note: If a conference has more than 60 participants and is also international, it is reported in both columns. If the conference meets only one of the criteria, it is reported in the relevant column; if it meets none of the criteria, it is not included in the table. An international conference is a conference attended by at least one foreign speaker and where all contributions are localised into at least one of the following languages: English, French, German, or the language specific to the subject area of the conference, e.g. for philological subjects.

**Table 8.2 Experts from the application sphere involved in instruction and practical training in accredited degree programmes (numbers)**

	Persons with an employment relationship with USB or its constituent parts			Persons not having an employment relationship with USB or its constituent parts		
	Number of persons involved in instruction	Number of persons involved in the supervision of final theses	Number of persons involved in practical training	Number of persons involved in instruction	Number of persons involved in supervising final theses	Number of persons involved in practical training
<b>Faculty USB</b>						
<b>Faculty of Economics, USB</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>34</b>
of which women	0	0	1	0	0	19
<b>Faculty of Arts, USB</b>	<b>19</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>0</b>
of which women	5	1	0	0	1	0
<b>Faculty of Education, USB</b>	<b>126</b>	<b>52</b>	<b>178</b>	<b>0</b>	<b>4</b>	<b>867</b>
of which women	63	32	165	0	3	0
<b>Faculty of Science, USB</b>	<b>27</b>	<b>4</b>	<b>23</b>	<b>43</b>	<b>1</b>	<b>38</b>
of which women	10	0	14	32	1	30
<b>Faculty of Fisheries and Water Protection, USB</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
of which women	2	0	0	0	0	0
<b>Faculty of Theology, USB</b>	<b>8</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>352</b>
of which women	2	2	0	0	0	310
<b>Faculty of Health and Social Sciences, USB</b>	<b>70</b>	<b>44</b>	<b>38</b>	<b>63</b>	<b>12</b>	<b>28</b>
of which women	28	21	24	29	10	18
<b>Faculty of Agriculture and Technology, USB</b>	<b>17</b>	<b>10</b>	<b>5</b>	<b>38</b>	<b>23</b>	<b>182</b>
of which women	6	6	1	9	8	42
<b>Total</b>	<b>276</b>	<b>123</b>	<b>247</b>	<b>144</b>	<b>44</b>	<b>1501</b>
<b>of which women</b>	<b>116</b>	<b>62</b>	<b>205</b>	<b>70</b>	<b>23</b>	<b>419</b>

Note: The table includes experts from the application sphere who are involved in at least one third of the timetable for instruction at least one course or who are supervisors of a student's final thesis. If the employee is a permanent employee of USB/faculty, they have at least the same amount of work outside USB/faculty.

**Table 8.3 Degree programmes/fields of study that include compulsory professional practical training for a period of at least one month (numbers)**

USB faculty	Number of degree programmes/fields	Number of active studies					
		Bachelor's degrees		Master's degrees		Consecutive master's	
		Academic profile	Professional profile	Academic profile	Professional profile	Academic profile	Professional profile
Faculty of Economics, USB	9	652	238	0	0	14	0
Faculty of Arts, USB	4	9	65	0	0	55	0
Faculty of Education, USB	58	936	288	0	288	393	58
Faculty of Science, USB	2	25	0	0	0	0	89
Faculty of Fisheries and Water Protection, USB	9	117	0	0	0	46	0
Faculty of Theology, USB	8	0	377	0	0	104	0
Faculty of Health and Social Sciences, USB	13	0	1399	0	0	110	0
Faculty of Agriculture and Technology, USB	12	4	2	0	0	6	0
<b>Total</b>	<b>115</b>	<b>1743</b>	<b>2369</b>	<b>0</b>	<b>288</b>	<b>728</b>	<b>147</b>

Note: Compulsory practical training is understood to be part of the accreditation of a given degree programme/field of study and may be part of one of the subjects or a separate subject. This refers to professional practical training. The duration of individual compulsory practical training may be shorter but must total at least one month.

**Table 8.4 Transfer of knowledge and research results into practice**

	In the Czech Republic	Abroad	Number total	Revenues total
Number of new spin-off/start-up companies*			1	
Patent applications filed	1	3	4	
Patents granted**	0	0	0	
Registered utility models	11	0	11	
Licence agreements valid as of 31 December	29	0	29	
Newly concluded licence agreements	3	0	3	CZK 191,180
Contract research***, consulting and advisory services***			46	CZK 6,142,680
Paid training courses for employees of entities in the application sphere***			11	CZK 46,729

Note: A **licence agreement** is defined as the granting of the right, within the agreed scope and territory, to acquire or grant a licence for any form of intellectual and industrial property protection. Licence agreements are concluded for patented inventions, registered utility models, industrial designs, topographies of semiconductor products, new plant varieties and animal breeds, or trademarks by means of a written agreement. The provider authorises the acquirer to exercise intellectual and industrial property rights within the agreed scope and territory, and the acquirer undertakes to provide certain consideration (licence fees) or other property value. The acquirer is not at risk of being accused of intellectual property or copyright infringement by the provider. **Contract research** is customised research based on cooperation (interaction) specifically fulfilling the research needs of entities in the application sphere, and the higher education institution carries it out for the entity in the application sphere according to its requirements and needs. The entity provides financial resources for this research. It typically includes larger projects, original research and a written report. Commissioned research is usually commissioned by a specific external organisation (for its own needs). It is not decisive whether the funds spent by the application sphere entity on such contractual research come from public or private sources. A case where a higher education institution is the recipient of targeted support for applied research cannot be considered contractual research. **Paid training courses** to improve the qualifications of employees of entities in the application sphere (e.g. company training courses). An entity in the application sphere is understood here to be a legal entity whose main activity is not research and development. This may be a business entity, a public administration body, a non-profit organisation, etc., provided that its main activity is not research. Revenues are included from those training courses that are 'customised', i.e. agreed with the organisation for its employees. This does not include the costs of participants in training courses who are employed by a company that meets the above definition. On the contrary, these are courses that were created in agreement with a selected company because it wanted to train its employees. **Consultation and counselling** are based on the provision of expert advice, opinion or activity, which depends on a high degree of intellectual input from the higher education institution to the client. The university provides consulting and advisory services to entities in the application sphere for a fee and in accordance with market conditions. The main required output of the consultation is not the creation of new knowledge, but the understanding or comprehension of a certain state.

**Table 8.4.1 Transfer of knowledge and research results into practice – summary information**

Newly concluded licence agreements, contract research, consultations, advisory services, and paid training courses for employees of entities in the application sphere	Total number	Total revenue
	60	CZK 6,380,589
	Average income per order	
	CZK 106,343	

**Table 12.1 Accommodation and catering**

Accommodation and meals	Number
Total bed capacity of University dormitories	2,213
Number of beds in rented facilities	
Number of accommodation requests/reservations submitted as of 31/12/2024	2,567
Number of approved applications/reservations for accommodation as of 31/12/2024	1,968
Number of bed days in 2024	490,108
Total number of terminated contracts (pandemic)*	
Total number of amended contracts (pandemic)**	
Total number of contracts with exceptions (pandemic)***	1,968
Number of main meals served to students in 2024	77,661
Number of main meals served to university staff in 2024	43,078
Number of main meals served in 2024 to other diners	72,281

Note: \* Number of contracts terminated during the year as a result of government anti-pandemic measures relating to accommodation.

Note: \*\* Number of contracts that were amended during the year as a result of government anti-pandemic measures relating to accommodation. This may not be a formal amendment to the contract, but also a change in its performance, typically a reduction in the price of accommodation if the accommodation is left to the student, even though it is not physically used.

Note: \*\*\* Number of contracts that remained in force as an exception to the ban on accommodation resulting from government anti-pandemic measures relating to accommodation. These include, for example, students with mandatory work obligations, volunteers, students who have declared the university dormitory as their place of residence, etc.

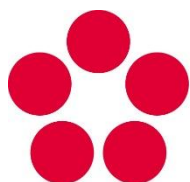
**Table 12.2 University libraries**

University libraries	Number
Annual increase in library holdings	4,880
of which increase in physical units	4,879
of which increase in permanently purchased e-books	1
Total library collection	378,241
of which physical units	377,694
of which permanently purchased e-books	547
Number of periodicals subscribed to:	
- physically	350
- electronically (estimate)	14
- in both forms	0

Note: Number of periodicals subscribed to electronically (estimate) – only periodicals that the library itself subscribes to (or obtains as gifts or exchanges) in paper or electronic form are listed; other periodicals to which library users have access through consortia for full-text resources are not included. The number of titles in both formats includes only those titles where both formats are paid for separately (i.e. if the printed format is subscribed to and the electronic format is provided free of charge as a bonus, only the printed format is listed, etc.). The table provides summary data for the Academic Library of the University of South Bohemia and the Josef Petr Ondok Library of the USB Faculty of Theology.

**Table 14.1 Strengthening institutional resilience to illegitimate influence – number of incidents and persons trained**

The University of South Bohemia did not record any incidents in 2024, and no persons have been trained to date.



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

---

# Annual Activity Report 2024

## List of abbreviations

---



# LIST OF ABBREVIATIONS

Abbreviation	Meaning of the abbreviation
AAAS	American Association for the Advancement of Science
AAR	Annual Activity Report
ABC	Academic Bicycle Challenge
ACCA	Association of Certified Accountants
ACJ	Agreement on completing a job
ACR	Czech Armed Forces
AGASI	Agriculture as an Actor of Social Inclusion
AIESEC	The largest student-run organisation in the world, contributing to society through the development of young people and opportunities in an international environment
AIS	Article Influence Score
AL USB	Academic Library of the University of South Bohemia
AMOK	Czech Police and Ambulance Service training in cooperation with schools
APAIE	Asia-Pacific Association for International Education
APW	Agreement on performing work
AQUAEXCEL	AQUAculture infrastructures for EXCELlence in European fish research towards 2020
AQUA-T-NET	European thematic network in the field of aquaculture, fisheries and water resource management
ARWU	Academic Ranking of World Universities
a. s.	Joint stock company
ASP	Agricultural Supply and Purchasing
ASPI	Legal Information System
AS USB	Academic Senate of the University of South Bohemia
AY	Academic year
AZV	Czech Health Research Council
BAT	Best Available Techniques
Bc.	Bachelor's degree programme
BC CR	Biological Centre of the Czech Academy of Sciences
BC USB	British Centre of the University of South Bohemia
BDP	Bachelor's degree programme
BIP	Blended Intensive Programmes Erasmus+
b.no.	Building number
CAE	International language exam C1 Advanced
CAS	Czech Academy of Sciences
CB	České Budějovice
CDP	Centralised development project
CD PCR	Chamber of Deputies of the Parliament of the Czech Republic
CEEPUS	Central European Exchange Programme for University Studies
CEI	Czech Environmental Inspectorate
CENAKVA	South Bohemian Research Center of Aquaculture and Biodiversity of Hydrocenoses
CEPH	Data repository
CERGE-EIS	Centre for Economic Research and Graduate Education – Economics Institute

Abbreviation	Meaning of the abbreviation
CEZ	CEZ Group
CG Kvitek	USB Preschool Facility – Kvitek Children's Group
CIT USB	Centre of Information Technology of the University of South Bohemia
CMP	Cerebrovascular accident
CPE	International Language Examination C2
CR	Czech Republic
CRC	Czech Rectors' Conference
CSAD	Czech transport company
CSEBR	Czech Society for Experimental Plant Biology
CSO	Czech Statistical Office
CU	Charles University
CUSA	Czech University Sports Association
CWTS	Centre for Science and Technology Studies
CWUR	Centre for World University Rankings
CZELO	Czech Liaison Office for Education and Research
DA	Sub-activity
DAAD	German Academic Exchange Service
DAE FED USB	Department of Art Education, Faculty of Education, University of South Bohemia
DANUBIUS	International Centre for Advanced Studies on River-Sea Systems
DDP	Doctoral degree programme
DOI	Digital Object Identifier
D&R USB	Dormitories and Refectories of the University of South Bohemia
DVD	Digital Versatile Disc
DZS	Czech National Agency for International Education and Research
EAIE	European Association for International Education
EAS	European Aquaculture Society
EAS	Evaluation of Academic Staff
EASSW	European Association of Schools of Social Work
ECHE	Erasmus Charter for Higher Education
ECTS	European Credit Transfer and Accumulation System
EC USB	Ethics Committee of the University of South Bohemia
eds.	Editors
EFLM	European Association of Clinical Chemistry and Laboratory Medicine
EFQM	European Foundation for Quality Management
EGJE	Elanor Global Java Edition payroll system
EHEF	European Higher Education Fair
EIS	Electronic Information Resources
EJL	Electronic Journal Library
ELIA Exchange	Platform for student internships of the global association of translation agencies
eLTER	European Long-Term Ecosystem Research
EM	Economics and Management
EMMIR	European Master in Migration and Intercultural Relations
EMS	Emergency Medical Service
ENA	Evaluation of Non-academic Staff

Abbreviation	Meaning of the abbreviation
ENOAT	European Network of Organic Agriculture Teachers/European Network of Teachers and Researchers in Organic Agriculture
EOC	Electronic Business Centre
EOS	Evaluation of Other Staff
EOSC	European initiative focused on developing infrastructure supporting open science practices in research data management
EPO PATLIB	European Patent Office Patent Library
EPCC	Educational and Psychological Counselling Centre
ERC	European Research Council
ERDF	European Regional Development Fund
ERDV	European Danube-Vltava Region
ERIC	European Research Infrastructure Consortium
ERRS	European Radiation Research Society
ESF	European Social Fund
ESFRI	European Strategy Forum on Research Infrastructures
ESHRE	European Society of Human Reproduction and Embryology
ESN	Erasmus Student Network
ETC	European Territorial Cooperation
ETNA	European Transcultural Nursing Association
EU	European Union
EUR	Currency code for the euro
e. V.	Eingetragener Verein (registered association)
EWP	Erasmus Without Paper
FAO UN	Food and Agriculture Organisation
FAR USB	Faculty of Arts, University of South Bohemia
FAT USB	Faculty of Agriculture and Technology, University of South Bohemia
FCE	International Language Exam B2 First
FEC USB	Faculty of Economics, University of South Bohemia
FED USB	Faculty of Education, University of South Bohemia
FETS	Further education for teaching staff
FFPW USB	Faculty of Fisheries and Protection of Waters, University of South Bohemia
FHSS USB	Faculty of Health and Social Sciences, University of South Bohemia
FPP EDU	Student Online Fair
FSC USB	Faculty of Science, University of South Bohemia
FSP USB	Fund for strategic priorities of the University of South Bohemia
FSS CU	Faculty of Social Sciences, Charles University
FT	Full-time studies
FTH USB	Faculty of Theology, University of South Bohemia
FUN	Finance and Accounting
GA CR	Czech Science Foundation
GA USB	Grant Agency of the University of South Bohemia
GC USB	Goethe Centre of the University of South Bohemia
GDPR	General Data Protection Regulation (obecné nařízení o ochraně osobních údajů)
GHG	Greenhouse gas emission
GSA	General study aptitude

Abbreviation	Meaning of the abbreviation
GSAAP	The Global Sustainable Aquaculture Advancement Partnership
H2020	Horizon 2020/EU Framework Programme for Research and Innovation valid for the period 2014-2020
HEI	Higher education institution
HKTDC	Hong Kong Trade Development Council
HR	Human Resources
HR Award	HR Excellence in Research Award
HRS4R	The Human Resources Strategy for Researchers
HVS	Higher vocational school
HW	Hardware
IABF	International Board of the FEC
IAHC	International Association for Human Caring
IAP	Investment Activity Plan
IB	International Board
ICARUS	International Centre for Archival Research
ICT	Information and Communication Technology
IC/ICO	Business ID No
IDEA	Institute for Democracy and Economic Analysis
IDM	Identity Management
IEB USB	Internal Evaluation Board of the University of South Bohemia
IELTS	International English Language Testing System (an internationally recognised system for testing language skills that assesses the ability to study or learn in English)
IEP	International Evaluation Panel
IFAC	International Federation of Accountants, Mezinárodní federace účetních
iFIS	Financial Information System
INTERREG	Interregional Cooperation Programme
IPI	Innovation Partner for Impact
IRO	International Relations Office, USB
IS	Information system
ISBN	International Standard Book Number (numerical code used for the unique identification of book publications)
ISC	Information Systems Centre
ISIC	International Student Identity Card
ISPR	Individual study plan for parents
IS STAG	Study remit information system
ISUS	Innovation in Secondary School Teacher Training
IT	Information technology
ITI	Integrated Territorial Investments of the České Budějovice Agglomeration
JAIP	South Bohemian Agency for Innovation Support
JCTT	South Bohemian University and Academic Centre for Technology Transfer
JSTOR	Journal Storage
JVTP	South Bohemian Science and Technology Park
K4	Dormitory 4
K	Bursar's ordinances
KA	Key activity

Abbreviation	Meaning of the abbreviation
KAAD	Katholischer Akademischer Ausländer-Dienst
KACPU	Regional Assistance Centre for Refugees from Ukraine
KHV	Commission for the Evaluation of Research Organisations and Completed Programmes
KPEP	Department of Primary and Pre-primary Education
KS NS MAS	Regional association of the national network of local action groups
LC	Labour Code
LCA	Life Cycle Assessment
LCDRO	Long-term conceptual development of a research organisation
LIFE	The Financial Instrument for the Environment
LIFE for MIREs	Cross-border revitalisation of peatlands to support biodiversity and water regime in the Sumava Mountains and Bavarian Forest
LLL	Lifelong learning
LMS	Learning Management System
LPIS	Land Parcel Identification System – Public Land Register
LTE	Leisure time education
MA CR	Ministry of Agriculture of the Czech Republic
MAID	Master's programme in Artificial Intelligence and Data Science
MAS	Local Action Group
MELODI	Multidisciplinary European Low Dose Initiative
MENDELU	Mendel University in Brno
MEVPIS	International Environmental Education, Consulting and Information Centre for Water Protection Vodňany
MEYS CR	Ministry of Education, Youth and Sports of the Czech Republic
MFA CR	Ministry of Foreign Affairs of the Czech Republic
MH CR	Ministry of Health of the Czech Republic
MI CR	Ministry of the Interior of the Czech Republic
MICHE	Monitoring Internationalisation of Czech Higher Education
MIT CR	Ministry of Industry and Trade of the Czech Republic
MLSA CR	Ministry of Labour and Social Affairs of the Czech Republic
MMU	Multimedia University, Kuala Lumpur
Moodle	Software package for creating teaching systems and electronic courses on the Internet
MRD	Ministry of Regional Development of the Czech Republic
MRFC	International Board of the Faculty of Fisheries and Protection of Waters of USB and the CENAKVA Centre
MS	Microsoft
MSCA	Marie Skłodowska-Curie Actions
MSP	Master's degree programme
MS	Kindergarten
MU	Masaryk University
NAB	National Accreditation Bureau for Higher Education
NCHU	National Chung Hsing University in Taichung
NAKI	Programme to support applied research and experimental development of national and cultural identity
n. p.	National Enterprise
NAZV	National Agency for Agricultural Research

Abbreviation	Meaning of the abbreviation
NMDP	Consecutive master's degree programme
NMgr.	Consecutive master's degree programme
NP	National park
NRP	National Renewal Plan
NTC Learning	A system for teaching children's brains through exercises designed to increase brain activity
NTU	National Taiwan University
OBD	System focused on recording research activities
ODV	Intellectual property protection
OHS	Occupational health and safety
OMJ	Different mother tongue
OP AE	Operational Programme Research, Development and Innovation
OP JAK	Jan Amos Komenský Operational Programme
OP PIK	Operational Programme Enterprise and Innovation for Competitiveness
OP RDE	Operational Programme Research, Development and Education
ORF	Operational Resources Fund
OSVC	Self-employed person
PARC	European Partnership for the Assessment of Chemical Risks
PCR	Test used to detect the presence of the SARS-CoV-2 virus
PCR	Czech Police
PET	Preliminary English Test, B1
PHEI	Public higher education institution
PH USB	Publishing House of the University of South Bohemia
PO	Fire protection
PoC	Proof of concept – support for activities focused on the development of technology transfer
POKOS	Preparation of citizens for national defence
PPC	Pay per Click
PROGFIN	Programme funding
PS	Part-time studies
PSch	Primary school
QS	Quacquarelli Symonds (a company that compiles one of the rankings used to evaluate universities)
R&D	Research and development
RDM	Regional Development Management
REC USB	Rectorate of the University of South Bohemia
RES	Renewable energy sources
RIV	Register of Information on Results
RPA	Robotic process automation
RSD CR	Road and Motorway Directorate of the Czech Republic
RUR	Round University Ranking
RVO	Research Organisation Development
RVP	Framework Educational Programme
SAV	Slovak Academy of Sciences
SCHF	Simulation Centre for Health-oriented Fields, Faculty of Health and Social Sciences, University of South Bohemia in České Budějovice



Abbreviation	Meaning of the abbreviation
SDS	School of Doctoral Studies
SEI	Student evaluation of instruction
SER	Study and Examination Regulations
SF	Structural Fund
SFE	State Final Examinations
SIR	SCImago Institutions Rankings
SMR	Small modular reactor
SMT	Student Mobility for Traineeship
SNSB	Bavarian State Natural History Collections
SOC	Secondary School Professional Activity
SoFarEDU	Social Farming in Higher Education
SoWa	Soil and Water (name of research infrastructure)
SPC	Special Education Centre
SPSM	Support programme for the strategic management of higher education institutions
SP USB 2021+	Strategic plan of the University of South Bohemia in České Budějovice for the period 2021-2030
s. r. o./spol. s r.o.	Limited liability company
SR USB	Board of Trustees of the University of South Bohemia
SS	Summer semester
SSch	Secondary school
SSP	Students with Special Needs
STA	Staff Mobility for Teaching
STEM	Science, Technology, Engineering and Mathematics
STM	Structural topic model
STP	Science and Technology Park
STT	Staff Mobility for Training
SU	Student Union
SUJU	Student Union of the University of South Bohemia
SVOC	Student Scientific and Professional Activities
SVP	Special Educational Needs
SVS	Secondary Vocational School
SW	Software
SZeS	Secondary Agricultural School
TA CR	Technology Agency of the Czech Republic
TEFE	Teachers of English for Future Europe
THE	The Times Higher Education World University Rankings
TOEFL	Test of English as a Foreign Language
TTO USB	Technology Transfer Office of the University of South Bohemia
U3A	University of the Third Age
UAV	Unmanned aerial vehicle
UDR	Recognised parental leave
UKZUZ	Central Institute for Supervising and Testing in Agriculture
UNWTO	World Tourism Organisation in Madrid
UPCC	University Psychological Counselling Centre

Abbreviation	Meaning of the abbreviation
UPOL	Palacký University in Olomouc
URAP	University Ranking by Academic Performance
USA	United States of America
USB	University of South Bohemia
UWB	University of West Bohemia in Pilsen
VERSO	Application environment
VR	Virtual reality
VSCHT	Higher Education Institution of Chemistry and Technology, Prague
VSTE	Institute of Technology and Business in České Budějovice
VUHR	Research Institute of Fisheries and Hydrobiology
VURV	Research Institute of Plant Production
v. v. i.	Public Research Institution
WoS	Web of Science
WS	Winter semester
W.S.C.S.	International Society for the Conservation of Sturgeons
ZD	Agricultural cooperative
z. s.	Registered association



Annual Activity Report of the University of South Bohemia in České Budějovice for 2024:

Submitted by Prof. Ing. Pavel Kozák, Ph.D., Rector

Discussed by the Scientific Board of the University of South Bohemia in České Budějovice on 10 June 2024

Approved by the Academic Senate of the University of South Bohemia in České Budějovice on 25 June 2024

Discussed by the Board of Trustees of the University of South Bohemia in České Budějovice on 26 June 2024

Published by: University of South Bohemia in České Budějovice

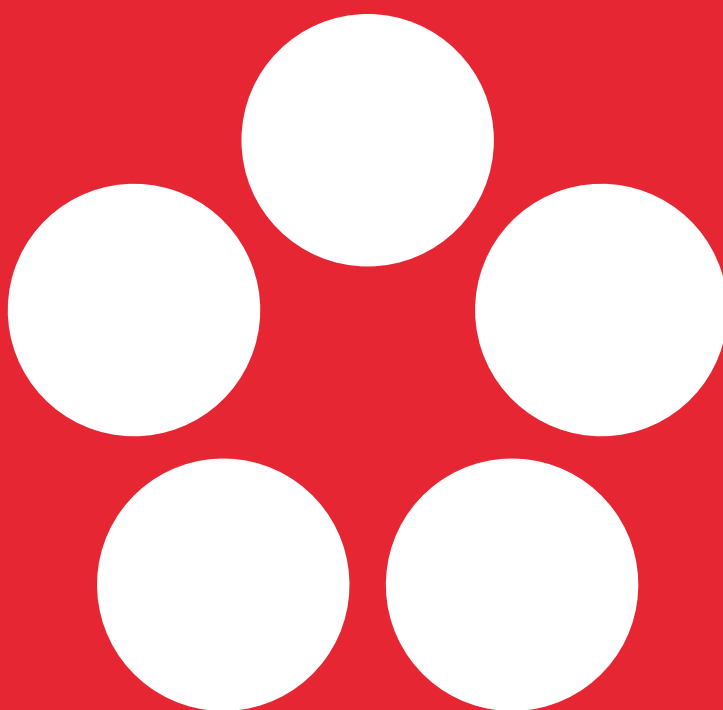
Address: Branišovská 1645/31a, 370 05 České Budějovice

www: [www.jcu.cz](http://www.jcu.cz)

Editors: Collective of authors led by PhDr. Pavel Král, Ph.D., USB Vice-Rector for Development and Public Affairs

Edition: June 2024





University of South Bohemia in České Budějovice

[www.jcu.cz](http://www.jcu.cz)