

**The Implementation of the Strategic Plan of the Faculty
of Chemical Technology, University of Pardubice
for the year 2024**



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Preamble

The Implementation of the Strategic Plan of the Faculty of Chemical Technology, University of Pardubice for the year 2024 represents the concretization of the priority objectives of the Strategic Plan of the Faculty of Chemical Technology, University of Pardubice for the period from 2021 and its revision dated 30 November 2023.

The Implementation of the Strategic Plan of the Faculty of Chemical Technology, University of Pardubice for the year 2024 follows on from:

- *The long-term plan for educational, scientific, research, development, innovation, artistic, and other creative activities of the Faculty of Chemical Technology, University of Pardubice for the period 2016–2020 and its updates for individual years,*
- *The long-standing tradition in the field of education, science, and research.*

The Implementation of the Strategic Plan of the Faculty of Chemical Technology, University of Pardubice for the year 2024 is based on:

- *The Strategic Plan of the Ministry of Education, Youth, and Sports for the higher education sector for the period from 2021,*
- *The Strategy of Internationalization of Higher Education for the period from 2021,*
- *The Strategic Plan of the University of Pardubice for the period from 2021 and its revision dated 14 June 2023,*
- *The Implementation Plan of the Strategic Plan of the University of Pardubice for the year 2024.*

Priority objective 1: Learner competences for the 21st century

Strategic priorities (S):

- S1.1 Implementation of the study programmes at an internationally competitive level.
- S1.2 Increasing the quality of the study programmes with an emphasis on the application of the acquired knowledge and skills for success on the labour market.
- S1.3 Application of new technologies and modern resources for the implementation of education.
- S1.4 Strengthening of the global students' competences required for success on the labour market.
- S1.5 Internationalisation of the bachelor's and follow-up master's degree programmes.
- S1.6 Improving the quality and internationalization of the doctoral degree programmes.
- S1.7 Strengthening quality assessment of the study programmes and strategic management of educational activities.
- S1.8 Broadening the offer of lifelong learning programmes.
- S1.9 Inter-faculty and interdisciplinary cooperation in the context of educational activities.
- S1.10 Availability of information resources.
- S1.11 Ongoing care for the students and systematic work with the graduates.

Activities (A):

- S1.1/A1 Active identification of talented secondary school students and their development by adequate means. Supporting the scientific and research activities of talented students by organizing professional competitions.
- S1.1/A2 Development of cooperation with secondary schools and faculty secondary schools. Guidance of secondary school students in their scientific and research activities.
- S1.1/A3 Granting scholarships to secondary school students before their enrolment based on their achievement in professional competitions organized or supported by the faculty.
- S1.1/A4 Mapping and analysis of the students' life cycle as part of study programme quality assessment.
- S1.1/A6 The development of own high-quality study resources. Depending on the type and funding of study resources, making them available online free of charge with an emphasis on copyright protection and preventing their further illegal dissemination.
- S1.1/A7 Supporting the faculty activities in the area of education in order to increase the quality of the study programmes including innovative 21st century teaching methods as well as interactive teaching methods focusing on the transfer of information and knowledge from the application sphere. Development of online forms of education. Supporting courses taught in a foreign language with an emphasis on joint participation of Czech and foreign students.
- S1.1/A8 Innovation of the system of assessment of learning outcomes and academic failure. Monitoring of academic achievement. Supporting the activities that increase academic achievement. Taking adequate corrective measures.
- S1.1/A9 Working with talented students. Supporting activities beyond academic responsibilities. Targeted support for talented students in the form of a scholarship scheme for excellent academic achievement. Acknowledgement of exceptional achievement

- in scientific and creative activity. Acknowledgement of achievement in the area of internationalization, popularization and promotion.
- S1.2/A1 Supporting and increasing the links between the teaching process and the application sector, especially through final theses and involvement of professionals in the teaching process. Involvement of professionals in the preparation of the study programmes. Preparation of professional experience programmes. Development of systematic cooperation with external partners and future employers.
- S1.2/A3 Accreditation and implementation of vocational study programmes in Chemistry and Healthcare courses.
- S1.3/A2 Innovation of distance learning (for example using the LMS – Learning Management System). Complex use of online forms of education (e-learning, lecture streaming, online study resources, etc.). Finding a balance between traditional and online forms of education. Training of academic staff in the key competences for online forms of education.
- S1.4/A1 Development of students' global competences. Development of active and critical thinking, communication, creativity, teamwork, etc.
- S1.4/A2 Emphasis on the active use of English in education as well as scientific and research activities at all levels of study (vocational courses, international mobility, final theses, active interaction with foreign students, etc.).
- S1.5/A1 Delivery of the follow-up master's degree programmes in English.
- S1.5/A2 Final theses in English.
- S1.6/A1 Reduction of academic failure in the doctoral degree programmes.
- S1.6/A3 Maintaining the motivation scholarship programme system for doctoral degree students. Maintaining the system of supporting Czech applicants for the doctoral degree programmes. Introduction of a system of supporting international applicants for the doctoral degree programmes. Involvement of doctoral degree students in national and international research projects and academic life.
- S1.6/A5 Maintaining a compulsory international internship of at least one month for students of doctoral study programmes.
- S1.7/A1 Implementation of an innovative university system for the assessment of education quality.
- S1.7/A2 Comprehensive assessment of the quality of the implemented study programmes until 2025 in order to determine the medium-term concept of further development at faculty level. In the assessment, emphasis should be placed particularly on the availability and quality of study resources, implementation of new teaching methods, application of flexible forms of education, internationalization of study programmes, implementation of mobilities and use of the so-called mobility windows.
- S1.8/A1 Innovation of lifelong learning. Implementation of a university concept aimed at the compatibility between lifelong learning programmes and study programmes.
- S1.9/A1 Deepening the multidisciplinary of education. Implementation of inter-faculty cooperation in education.
- S1.10/A1 Use of information resources by means of the university departments. Use of university systems to prevent plagiarism.

- S1.11/A1 Application of the university strategy to support students and employees with specific needs, those from socio-economically disadvantaged groups or caring parents. Elimination of technical barriers.
- S1.11/A2 Application of the university methodology to recognize previous learning outcomes, provision of study information and documents to university students concerning the completion of study as part of lifelong learning or completion of study in the case of students with incomplete education.
- S1.11/A3 Support for student integration and their participation in the life of the faculty.
- S1.11/A4 Focus on conceptual work with graduates. Application of personalized services in order to facilitate the transition of graduates to the labour market.

Indicators (I):

- S1.1/I1 Number of secondary schools with active cooperation.
- S1.1/I2 Number of talented students supported by scholarship based on their achievement in professional competitions (number of scholarships granted/number of students enrolled).
- S1.1/I3 Interest in study (number of applicants and number of students enrolled).
- S1.1/I4 Number of students in accredited study programmes.
- S1.1/I5 Students' outcomes in the winter semester of the first year of bachelor's degree.
- S1.1/I6 Students' outcomes in the first year of all degrees.
- S1.1/I7 Students' outcomes in the remaining years of all degrees.
- S1.1/I8 Number of graduates. Successful completion of study within the standard period and within the standard period plus one year ($n+1$).
- S1.1/I9 Number of students receiving merit scholarship and number of students entitled to merit scholarship.
- S1.1/I10 Number of students receiving scholarship for outstanding research, development, innovation, artistic or other creative outcomes.
- S1.1/I11 Number of faculty students awarded in professional competitions. Number of faculty students awarded in the area of internationalization, popularization and promotion.
- S1.1/I12 Graduate unemployment by study programmes.
- S1.2/I1 Number of professionals/partners from practice with an active form of collaboration (practical experiences, excursions, final theses, involvement in the teaching process).
- S1.2/I3 Number of delivered study programmes (academic and vocational) with compulsory professional experience.
- S1.2/I4 Number of accredited vocational study programmes.
- S1.4/I1 Number of vocational courses in English.
- S1.4/I2 Number of international mobilities.
- S1.4/I3 Number of final theses in English in the bachelor's and follow-up master's degree programmes.
- S1.5/I1 Number of delivered study programmes in English.
- S1.5/I2 Number of final theses in English in the bachelor's and follow-up master's degree programmes.
- S1.6/I1 Completion of the doctoral degree programme by successful defence within the standard period and within the standard period plus one year ($n+1$).

- S1.6/I2 Proportion of doctoral degree students actively involved in projects of national or international providers.
- S1.6/I3 Number of successfully defended dissertations under double supervision.
- S1.6/I4 Number of successfully defended dissertations in English.
- S1.6/I5 Proportion of doctoral degree students with international mobility exceeding one month.
- S1.8/I1 Number of offered lifelong learning programmes.
- S1.8/I2 Number of lifelong learning graduates.
- S1.9/I1 Number of study programmes delivered in inter-faculty cooperation.
- S1.10/I1 Proportion of final theses checked by anti-plagiarism systems.

Priority objective 2: High-quality and respected scientific, research and creative activities

Strategic priorities (S):

- S2.1 Application of the faculty assessment system of RDI quality.
- S2.2 Development of high-quality or strategic scientific disciplines in which the faculty delivers its doctoral degree programme.
- S2.3 Supporting excellence in selected FORD subdisciplines.
- S2.4 Strategic management of RDI and focus on international level disciplines.
- S2.5 Development of modern and internationally comparable infrastructure.
- S2.6 Establishing links between scientific, research and creative activities of the faculty and the application sphere with an emphasis on the commercialization of the results.
- S2.7 Continued emphasis on students' involvement in scientific and research activities.
- S2.8 Supporting cooperation between the faculty departments. Supporting inter-faculty cooperation.
- S2.9 Strengthening the principles of open science.

Activities (A):

- S2.1/A1 Strengthening the elements of strategic RDI management. Increasing the international prestige of the faculty.
- S2.1/A2 Implementation of external assessment in strategic management and financial allocation.
- S2.1/A3 Assessment of the quality of the results of RDI and creative activities. Regular identification of high-performance scientific teams.
- S2.2/A1 Definition and promotion of the quality of priority disciplines, specialized disciplines and long-term unique disciplines. The identification of research priorities should reflect social demand, social relevance, national RIS3 and the achievement of higher national and international strategic objectives and measures in the area of RDI.
- S2.2/A2 Supporting the preparation and increasing the quality of project applications of scientific and research projects of national and international providers. Use of the faculty and university system of providing support and advice in the process of project preparation, implementation and administration.
- S2.3/A1 Definition of excellent and promising FORD subdisciplines in basic and applied research that will receive special attention and support as part of strategic management. Setting of motivation tools to support excellence.
- S2.3/A2 Motivating academic and scientific employees and teams, especially those who achieve outstanding and internationally competitive RDI results in their scientific fields. Supporting prospective excellent research teams with high social benefit and long-term internationally recognized results with a significant citation rate.
- S2.3/A3 Involvement of the faculty in large international research infrastructures (European Roadmap for Research Infrastructures) and supporting ERC (or equivalent) projects.
- S2.4/A1 Implementation of the faculty and university strategy for funding of academic employees, researchers and teams who achieve outstanding RDI results in their scientific fields.

- S2.4/A2 Self-reflection (personnel, finance, organization) of the faculty departments following RDI quality assessment.
- S2.4/A3 Implementation of the strategic system of direct funding from resources allocated to long-term conceptual development of research organizations with a direct link to RDI quality assessment.
- S2.4/A4 Application of the criteria for the identification of excellent teams. Broadening the potential of the faculty departments by including new themes and research teams.
- S2.4/A5 Achievement of internationally competitive research results. Development of cooperation with domestic and foreign partners in the field of basic and applied research. Involvement of the faculty in major international consortia.
- S2.5/A1 Development and modernization of existing infrastructure and promotion of the system of sustainable development of high-quality and internationally comparable infrastructure, research centre and large research infrastructure. Maximization of the use of the unique instrumentation infrastructure. Upgrade of instrumentation capacities for RDI through project funding. Improving the system of infrastructure services and the system of monitoring the opportunities for the use of the infrastructure for internal/external cooperation.
- S2.6/A1 Intensification of cooperation with significant entities in the application sphere to address applied and contract research projects. Participation in regional and cross-regional structures and consortia in disciplines relevant to national RIS3 and ITI. Development of the potential in industries defined by the government as strategic for the development of cluster cooperation.
- S2.6/A2 More efficient use of RDI results in practice through the Centre for Technology and Knowledge Transfer. Seeking to increase income from private resources.
- S2.7/A1 Establishing links between research and teaching so that all faculty departments are involved in educational activities.
- S2.7/A2 Placing emphasis on permanent involvement of talented students and young researchers in national as well as international research projects.
- S2.8/A1 Increasing the degree of sharing of instrumentation between the faculty departments.
- S2.9/A1 Implementation of the university framework, strategy and tools and use of Open Access principles to achieve Open Science 2.0.
- S2.9/A2 Raising awareness of the general and professional community, partners and application entities about the latest knowledge and scientific results as well as the social benefit of the scientific, research and creative activities of the faculty departments. Supporting openness, popularization and promotion of the results achieved in basic and applied research.

Indicators (I):

- S2.2/I1 Number of submitted scientific and research projects and the amount of funding obtained from national and international projects providers.
- S2.3/I1 Number of supported excellent teams.
- S2.3/I2 Number of submitted and implemented ERC projects.
- S2.3/I3 Number submitted and implemented projects of foreign providers.
- S2.3/I4a Number and share of publications in D1 journals (according to WOS).

- S2.3/I4b Number and share of selected results submitted for evaluation in Module 1 (M17+) with H1 evaluation.
- S2.4/I1a Number and share of academic employees and researchers of the faculty with at least one publication in a Q1 or Q2 journal (according to WOS) per year.
- S2.4/I1b Number and share of academic employees and researchers of the faculty with at least one publication in a Q1 or Q2 journal (according to WOS) per year and/or with at least one result submitted for evaluation in Module 1 (M17+) with H1 to H3 evaluation per year.
- S2.4/I2 Number and share of academic employees and researchers involved in research projects of national as well as international providers.
- S2.4/I3a Number of FORD subdisciplines in which the faculty will achieve the median value of publications in Q1 and Q2 journals (according to M17+) above the median value of publications in Q1 and Q2 journals (according to M17+) in the Czech Republic.
- S2.4/I3b Number of FORD subdisciplines in which the faculty will achieve above-average quality indicators (Module 1 and Module 2) compared with other research organizations in the Czech Republic.
- S2.4/I4a Number and share of publications in Q1 and Q1 journals (according to WOS).
- S2.4/I4b Number and share of selected results submitted for evaluation in Module 1 (M17+) with H1 to H3 evaluation.
- S2.4/I5 Number of citations of publications according to WOS.
- S2.4/I6 Participation of academic employees of the faculty in editorial boards of international Q1 or Q2 scientific journals (according to WOS) and elected membership in international professional societies.
- S2.4/I7 Number of lectures given at the faculty by leading foreign specialists in basic research and number of lectures given at the faculty by foreign professionals from renowned companies.
- S2.4/I8 Number and share of high-quality publications in Q1 and Q2 journals (according to WOS) in cooperation with other research organizations.
- S2.4/I9 Number and share of high-quality publications in Q1 and Q2 journals (according to WOS) in cooperation with foreign research organizations.
- S2.4/I11 Number of submitted and implemented projects of national providers.
- S2.5/I1 Amount of funding invested in the upgrade and modernization of infrastructure.
- S2.6/I2 Number of results of applied research with an economic impact on society: Czech and foreign licensed patents, sold licences, prototypes, spin-off, etc.
- S2.7/I1 Number of students actively involved in projects of national or international providers.
- S2.9/I1 Number and share of RDI published as Open Access.

Priority objective 3: Human resources

Strategic priorities (S):

- S3.1 Strengthening the system of employee career development including motivation to support their work activities and performance.
- S3.2 Regular application of a comprehensive system of employee evaluation according to their work performance and achievements.
- S3.3 Promotion of career development and employee education, adoption of knowledge, skills and key competences.
- S3.4 Strengthening of the system of human resources management.

Activities (A):

- S3.1/A1 Application of the principles of career development of academic employees and researchers.
- S3.2/A1 Application of the rules for the evaluation of educational, creative, scientific, research and other activities performed by academic employees and researchers. Provision of two-way feedback between leading and regular employees.
- S3.2/A2 Application of the results of employee evaluation in the system of remuneration and motivation of academic employees and researchers. Innovation of the strategy of financial motivation of employees and teams who achieve above-average and internationally competitive results. System of regular remuneration of outstanding achievements in educational, scientific, research and creative activities, promotion, popularization and 'third role'.
- S3.2/A3 Following the system of evaluation of academic employees and researchers, promotion of their involvement in those areas and activities in which they show strengths and contribute to the development of the faculty.
- S3.3/A1 Following the university strategy, strengthening the system of employee training in key skills (including language skills). Supporting short-term and long-term professional traineeship of the faculty employees in the Czech Republic and abroad. Promotion of a creative break from work, the so-called "sabbatical".
- S3.4/A1 Development of talented students, students in the doctoral degree programmes and young academics and researchers.
- S3.4/A2 Application of the system of post-doc positions for outstanding doctoral graduates, not only from the university but also other higher education institutions including foreign ones.

Indicators (I):

- S3.1/I1 Number of newly appointed associate professors and professors.
- S3.1/I2 Number of independent and leading researchers.
- S3.1/I3 Development of the qualification and age structure of academic employees, researchers and other employees.
- S3.2/I1 Number of evaluated employees.
- S3.3/I1 Number of faculty employees supported with implemented trainings, courses and workshops.

S3.4/I1 Number of post-doc positions, of which positions occupied by foreign citizens.

Priority objective 4: International dimension and internationalization

Strategic priorities (S):

- S4.1 Development of strategic partnerships and international cooperation in education and RDI.
- S4.2 Supporting student and employee mobilities.
- S4.3 Implementation of attractive study programmes and courses in English.
- S4.4 Strategic management of internationalization.
- S4.5 Implementation of the results of the quality assessment of internationalization.

Activities (A):

- S4.1/A1 Strengthening and development of existing international cooperation with strategic regions and partners. Regular monitoring of the implementation of strategic partnerships.
- S4.1/A2 Monitoring of the opportunities for new strategic international partnerships. Establishing new partnerships.
- S4.1/A3 Deepening of internationalization through international scientific teams.
- S4.1/A4 Supporting the organization of international professional conferences and workshops.
- S4.2/A1 Extending international mobility (including virtual mobility) for students, academics, researchers and administrative employees.
- S4.3/A1 Deepening of internationalization of Czech study programmes by extending the offer of courses taught in a foreign language and by supporting final theses in a foreign language.
- S4.3/A2 Exploiting the potential of foreign academic employees and researchers working at the faculty as part of the delivery of Czech and English study programmes.
- S4.3/A3 Linking professional courses taught in a foreign language in the context of English study programmes, Czech study programmes and ERASMUS+.
- S4.3/A4 Improving the quality and availability of study resources for courses in English.
- S4.4/A1 Development of a bilingual internal environment.
- S4.4/A2 Supporting participation in relevant international education fairs.
- S4.4/A3 Improving information and advisory services provided to foreign applicants.
- S4.4/A4 Supporting and strengthening the integration of foreign students in the university/faculty, academic life and research teams.
- S4.5/A1 Achievement of the *Internationalization Action Plan* by means of the faculty coordinator. Implementation of the faculty internationalization priorities.

Indicators (I):

- S4.1/I2 Number of active agreements on cooperation with foreign partners.
- S4.1/I3 Number and structure of foreign academic employees and researchers at the faculty.
- S4.1/I4 Number of organized international professional conferences/workshops.
- S4.2/I1 Number of foreign mobilities of academics, researchers and administrative employees of the faculty.
- S4.2/I2 Number of international mobilities of the faculty students.
- S4.3/I1 Number of study programmes delivered in a foreign language.
- S4.3/I2 Number of foreign students in Czech or English study programmes.
- S4.3/I3 Number of courses in a foreign language and number of students enrolled.

S4.4/I1 Number and share of students with a specific form of active use of internationalization (e.g., teaching of professional courses in a foreign language, international mobility, final thesis in a foreign language).

Priority objective 5: Tradition and development of the faculty

Strategies (S):

- S5.1 Preserving the traditions and development of the faculty with a social impact.
- S5.2 Implementation of a marketing strategy in order to develop the faculty's identity and reputation.
- S5.3 Strengthening mutual cooperation with an emphasis on synergies between the faculty departments.
- S5.4 Strengthening the 'third role' of the faculty within the Czech Republic.
- S5.5 21st century infrastructure.

Activities (A):

- S5.1/A1 Strengthening of the elements of sustainable development, green deal, environmental protection and healthy lifestyles in all activities of the faculty. Preserving the traditional values of the faculty. Inclusion of relevant themes in educational activities.
- S5.1/A2 Deepening the shared values and principles of academic self-government. Raising awareness about the role of academic bodies. Raising awareness about the events, strategic plans, legislative environment and management processes at the faculty. Discussions between the members of the academic community, faculty management and representatives of the academic senate.
- S5.1/A3 Active acquisition of financial resources to ensure sustainable development.
- S5.1/A4 Developing cooperation with local governments, specifically the City of Pardubice and the Pardubice Region.
- S5.2/A1 Promotion of the faculty activities through multimedia, professional competitions, etc.
- S5.2/A2 Popularization of science by organizing scientific and popular-educational events.
- S5.2/A3 Use of modern information technology and social networks for internal and external communication.
- S5.3/A1 Involvement of leading employees and significant personalities in the strategic management of the faculty.
- S5.3/A2 Deepening of horizontal and vertical cooperation between students, employees and graduates.
- S5.4/A1 Intensification of the positive effect on the general as well as the professional community in fields of study delivered at the faculty (e.g., university of the third age).
- S5.5/A1 Development of modern infrastructure and facilities of the faculty for the implementation and development of high-quality education, scientific, research and creative activities as well as internationalization. Establishment of the Technology Institute in Doubravice.
- S5.5/A2 Establishment of rest zones for students and employees in the premises of the faculty. Continuous improvement of the study and work environment, both indoors and outdoors.

Indicators (I):

- S5.1/I1 Amount of funding received.
- S5.2/I1 Number of organized popular-educational events with an impact on society as well as the general and professional community.

S5.2/I2 Number of events organized for academic members.

S5.2/I3 Number of competitions organized for elementary and secondary school students.

S5.2/I4 Number of popularization events for elementary school students.

S5.2/I5 Number of secondary schools visited.

S5.5/I1 Amount of funding invested in infrastructure including its upgrade and development.

Final Provisions

The Implementation of the Strategic plan of the Faculty of Chemical Technology, University of Pardubice for the year 2024 was discussed by letter by the Scientific Board of the Faculty of Chemical Technology, University of Pardubice on 13 November 2023.

The Implementation of the Strategic plan of the Faculty of Chemical Technology, University of Pardubice for the year 2024 was discussed and approved by the Academic Senate of the Faculty of Chemical Technology, University of Pardubice on 30 November 2023.

Abbreviations

LL	Lifelong learning
D1	First decile journal
ERC	European Research Council
FORD	Fields of Research and Development
E1–E3	Evaluation of results in Module 1 M17+
ITI	Integrated Territorial Investments
M17+	Methodology for evaluating research organisations and RDI purpose-tied aid programmes
Q1 to Q4	First to fourth quartile journal
RIS3	Research and Innovation Strategy for Smart Specialisation
RDI	Research, development and innovations
WOS	Web of Science