

2018
2018

The Annual Activity Report

of the University of South Bohemia
in České Budějovice
for 2018



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

Vision

By 2020, the University of South Bohemia aspires to be:

- a university which is of benefit to both the city and the region
- a highly sought-after, friendly university, as well as being one of the top universities in the Czech Republic
- a university able to compete on both the European and global levels

Values

Professional	The University of South Bohemia relies on highly qualified and competent staff in all areas of its activities.
International	The University of South Bohemia builds on international cooperation on a global scale with a special focus on the European Danube-Vltava region.
Open	The University of South Bohemia is open to receiving and sharing new ideas and approaches, as well as to building new partnerships.
Ambitious	The University of South Bohemia is a perceptive institution and aims high in all areas of its activities.
Integrative	The University of South Bohemia connects both internal and external partners and provides a free environment for expressing and fulfilling their ideas.



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Introductory Information

In order to standardize the provision of mandatory information by individual universities and to enable individual universities to reflect their own Strategic and yearly Implementation Plans, the Ministry of Education, Youth and Sports has been adhering to the amended Annual Activity Report (hereinafter referred to as the 'AAR structure' since 2017. The Report now consists of three parts: the Main Body, Text Appendix and Table Appendix.

Fulfilling the 2018 Vision

The '2018 Annual Activity Report of the University of South Bohemia in České Budějovice' (hereinafter referred to as the '2018 Annual Report' or '2018 AAR') forms an integral part of the University's strategic management, including the fulfilment of the vision of the University of South Bohemia in České Budějovice (hereinafter referred to as the 'University of South Bohemia' or 'USB').

The main body of the 2018 AAR is based entirely on the 2016 – 2020 USB Strategic Plan structure (formerly referred to as the 'Long-Term Plan') and the 2018 USB Implementation Plan for the Strategic Plan. For this reason, a total of five strategic themes are defined in the main body of the 2018 AAR: education, research, internationalization, openness and management.

The main body of the 2018 AAR aims to describe the degree of fulfilment of the Plan for the Implementation of the USB Strategic Plan for 2018. The individual priority objectives are supplemented by descriptions of the fulfilment of the most important planned activities that were desirable for the development of the USB or responded to facts that were not exactly known at the time of the preparation of the 2016 – 2020 USB Long-Term Plan. Alongside the most significant measures outlined in the 2018 Implementation Plan for the USB Strategic Plan, other specific activities were implemented to meet the objectives. However, these are included in the Implementation Plans for the Strategic Plans of individual faculties, and subsequently in the faculties' AARs.

Vision

Mission

Education
Research
Social responsibility

Strategy

1. Education
 2. Research
 3. Internationalisation
 4. Openness
 5. Management
-

Resources

People
Cash
Infrastructure

A Word from the Rector

After several years of innovation and changes, 2018 can be characterized as the beginning of the stabilization period that followed after the amendments made to the Higher Education Act were implemented. The University has adapted to new conditions and is now working towards long-term and sustainable future development. Within this context, RDE OP projects are strategically significant, as they support quality advancement.

An important aspect in the development of strategic management and motivating all departments to improve quality is the creation of a methodology for distributing the institutional part of the University of South Bohemia's budget.



The methodology has been intensely worked on over the past few years to ensure its full operation when drafting the 2019 budget in the performance-based part of the contribution to educational activities. At the same time, a test version of the methodology for distributing the subsidy for long-term conceptual development of a research organization was prepared. In the years to come, we can thus expect the final version of the methodologies to be adequate for a modern academic institution.

The preparatory work and discussions related to these methodologies are also closely associated with the 17+ Methodology, which is defined by the RDIC, the Office of the Government, and MEYS. It should be recognized that the University of South Bohemia did not fare badly at all in the 17+ Methodology pilot evaluations. It can be said that our University holds a firm place among this country's significant research institutions. In reference to this, all who have contributed to the above in any way are due our thanks. I believe that a revision to the Payroll Regulation and a new Collective Agreement, which the University of South Bohemia also intensely worked on in 2018, will contribute towards better remuneration for these employees.

Doc. Tomáš Machula, Ph.D., Th.D.

Rector



Our Performance in 2018





Education

Objective 1.1 Establishing the Technology Institute (The Centre for Practical Training in Technological Specializations)

Our performance in 2018

1. Irrelevant – The 'Centre for Practical Training in Technological Specializations (CPVTO)' project, and its subsequent modification named the 'USB FSc Technological Institute (TECHIN)' was terminated due to the conditions stipulated in the relevant RDE OP call, which did not support these types of new builds.

Sources of funding -

Responsibility Rector, Dean

Objective 1.2 Building, Modernizing and Upgrading Premises/Equipment for Degree Programmes/Fields of Study (Education from Theory to Practice)

Our performance in 2018

1. **Achieved** – The construction part of the 'Medical Simulation Centre' project was commenced, which is a centre within the Faculty of Health and Social Sciences at the University of South Bohemia in České Budějovice (SLNO). The project is part of the RDE OP.
2. **Achieved** – In 2018, the USB was awarded, and successfully executed, the 'USB Development – Learning Environment' RDE OP project, thanks to which all USB faculties were largely modernized and had more equipment installed, costing around CZK 65 million. Alongside this, the facilities were modernized and upgraded, including the provision of classroom equipment used in new study methods in FE and FED at the USB, as part of the 'ERDF – USB Development' university-wide project.
3. **Achieved** – Creating spatial and technical conditions for the integration of modern technologies into teaching; the upgrade and development of IT and A/V classroom equipment, multimedia rooms and laboratories were added at the FED through the building of the Centre for New Technologies in Teacher Training and related classrooms; the 3D printing and virtual reality facilities used in IT studies were modernized at the FE. At the same time, an objective was also met through the RDE OP project named the 'USB Development – Learning Environment'
4. **Achieved** – Two new rearing systems were put into operation at the FFPW: Facilities for the raising of and experimental work with sturgeons and Modular technology for aquaponics; laboratories used for research degree programmes were modernized.
5. **Achieved** – The 'Modernization of the Multi-Purpose University Centre: the USB Auditorium' project plans for joint planning and construction proceedings were completed.
6. **Achieved** – Preparatory work for the revitalization of the USB's FED sports facilities was carried out as scheduled; a clean copy of the zoning study was submitted in 2018.
7. **Achieved** – As part of the solution to relocate the USB's FA and FCs departments, design plans for the 'USB FA Chemistry Pavilion' were processed, providing building demolition plans (concerning the current unsatisfactory building which is to be replaced by a pavilion building) and documentation for the planning proceedings.

Sources of funding

Operational programmes, the institutional plan, financing from MEYS programmes, the university's own resources

Responsibility

Dean, Bursar, Vice-Rector for Student Affairs

Objective 1.3 Degree Programmes/Fields of Study Optimization

Our performance in 2018

1. **Achieved** – the USB received institutional accreditation for nine fields of education. The degree programmes plans continued to be approved, and the first programme accreditations were approved by the USB and NAB Internal Evaluation Board.
2. **Achieved** – In connection with receiving institutional accreditation, preparatory work on accreditation was initiated with the objective to consider interdisciplinary programmes, differentiation and clear-cut profiling of degree programmes when preparing accreditation plans and during the assessment process conducted by the USB Internal Evaluation Board.
3. **Achieved** – The study programmes are designed with emphasis on the employability of graduates in the job market by the updating of the subjects of study and teaching resources; this is being done continually to reflect the needs of society and changing conditions.
4. **Achieved** – Meetings/sessions of the USB Internal Evaluation Board are held continually; talks are held on new degree programmes within institutional accreditation, as well as within individual programme accreditations submitted to the NAB with the objective to offer degree programmes which would be internationally comparable, competitive and would ensure a high rate of graduate employment. Our major achievement in 2018 was, first and foremost, being awarded institutional accreditation for selected fields of education at the USB.
5. **Achieved** – New degree programmes were prepared in 2018, which have also been joined by representatives of employers within the respective Boards of Degree Programmes. The USB participated in the Eurograduate and Graduate Surveys, and it also conducted its own graduate surveys as part of the KA 4 activity in the 'ESF – USB Development' project, whose results will be processed and evaluated in 2019.
6. **Achieved** – Standards for Accreditation and Implementation of USB Degree Programmes were issued by way of the Rector's Ordinance. Control mechanisms were set up and put into practice through individual Boards of Degree Programmes activities; the evaluation outcome obtained from SAT and ASE was analysed. Key activities within the 'ESF – USB Development' project continued to be implemented with a focus on improving the quality of teaching and developing teacher competencies.
7. **Achieved** – Talks with individual faculties commenced to resolve the issue of preventing duplicate lessons in one field at multiple departments of the USB – this was also dealt with by the Rector's Advisory Board. Important revisions took place during the preparation of institutional accreditation.
8. **Achieved** – The DA 2.4 Supporting Entrepreneurship activity was implemented under the patronage of FE as part of the 'ESF – USB Development' project. Project-based lessons and teaching aids which would support entrepreneurship in USB students were prepared in 2018. The FA saw its centre for Agribusiness enhanced, which gives students an opportunity to engage in business activities.
9. **Achieved** – A university-wide meeting of USB graduates and students took place in 2018 as part of the KA 4 activity named 'Designing and Developing a Cooperation System between Graduates and Employers', under the 'ESF – USB Development' project. Remarkable graduates work mainly with the FA, which awards them at annual meetings of the Graduates Club, and involves them in actual lessons.
10. **Achieved** – Compulsory internships were introduced at most faculties as part of degree programmes, where these are also locally managed. A model of cooperation with clinical departments was created primarily at the FHSS. Meetings with representatives of these departments are held on a regular basis, as the great need of obtaining practical experience during lessons makes systematic work with the application sphere, as well as clinical departments where practice is gained, a key issue for the faculty.

Sources of funding

Operational programmes, the institutional plan, institutional resources, the university's own resources

Responsibility

Dean, Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluations

Objective 1.4 Increasing the Efficiency and Quality of Teaching

Our performance in 2018

1. **Achieved** – Implemented by faculties individually: Ph.D. students are usually required to teach as part of the duties specified in faculty regulations. Students in lower stages of their studies are motivated to help out in lessons when they have the option to receive an extraordinary scholarship for gifted students.
2. **Achieved** – The Moodle LMS was upgraded throughout the whole university, and an overarching expansion of eLearning for individual environments used by the faculties was created. In addition, the 'ESF – USB Development' project activities were gradually conducted, specifically the DA 2.2 activities which introduce new teaching methods (such as blended learning, project-based lessons, simulation techniques) to faculties.
3. **Achieved** – The introduction of modern teaching methods, such as blended learning, flipped classrooms, student entrepreneurship support, the integration of modern technologies in lessons, etc. was done as part of the 'ESF – USB Development' project, in accordance with the partial activity schedule of DA 2.1, 2.2 and 2.4, whereby new support of teaching was created (lesson syllabi, tutorial videos, case studies, online course evaluation forms, etc.).
4. **Achieved** – The Internal Evaluation Board was created, and the system rules for ensuring an internal quality evaluation by this Board were established. The outcome of 2018 is being awarded institutional accreditation ref. no.: NAU-81/2018-13.
5. **Achieved** – Preparation of study support based on the most up-to-date theoretical knowledge and requirements in practice, expansion of study support, implementation of a system that designs and publishes online interactive teaching resources. Preparation of new materials and study support is underway as part of DA 2.1 and 2.2 under the ESF – USB Development project. On the central level, the Moodle LMS was upgraded (a university-wide integrating portal elearning.jcu.cz as part of the 'ERDF – USB Development' project), and the [eKnihovna USB portal \(jcu.publi.cz\)](http://eKnihovna.jcu.cz) was put into operation.
6. **Achieved** – An evaluation of educational activities was conducted through an integral evaluation system in 2018, where guarantors of all degree programmes processed the Annual Addendum reports received from discipline guarantors in the USB. The USB Internal Evaluation Board reviewed them and provided the guarantors with feedback on the quality of each degree programme/field of study in the form of a written assessment. A student assessment of teaching (SAT) is continually ongoing, which is, among other things, dealt with within degree programmes (all this is supported by the ESF – USB Development project, the DA 1.2 activity named Internal Quality Assurance System).
7. **Achieved** – The strengthening of teachers' abilities and competences is ongoing as part of the 'ESF – USB Development' project. Analyses of the teachers' needs were made, and teaching modules for teachers' competencies were prepared. Most activities were conducted via eLearning or workshops. Supervision of the design of teaching modules, and research into the issues surrounding project-based teaching were conducted, and an evaluation of project-based teaching courses was prepared in the FE at the USB.
8. **Achieved** – The observation, evaluation and revision of the standards and criteria used in the evaluation of study results was conducted by faculties directly. Standards for Accreditation and Implementation of USB Degree Programmes were issued by way of the Rector's Ordinance, which is monitored by the USB's RpvH.
9. **Achieved** – The SAT system was upgraded in 2018 as well. However, the discussions with the faculty's quality coordinators on the enhancement of student active involvement in the evaluation of teaching have not yet resulted in an unequivocally enhanced involvement of the students in the evaluation of teaching. The low levels of participating students is often the result of the low number of students enrolled in some of the programmes, which makes keeping the evaluation anonymous problematic. The number of students who participate in the SAT system remains unstable. There is an effort, for instance in the FHSS, to enhance the involvement of students in the SAT through personal interventions of the Vice-Dean for Academic Affairs.
10. **Achieved** – Actively establishing contacts between the faculty's quality coordinators and the USB Internal Evaluation Board. This was achieved mainly by linking the position of the Vice-Rector for Internal Evaluation with the position of the deputy chair of the Internal Evaluation Board, who is simultaneously the organizer of meetings with quality coordinators in individual sections, which also deal with the collection of incentives to update the evaluation system, including SAT tools.
11. **Achieved** – The stage objectives of the DA 1.2 'Internal Quality Assurance System' activity under the 'ESF – USB Development' project were being fulfilled in 2018. This area received a lot of attention in terms of the application of the USB for institutional accreditation for selected fields of education, whose major part consisted of drawing up an Internal Evaluation Report on the quality of educational, creative and other related activities at the USB. A great deal of attention is given to the links between the activities of the Internal Evaluation Board, quality coordinators and DA 1.2 activities; valuable experience is also gained through collaboration with other universities (as part of the 2018 CDP no. 08), which were awarded institutional accreditation in 2018.
12. **Achieved** – Interconnecting teaching and research in Master's and Doctoral degree programmes was done through integrating them into currently running researched topics, including them in the actual research teams or assigning graduation thesis topics based on the needs of research laboratories.

Sources of funding Operational programmes, the institutional plan, institutional resources, the university's own resources

Responsibility Dean, Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluations

Objective 1.5 Development of Student-Oriented Services

Our performance in 2018

- Achieved** – Services for students with special needs, incl. initiating steps to remove physical infrastructure barriers, were primarily provided in the USB by the Support Centre for Students with Special Needs. In 2018, the 'ESF II USB Development' project was being prepared, which aimed at developing the said services, as well as the 'ERDF II USB Development' project, which aimed at developing the infrastructure facilities for SSN.
- Achieved** – To meet the objective to develop career guidance services, incl. engaging graduates in the guidance and recruitment activities of applicants within the scope of a career centre, the relevant key activity, DA 1.2, was created (The Development of Career Guidance), as part of the 'ESF II USB Development' project application submitted in March 2019.
- Achieved** – Development of a life-long learning programme provided in cooperation with LLL faculty coordinators and the LLL department within the USB Rectorate. Through this coordination, each faculty expands and regularly updates its provision of LLL courses.
- Achieved** – In 2018, the refurbishment of the K1 and K5 residence halls was successfully completed. The K1 residence hall was put into operation in 09/2018 after an overall refurbishment that spanned over a year. Following the refurbishment, the capacity of the K1 residence hall is now 260 beds situated in a modern, sought-after cellular accommodation system. The K5 residence hall was closed over the summer period in 2018, during which it underwent its last (fourth) stage of refurbishment. The roof over the main cafeteria building at the USB was fully repaired in 10/2018.
- Achieved** – The objective to develop a systematic and transparent choice of scholarship programmes had already been met in the previous period. Scholarship programmes are set up individually by each faculty (for example, merit scholarships for extraordinary study results, rewarding doctoral students using scholarships, a scholarship programme for incoming and outgoing mobility support)
- Achieved** – The Graduation Rate Criterion has been included in the internal evaluation system. This is systematically monitored for the purposes of enhancing the services that focus on reducing the drop-out rate. Support measures were applied, such as improving the quality of lessons and teaching materials, esp. making study support accessible in combined study programmes, helping students reduce their drop-out rate by way of individual consultations and complementary seminars, etc.
- Achieved** – A wide spectrum of leisure time activities was provided, which were organized at the USB level, individual faculties and by the students themselves (sporting events, choir, growing a garden at the FSc, erecting a maypole, and similar activities).
- Achieved** – The provision of a further conceptual development of consultancy services in psychological counselling and pastoral care, incl. their material and technical facilities, was managed in 2018 by preparing strategic projects for this field. This project was the 'ESF II – USB Development' project, namely the DA 1.3 activity, and the 'ERDF II – USB Development' project, which exists to develop the infrastructural basis for USB consultancy services.
- Achieved** – Under the auspices of the Institute for International Relations at the USB rectorate, and as part of the DA 5.0 Internationalization activity of the 'ESF – USB Development' project, a systematic activity of the USB International Student Club was developed, and the quality of the so-called Buddy System was improved, which is there for foreign students who come to the USB.
- Achieved** – Increasing the standard of the Academic Library by way of education in current procedures when working with information was secured in 2018 by acquiring printed and electronic information resources for studies and research. With respect to upgrading IT, shared PC stations were fitted with new monitors, and a multifunctional device used for printing, copying and scanning was reinstated.

Sources of funding Operational programmes, the institutional plan, financing from MEYS programmes, institutional resources, the university's own resources, foreign funding resources

Responsibility Dean, Vice-Rector for International Affairs, Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluations

Objective 1.6 Development and Professionalization of Lifelong Learning and Further Education

Our performance in 2018

- Achieved** – In order to organize the whole LLL system more efficiently and implement the new LLL Code, the USB had already established its LLL Board in the past, within which the individual faculties collaborate. The Centre for Further Education of Teachers was established at the FEEd.
- Achieved** – The development of LLL programmes designed for senior citizens, and creating the subject structure for the U3A was provided by the faculties, with central methodology support from the LLL department and with financial contribution from the IP. Under the authority of faculties, the number of LLL courses increased (with senior citizens being the target group), when LLL educational programmes were accredited and the structure of the U3A programmes was updated.
- Achieved** – To increase the proportion of online learning in LLL programmes, the functionality of the central online learning portal was improved and made more appealing (elearning.jcu.cz).
- Achieved** – The solution for an effective interconnection between the Moodle LMS, Verso IS and LLL website was devised as one of the objectives of the Institutional Plan for 2019 – 20.
- Achieved** – The development of popularization activities for children was done in 2018 by way of running and modularizing Children's University in selected faculties at the USB (FFPW, FEEd, TF and FHSS). On the central level, the USB is mindful of sharing experiences and good practice examples in the given activities.

Sources of funding Operational programmes, the institutional plan, institutional resources, the university's own resources, special-purpose funds outside of R&D

Responsibility Dean, Vice-Rector for Student Affairs



Research

Objective 2.1 The DRO Redistribution System as a Modern and Flexible Management Tool

Our performance in 2018

1. **Achieved** – As part of a new methodology for the DKRVO division (long-term conceptual development of a research organization), mechanisms were created which would enable some parts of the University to develop their research potential. The first version of the new methodology for DKRVO redistribution will be applied in 2019, and further development of the methodology in compliance with the M17+ methodology is expected. The individual faculties applied a variety of incentives for the initiation of new research activities in 2018. These mostly included subsidy monitoring and support, internal grant calls, or a system of employee evaluation based on the faculty's criteria.
2. **Achieved** – As part of a new methodology for the DRO division, mechanisms were created which include particularities specific to the field of study. The first version of the new methodology for DKRVO redistribution will be applied in 2019, and further development of the methodology in compliance with the M17+ methodology is expected. Particularities specific to the field of study are adhered to at faculties by way of the Dean/Vice-Dean's measures, which specify the proportion of budget distribution.
3. **Achieved** – The USB actively searches for inter-faculty and interdisciplinary research projects. One outcome is, for instance, the implementation of the following projects supported by the RDE OP PO1 calls: 'Mechanisms and Dynamics of Macromolecular Complexes' (CZ.02.1.01/0.0/0.0/15_003/0000441); 'Research Infrastructure for Educational Purposes at USB FFPW' (CZ.02.1.01/0.0/0.0/16_017/0002614); 'Reproductive and Genetic Procedures for the Conservation of Biodiversity of Fish and Aquaculture' (CZ.02.1.01/0.0/0.0/16_025/0007370) and the 'partner projects ECOPOLARIS – Structural and Functional Changes in the Components of Terrestrial Polar Ecosystems' (CzechPolar2) (CZ.02.1.01/0.0/0.0/16_013/0001708); 'Research on Key Ecosystem Interactions between Soil and Water in the SoWa Research Infrastructure' (CZ.02.1.01/0.0/0.0/16_013/0001782).

Sources of funding Institutional plan, institutional resources

Responsibility Dean, Vice-Rector for Science

Objective 2.2 Improving the International Standing of Research

Our performance in 2018

1. **Achieved** – Based on the receipt of support for the ‘USB Development – Capacities for R&D’ project, the documents for the HR Award were processed and submitted to the European Commission. Taking part in foreign grants was further encouraged by presenting successful and well-working projects (such as the ‘AquaEXCEL 2020’), and in mutual cooperation between sectoral departments at the university and their engagement in both the preparation and implementation of projects. Naturally, the procedures for the sharing of experience are also introduced (such as through the CDP project named ‘Increasing the Absorptive Capacity for International R&D projects – H2020 Umbrella’).
2. **Achieved** – A newly created methodology for DKRVO distribution at the USB, as well as activities related to the RDE OP project which led to the HR Award has improved the conditions for carrying out excellent inter-faculty research. The selected faculties together form interdisciplinary, investigative teams at project levels – especially at the FSc, FFPW and FE.
3. **Achieved** – Partnerships with foreign research departments are mostly formed on an individual basis. However, the proportion of foreign departments in the research conducted at the USB is gradually increasing, namely due to the RDE OP subsidy programmes and individual activities of each department. To give an example of this, 2018 saw a total of ten postdoctoral researchers come here and a total of seven persons go abroad under the ‘USB Development – International Mobility’ and ‘USB Development – International Mobility-MSCA-IF’ projects. Erasmus plus provided support to the FHSS, which enabled two placements, one in Thailand and the other in the USA.
4. **Achieved** – The university postdoctoral position programme is stabilized at the USB, and therefore manages to acquire good quality postdocs. Other top-quality, foreign researchers were acquired thanks to the RDE OP projects named ‘Mobility’ and ‘Mobility-MSCA-IF’. When the projects commenced in September 2018, a total of ten top-quality, foreign workers came to the FoA, FSc, TF and FA.
5. **Achieved** – To strengthen the professional conditions for methodical support in R&D, a whole host of tools mentioned above were used. A major role is played, and will continue to do be done so, by the RDE OP project named the ‘USB Development – Capacities for R&D’, which aims to, among other things, acquire the prestigious HR Award, a token of good quality and compliance with international standards in HR management.
6. **Achieved** – The support of the CENAKVA Centre was declared and realized at university level by receiving a part of DKRVO to be used for further development of the infrastructure. A project which was part of the National Sustainability Programme I was successfully completed. The Centre was included in the Strategy for Support of Large Research Infrastructure from the Public Resources of the Czech Republic for the period up to 2022, and is linked to the major European infrastructures of ESFRI – DANUBIS. Support and development of the Centre was ensured by acquiring and implementing other projects dealing with the development of research-based degree programmes and pre-application research (GAČR, NAZV, etc.) The evaluation conducted by the International Faculty Board and Centre – further development of the R&D centre was recommended.

Sources of funding Operational programmes, the institutional plan, institutional resources, foreign funding resources

Responsibility Dean, Vice-Rector for Science, Vice-Rector for International Affairs

Objective 2.3 System Support for the Creation and Maintenance of Jobs for Young Researchers

Our performance in 2018

1. **Achieved** – The creation and maintenance of jobs for young researchers were supported by opening post-doctoral positions using DRO funds. In 2018, the university leaders worked, within the scope of the DRO, on ways of increasing the number of postdoctoral positions on a university-wide level.
2. **Achieved** – Faculty internal regulations dealing with issues concerning young researchers were reviewed (USB FFPW career rules and FSc payroll regulations). Young researchers were encouraged to go on placements under the RDE OP project named ‘USB Development – International Mobility’. Young postdocs at the FFPW, FE, FoA, FSc and FT were supported by internal grant schemes.

Sources of funding Operational programmes, institutional resources, special-purpose funds assigned for R&D, special-purpose funds outside of R&D, foreign funding resources

Responsibility Dean, Vice-Rector for Science

Objective 2.4 An Internal Research Evaluation System

Our performance in 2018

1. **Partially achieved** – Partially achieved due to the introduction of a new methodology for the redistribution of funds at DKRVO across the university. Further evaluation of departments is planned for the years to come, especially based on the M17+ evaluation methodology. The principles of shift support (a concept of the remuneration system) are applied at each faculty individually, ranging from the quantitative to qualitative parameters of achieved results; applying the outcomes of the NAB evaluation or harmonizing the researchers' ambitions and realistic possibilities based on an assessment of projects submitted by the Scientific and Research Board.
2. **Achieved** – The academic staff evaluation system IS ASE was completed in 2018. A university-wide evaluation, followed by an assessment of the IS ASE system, will be conducted for the first time in 2019. After the final evaluation and possible amendments to the system, the IS ASE system will be used for making effective evaluations of academic staff.
3. **Achieved** – IS ASE is also used by faculties in their own systems of academic staff performance evaluations (mostly as a motivation tool in the form of determining the variable component of their wages), where the IS ASE is used as a source of background information.
4. **Achieved** – The system for academic staff evaluation IS ASE was implemented in 2018. Through both the IS ASE and their traditional procedures and principles, faculties particularize the evaluation of their academic staff performance in scientific work and teaching, in terms of motivating them to improve the quality of research and creative activities.

Sources of funding The institutional plan, institutional resources, the university's own resources, special-purpose funds assigned for R&D

Responsibility Dean, Vice-Rector for Science

Objective 2.5 System Support for Cooperating with the Industry

Our performance in 2018

1. **Achieved** – Both the TTO and the technology scouting network were stabilized. Currently, the TTO is exclusively funded from external resources through projects, and its development is not jeopardized. This funding includes 'GAMA' from the TA of the Czech Republic, RDE OP and the Cross-Border Cooperation OP between the Czech Republic and Bavaria.
2. **Achieved** – The technology scouting network operates well at the USB. Thanks to projects, it was expanded to include the Faculty of Economics, which had not had TS until then. For instance, since 2018, the FHSS has been working on knowledge transfer with the town of Třeboň in the elderly care sector.
3. **Achieved** – The USB's TTO provides working system support for cooperation administration through membership in technology platforms, and organizing joint meetings between representatives of both the academic and commercial spheres. Acquired knowledge is then further shared, either directly or through technology scouts. Based on their sectoral field, the faculties join other platforms, attend seminars, workshops or targeted meetings in the application sphere.
4. **Achieved** – The USB's TTO provides support for cooperation through memberships in technology platforms, and organizing joint meetings between representatives of both the academic and commercial spheres.
5. **Achieved** – The TTO promotes the transfer of research outcomes in practice chiefly by working directly with companies. 'Company Days', organized in collaboration with the South Bohemia Chamber of Commerce, proved particularly successful, during which each faculty presented its technologies and research opportunities to any interested parties from the commercial sphere. Faculties tend to direct their research contracts towards long-term and conceptual contracts tied to the results that are expected to be achieved. For instance, the USB's FFPW supports a system of cooperation with industry in terms of application through the RDE OP project (as part of the Pre-Application Research call) and the EIC OP project (Application), where a prototype of a wastewater treatment unit is developed in cooperation with partners in industry.
6. **Achieved** – The TTO website (www.jctt.cz) gives a clear overview of their structured provision of services, licences, consultation activities, and similar activities. A list of devices used by the USB was created at the office.
7. **Achieved** – The TTO organizes annual Intellectual Property Protection courses, which are offered to both employees and USB students. The TTO also organizes annual workshops focused on intellectual property protection, and issues methodology brochures dealing with intellectual property protection.
8. **Achieved** – Employee remuneration systems based on the results of the evaluation of their cooperation with industry/transfer of research outcomes into practice are implemented at the faculty level, depending on the particular faculty's specialization. The faculties have IS ASE at their disposal for this type of evaluation (all faculties since 2018), which is used as a source of background data.
9. **Achieved** – Support for the development of existing and building new tools for cooperation with industry, innovative entrepreneurship through industry platforms, technology parks, business incubators, co-working centres where company representatives meet up, trade fair presentations, etc. were implemented by activities of the USB's TTO and business representatives of some faculties throughout the year. The development of the co-working centre (the '2020 USB Auditorium' project) was prepared up to the stage of designing project plans for joint planning and construction proceedings.

Sources of funding Operational programmes, the institutional plan, institutional resources, the university's own resources, special-purpose funds assigned for R&D, foreign funding resources

Responsibility Dean, Vice-Rector for Science

Objective 2.6 Development, Modernization and Renewal of Research Infrastructure

Our performance in 2018

1. Achieved – In 2018, support of the development, modernization and renewal of research infrastructure was implemented using the university's own funds (allocating a part of DKRVO) and subsidies (RDE OP, support for large research infrastructures, and similar).
2. Achieved – Support and development of the infrastructure was practically implemented by the USB's FFPW only through the RDE OP resources (the 'Development of Research-Based Degree Programmes at USB FFPW' project, and the follow-up 'Research Infrastructure for Educational Purposes at USB FFPW' investment project and the pre-application research 'Reproductive and Genetic Procedures for the Conservation of Biodiversity of Fish and Aquaculture'). The 'Sustainable Production of Healthy Fish in Various Aquaculture Systems – PROFISH' project was acquired by the FFPW in 2018. In addition, research projects of other providers (GAČR, NAZV) were approved in 2018.
3. Achieved – Executed projects of the RDE OP aimed at developing research-based degree programmes ('Development of Research-Based Degree Programmes at USB FFPW', the follow-up 'Research Infrastructure for Educational Purposes at USB FFPW', and the pre-application research ('Reproductive and Genetic Procedures for the Conservation of Biodiversity of Fish and Aquaculture')). The acquisition of the project named 'Sustainable Production of Healthy Fish in Various Aquaculture Systems – PROFISH', which has been worked on since 2019. The centre was included in the Strategy for the Support of Large Research Infrastructures from the Public Resources of the Czech Republic for the period up to 2022. Research projects were acquired from other providers (GAČR, NAZV, etc.).

Sources of funding Operational programmes, the institutional plan, institutional resources, the university's own resources, special-purpose funds assigned for R&D, foreign funding resources

Responsibility Dean, Vice-Rector for Science

Objective 2.7 System Support for the Promotion of Significant Research Results

Our performance in 2018

1. Achieved – System and professional promotion of significant research results was implemented in cooperation with South Bohemia Television. Several short presentations of the research activities at the USB were broadcast. Press releases were issued, the results of research work were presented to partners and the public alike in this country and at international conferences, trade fairs and social events. The website www.sciencezoom.cz, which specializes in presenting the USB's research activities, was updated. The USB joined in the shared university magazine project entitled www.Universitas.cz.
2. Achieved – An increase of transferable competencies of researchers was implemented at individual faculties (through the internal LLL programmes, externally organized courses, the DA 2.1 activity named Pedagogical Competence of the 'ESF USB Development' project), and to some extent as part of the methodologies drafted for receiving the HR Award (the 'USB Development – Capacities for R&D' project), although these activities are not very welcome among the employees due to their lack of time.

Sources of funding Institutional resources, the institutional plan, the university's own resources, special-purpose funds assigned for R&D, foreign funding resources

Responsibility Dean, Vice-Rector for Science



3 Internationalization

Objective 3.1 Increasing the Proportion of Foreign Students

Our performance in 2018

1. **Achieved** – The USB supports student mobility within the Erasmus+ programme. The 2017/18 academic year saw 184 foreign students come to the USB. Student mobility is also supported by other scholarship programmes. The total number of foreign students to come to the USB for a period of at least 30 days in 2018 was 195.
2. **Achieved** – Last year, as part of the KA 5 activity in the 'ESF USB Development' project, guidance and support available to students and workers coming to the USB and going abroad were addressed. An Orientation Week was held and the Helpdesk for international students was opened. The Welcome Officer and Go Abroad Officer positions were set up, and instruction documents in English were created.
3. **Achieved** – Czech language tuition for foreign students is provided by the USB's Institute for International Relations and faculties that offer Czech for Foreigners courses. A two-semester Czech for Foreigners course took place at the USB's FoA last year. In collaboration with the Institute for International Relations at the USB Rectorate and the FoA, students were recruited in Chelyabinsk (Russia), where a network of pro-Czech secondary schools was created.
4. **Achieved** – The development of procedures for recruiting foreign students to degree programmes is continuously being implemented through cooperation between the Institute for International Relations and the international departments at individual faculties. The Study Programmes in Foreign Languages leaflet was updated for international educational fairs, and a USB Guidebook in English is currently being prepared. The USB is involved in the Study in the Czech Republic platform. Alongside this, USB representatives went to universities abroad with the intention to promote the USB and recruit students to foreign language programmes (e.g. Babes-Bolyai University, Cluj-Napoca, Porto, American University in Bulgaria, etc.).
5. **Achieved** – The USB is a long-term supporter of cooperation within the European Danube-Vltava region. The faculties at the USB are involved in a number of projects. A meeting with the Head of the Institute of Applied Informatics at the Deggendorf University of Technology was held in June 2018.

Sources of funding Operational programmes, the institutional plan, institutional resources, foreign funding resources

Responsibility Dean, Vice-Rector for International Affairs

Objective 3.2 Promoting Foreign Student Mobility

Our performance in 2018

1. **Achieved** – Student mobility has been financially supported chiefly by the Erasmus+ programme, the 2016 – 2018 USB Institutional Plan projects and the faculties' scholarship funds. The 2017/18 academic year saw a total of 305 USB students go on placements. In 2018, the USB received a grant contribution of EUR 453,000 from the Erasmus+ programme.
2. **Achieved** – An inventory of university-wide contracts is taken every year. The USB purposely promotes cooperation with foreign universities both in EU and non-EU countries. In 2018, the USB received support for projects implemented with Argentina, Papua New Guinea and Vietnam under Credit Mobility. Projects with the USA, Jordan and Thailand were being worked on. In 2018, 18 university-wide contracts of cooperation (Memoranda of Understanding) were entered into by universities from 13 countries.
3. **Achieved** – In 2018, the OP RDE university-wide system project entitled "USB Development - ESF" continued, which includes professionalization of counselling and administrative support for students and employees arriving at the USB and those traveling abroad. The USB was also involved in the Euraxess project that provides support to incoming foreign staff.
4. **Achieved** – A systemic revision of degree programmes enabling long-term foreign mobility of students at each stage of study was solved within the framework of long-term foreign mobilities at the faculties through their internal measures related to the recognition of studies abroad based on the Learning Agreement, whose aim is that the students study in such courses abroad that correspond to their degree programmes at the USB. The systemic revision within the USB is also solved the "USB Development - ESF" project, activity DA5.0.
5. **Achieved** – Within the European Danube-Vltava Region, the USB has established long-term cooperation through which the USB faculties are involved in a number of projects. The faculties cooperate with universities in Linz and Passau, participate in cross-border cooperation programmes and Interreg, participate at workshops and conferences organized by the Euroregion and continuously monitor opportunities to work with foreign partners.
6. **Achieved** – In 2018, the USB financially and methodically supported the activities of the International Student Club (ISC), using the facilities in the new Kampa building at the university campus for its activities. In 2018, the ISC organizationally prepared for joining the Erasmus Student Network (ESN) Czech Republic and for the new system of the buddy system supported within the OP RDE "USB Development - ESF" project, through the activity DA5.0.
7. **Achieved** – The USB Rectorate Department for International Relations supported activities of the AIESEC, whose registered office is at the FE USB. Internships organized by the AIESEC are used by most of the faculties.

Sources of funding Operational programmes, the institutional plan, institutional resources, foreign funding resources

Responsibility Dean, Vice-Rector for International Relations



Objective 3.3 Developing a range of studies in foreign languages

Our performance in 2018

1. **Achieved** – The LLL courses implemented at the USB in 2018 included English, German and French courses. The faculties also used support from the USB IP 2016-2018 Internationalization project to develop the language skills of the academic and non-academic staff of the University of South Bohemia (language courses for the university staff organized by foreign universities). Individual language courses are also supported by means of an allowance.
2. **Achieved** – The USB was granted projects of the OP RDE entitled “Development of the USB - International Mobility”, “Development of the USB - International Mobility - MSCA-IF”. The mobilities under these projects were implemented from June 2018 onwards. The faculties individually support the arrival of foreign academic staff and their involvement in teaching. The faculties also co-finance other arrivals; 260 persons (academic staff) from abroad came to the University of South Bohemia in 2018.
3. **Achieved** – The involvement of academic and non-academic staff in foreign exchange programmes was supported by the Erasmus+ mobility programs, the IP project entitled “Development of Internationalization at the USB 2016-2018”, GA USB, OP RDE projects, etc. In 2018, 550 employees of the USB faculties went to foreign universities and other institutions for 5 or more days.
4. **Achieved** – In 2018, the university-wide OP RDE system project entitled “USB Development - ESF” continued, which includes the professionalization of counselling and administrative support for students and employees arriving at the USB and those traveling abroad. Specifically, in 2018 the content of the Guidebooks was completed and they will be finalized and implemented in mid-2019. The USB is also involved in the Euraxess project that provides support to incoming foreign staff.
5. **Achieved** – As a part of the “USB Development - ESF” project, the “Increasing the number of courses facilitated in a foreign language” sub-activity at FT, FF and FE was solved in 2018. In total, the faculties worked on 20 courses that will be newly offered in a foreign language - primarily in English. In connection with obtaining institutional accreditation for field of education No. 24 Social Work, the preparation of an international follow-up Master’s programme started in cooperation with the FT USB and FHSS USB.

Sources of funding Operational programmes, the institutional plan, institutional resources, foreign funding resources

Responsibility Dean, Vice-Rector for International Relations

Objective 3.4 Implementation of targeted marketing campaigns to promote internationalization

Our performance in 2018

1. **Achieved** – Last year there were several acquisition trips and presentations of the USB abroad: Babes-Bolyai University, Cluj-Napoca, Romania (14 May – 18 May), Porto University, Portugal (21 July – 27 July), American University in Bulgaria, Blagoevgrad, Bulgaria (16 April – 20 April), NAFSA Philadelphia, USA (26 May – 2 June), EAIE Geneva, Switzerland (10 September – 14 September). In addition, the USB staff visited 10 secondary schools and 2 universities in Chelyabinsk, Russia. The USB Institute for International Relationships organized the 7th International Week at the USB (26 November – 30 November 2018). In 2018, agreements on cooperation were concluded with universities in China (3), Russia (2), Ukraine (1), Kazakhstan (1) and Georgia (1).
2. **Achieved** – In July 2018, the USB Rectorate Institute for International Relationships organized a summer motivational school for students from Zhytomyr (Ukraine). The FFPW organized two summer schools between June and July for students from abroad in Vodňany and Nové Hradky. The 27th Summer School of Slavonic Studies took place at the FA in August.
3. **Achieved** – In 2018, the University used its employees' personal and business contacts to establish cooperation with Georgia Southern University and the University of Colorado, USA, as well as with the South-Ural State University and secondary schools in Chelyabinsk.
4. **Partially achieved** – The faculties used their students/graduates to prepare for the participation of the USB or its faculties at foreign trade fairs abroad. In 2018, it was trade fairs in Ukraine, Slovakia and France.
5. **Achieved** – All constituent parts of the USB were informed about the activities of language centres and some of them cooperate actively with these centres or use their services directly. For example, the FE, the FHSS and the FFPW work closely with the centres to certify and ascertain the language level of their students. The FSc USB has its own department.
6. **Achieved** – Within the “USB Development - ESF” project there was a promotion aimed at Czech students at the USB and support of their travels abroad (International Days; Go Abroad-Study-Travel; information about mobility programs at the faculties). The activity was also organized in cooperation with the International Student Club. The Contact Centre and an information stand from the Institute for International Relations was established in the USB Academic Library.

Sources of funding Operational programmes, the institutional plan, institutional resources, foreign funding resources

Responsibility Dean, Vice-Rector for International Relations





Openness

Objective 4.1 Developing a network of key partners

Our performance in 2018

1. **Achieved** – Cooperation with key partners was developed at the faculty level according to the specialization of the faculty. Meetings took place within the networks, platforms, associations, schools, companies, etc. in order to reduce the unemployment rate of the University's graduates and to develop new or deepen already established quality cooperation.
2. **Achieved** – Through the Career Centre, cooperation with employers was developed on the basis of internships, lectures and workshops. The Faculty of Economics organized the 11th European Jobday. In 2018, a project focused on the development of counselling was prepared at the central level, which also includes the development of the concept of a university-wide counselling centre ("USB Development - ESF II" project, activity DA1.2). Cooperation with employers started to be reflected in the upcoming degree programs and regular meetings were held with representatives of clinical units and with clinical practicum mentors.
3. **Irrelevant** – For 2018, the USB did not set any specific fundraising tasks for the University as a whole, but sub-activities were implemented at certain constituent parts in order to support selected activities (for instance, support for gifted students).

Sources of funding Operational programmes, the institutional plan, institutional resources, the University's own resources

Responsibility Rector, Dean, Vice-Rector for Internal Evaluations

Objective 4.2 Establishing a university-wide Alumni Club

Our performance in 2018

1. **Achieved** – An analysis of the ways of functioning of alumni clubs in the Czech Republic and abroad continued within the implementation of the university-wide systemic project entitled “USB Development - ESF”, activity DA 4.0.
2. **Achieved**– The first university-wide alumni meeting was held and the number of the Alumni Club members grew in line with institutional project No. PO01_04 for the 2016-2018 period.
3. **Achieved** – Stage objectives of the project in terms of developing the portfolio of activities and benefits for members of the USB Alumni Club were fulfilled and evaluated. Promotional items including a promotional publication were provided for the needs of alumni meetings.
4. **Achieved** – An analysis of the possibilities of setting the economic functioning of the USB Alumni Club through the “Win-Win” strategy continued in accordance with the specifications of the ESF project, activity DA 4.0. In cooperation with the USB Marketing Department, other suitable benefits for USB alumni are sought.
5. **Achieved** –The Information Technology Centre continued to link graduate IDs with the IDM (to be completed in 2019).

Sources of funding Operational programmes, the institutional plan, the University’s own resources

Responsibility Dean, Vice-Rector for Internal Evaluations

Objective 4.3 Increasing the University's reputation

Our performance in 2018

1. **Achieved** –The objective was continuously met through implementing activities of either a popular or charitable nature. Activities implemented through the university-wide “Development of USB - Capacities for R&D” project, activities (f), also contributed to the fulfilment.
2. **Achieved** – The development of services for the wide professional and general public, small- and medium-sized enterprises and state institutions was solved through professional, educational and leisure activities facilitated by the faculties.

Sources of funding The institutional plan, the University’s own resources, special-purpose funds outside of R&D

Responsibility Rector, Dean





Objective 4.4 Developing marketing and communication activities with potential students

Our performance in 2018

1. **Achieved** – As a part of the communication strategy, the faculties organized Open Days for the general public and targeted marketing campaigns. The Scholarship Scheme at the FFPW was expanded with an Extraordinary Scholarship to support applicants for study in Bachelor degree programmes with good study prerequisites.
2. **Achieved** – Development of cooperation with basic schools, secondary schools and colleges through meetings with school heads, roadshows, children's universities, educational events, weekends for teachers, commuter camps (also with EVO topics), etc., were implemented by all faculties through inter alia fulfilment of the wide-university "Development of the USB - Capacities for R&D" project, activity (f).
3. **Achieved** – The creation of a unified overview of the USB degree programs was implemented by means of a temporary web interface for study applicants (https://www.jcu.cz/uchazec-o-studium/co-u-nas-studovat/stag_obory_hledat). Further development was integrated into the activities of the upcoming project entitled "USB Development - ESF II", activity DA1.2.

Sources of funding The institutional plan, institutional resources, the University's own resources, special-purpose funds outside of Research and Development

Responsibility Rector, Dean, Vice-Rector for Student Affairs

Objective 4.5 Development of marketing and communication with the public and communities

Our performance in 2018

1. **Partially achieved** – The University continually strove to unify its presentation on websites, social networks, within e-mail communications and within various types of media.
2. **Achieved** – The university kept maintaining existing cooperation with the media. At the same time, it strives to strengthen the existing and establish further mutual cooperation, not only on a personal basis.
3. **Achieved** – In 2018, a number of popularization events were facilitated by the faculties, mostly within the framework of the university-wide systemic "Development of the USB - Capacities for R&D" project, activity (f).
4. **Achieved** – The website of the USB International Council was established and the website of the USB Board for Internal Evaluations was improved. Along with that, the LLL website was linked with the LMS Moodle and IS Verso. The USB popularization portal www.sciencezoom.cz was redesigned.
5. **Achieved** – In 2018, our own professional journals, books and college books were published. The publishing activity ran in cooperation with the university-wide publishing house EPISTEME and with other publishing houses.

Sources of funding The institutional plan, institutional resources, (outside the IP), the University's own resources, special-purpose funds outside of Research and Development, Special-purpose funds for Research and Development

Responsibility Rector, Dean, Vice-Rector for Student Affairs, Vice-Rector for Development, Vice-Rector for Internal Evaluations



Management

INSTITUTION

Objective 5.1 Data-based decision-making – moving from financial control to management control

Our performance in 2018

1. **Achieved** – Periodic monitoring and evaluating of significant data/factors was established and the resulting data were used for partial management during management and planning decision making. The activity is further developed through the “USB Development - ESF” project, activity DA 1.1 Effective principles controlled, in particular by setting management reporting.
2. **Achieved** – As a part of the objective entitled “Data-driven Decisions”, further development of the functionalities in the IS STAG information system was implemented, a central repository was created at the FE, and data were collected within the FHSS for process analysing and evaluation per the degree programmes at the Quality Organization department. Moreover, all the above was supported by the implementation of the schedule of activities of the strategic project entitled “USB Development - ESF”, in particular activities DA 1.1 “Effective Management Principles ” and DA1.2 “Internal Quality Assurance System”.

Sources of funding Operational programmes, the institutional plan, institutional resources

Responsibility Rector, Dean, Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluations

Objective 5.2 The quality system

Our performance in 2018

1. **Achieved** – The sub-activity DA1.2 “Internal Quality Assurance System” of the university-wide project entitled “USB Development - ESF”, in which all faculties participate, was focused on the concept of quality management at the USB. The objectives have been met in accordance with the project schedule. In 2018, no major comments were made by the NAB in terms of the evaluation of the USB’s institutional environment within the framework of institutional accreditation.
2. **Achieved** – A System of Academic Staff Evaluation was introduced in 2018 at all faculties of the University of South Bohemia (completed by implementation at the FA in 2018). Further continuous improvement of the SHV and Academic Staff Evaluation databases within the IP projects for the 2019-2020 period is expected. The Quality System is process-evaluated and adjusted as a part of the sub-activity DA1.2 Internal Quality Assurance System within the strategic project entitled “USB Development - ESF”, in which all USB faculties are involved.
3. **Achieved** – In 2018, the procedures established at the USB were assessed - inter alia - by the NAB within the context of discussing the USB’s institutional accreditation, including the specification of the institutional framework and the functioning of the Board for Internal Evaluations, whose composition will undergo a partial replacement in 2019 (one-third of the Board is replaced every two years). At the same time, the problematic areas are solved within the framework of the university-wide “USB Development - ESF” project.
4. **Achieved** – The professional and adequate staffing of the quality system has been gradually implemented at the USB since 2017, especially as a part of the implementation of the university-wide system project entitled “USB Development - ESF”, in particular the activity DA1.2 Internal Quality Assurance System. The activity was fulfilled according to the needs of legislation and the project schedule. All faculties and the Rector’s Office are represented in the team, while expert researchers cooperate with faculty Quality Coordinators. The Quality Coordinator is a guest at all meetings of the faculty management, is a member of the

Sources of funding Operational programmes, the institutional plan, institutional resources, the University’s own resources

Responsibility Rector, Dean, Vice-Rector for Internal Evaluations

Objective 5.3 The professionalization of support activities

Our performance in 2018

1. **Achieved** – The problematic area of establishing and implementing the concept of quality assurance to support processes was resolved within sub-activity DA1.1 Effective Management Principles (Institutions) within the “USB Development - ESF” project. In 2018, the Analytical and Design Documentation for the Support Process Agenda was completed, and work on the description of the processes and competencies of the support processes, including process documentation templates, began.
2. **Irrelevant** – In 2018, according to the implementation plan of DA 1.1 within the “USB Development - ESF” project, only partial work on the preparation of documents for future decisions on the efficiency and economy of possible further centralization measures in the area of the USB management and administration was completed.
3. **Achieved** – The introduction of standards of professional activities was planned within the project schedule of the “USB Development - ESF” project for the 2019-2020 period. This will be solved at the university-wide level within sub-activity DA1.1 Effective Management Principles (People).
4. **Achieved** – The objectives defined in the Strategy of Development of ICT Services at the UCB are continuously met and their fulfilment is monitored by the ICT Board. Measures to implement the EU GDPR at the USB were analysed and implemented. Changes to the IS USB are continuously implemented in accordance with technological, legislative and functional requirements for their development and further integration links are created between its individual modules. Due to the dynamic environment, this is an ongoing process.

Sources of funding Operational programmes, the institutional plan, the University’s own resources

Responsibility Rector, Dean, Vice-Rector for Science

Objective 5.4 Financial stability and the efficient management of financial resources

Our performance in 2018

1. **Achieved** – During 2018, the 2019 USB Budget Methodology was designed, discussed, modified and used to create the 2019 draft budget, with strong emphasis on university performance and quality indicators relevant to the allocation of institutional resources within the USB.
2. **Achieved** – Last year, the USB Budget Methodology was further developed, prepared and discussed as the basis for the 2019 draft budget. The Methodology also contains suggestions for its further improvement (inter alia by optimizing the numbers of students in the degree programmes offered by USB faculties).
3. **Achieved** – The faculties are actively involved in developing a transparent methodology for inter-faculty balance and indirect costs. In 2018, the basic principles for calculating the amounts for inter-faculty balancing were completed. The procedure for implementing inter-faculty balancing in terms of the subject of the balancing is being developed at the level of Deans, Vice-Deans and secretaries of the respective faculties.
The analytical material was compiled, detailed data concerning the method of recording indirect costs at the faculties were collected, the methodology of the itemization of indirect costs as the basis for the next stage (defining the rules for determining the full costs). The refinement of the rules, pilot verification and development of the final Methodology will be completed in 2019 due to the difficulty level of this activity.
4. **Irrelevant** – The problematic area of setting up a risk monitoring system to make major investments (an efficient assessment of investment plans as to their rate of return/sustainability) will be solved, according to the schedule, within sub-activity DA1.1 Effective Management Principles (Infrastructure) in the upcoming years. In 2018, the Analytical and Design Documentation for Asset Management was completed, and work on Methodological and Process Documentation (a description of processes and competencies in asset management, including process documentation templates), is continuing.
5. **Achieved** – In 2018, unused forms of procurement - a dynamic purchasing system - were introduced for a number of commodities at the USB (furniture, laboratory supplies, IT hardware).
6. **Achieved** – In 2018, performance indicators of the USB Strategic Plan were updated and evaluated by the University management and its constituent parts. The University management pays great attention to the budget methodology and cohesion mechanisms. The USB methodology in terms of allocating institutional funds was prepared in such a way that a significant part consists of a set of performance indicators that take into account not only internal requirements for motivating performance and quality, but also indicators affecting the budget of the USB (the indicators used by the MEYS).
7. **Achieved** – The academic staff and researchers are regularly evaluated on the basis of their results. Due to the implementation of the Academic Staff Evaluation system, completed in 2018, the evaluation of research activities is more objective. For example, the FFPW is now being evaluated twice a year and their performance premium is adjusted based on those evaluations. Emphasis is also placed on the knowledge and technology transfer into practice and the creation of practical outputs.

Sources of funding Operational programmes, the institutional plan, institutional resources, the University's own resources

Responsibility Rector, Dean, Bursar, Vice-Rector for Science, Vice-Rector for Internal Evaluations

PEOPLE

Objective 5.5 Personnel policy

Our performance in 2018

1. **Achieved** – The FFPW developed the Faculty Development Strategy until 2024 (Development of Human Resources). Every year there is an update based on development in this area - every year the faculty evaluates staffing in all positions and defines the perspectives of human resource management for the upcoming years at the faculty management level. At the Faculty of Economics, R&D and pedagogical activities were evaluated for the FE staff individually (in accordance with OD 138/2018) and the measures were discussed with the heads of departments. This problematic area is also resolved at the university-wide level within the projects entitled "USB Development - ESF" and "USB Development - Capacities for R&D".
2. **Achieved** – The university-wide projects entitled "USB Development - ESF" and "USB Development - Capacities for R&D" contribute systematically to addressing the issue of the staff policy stabilization program. The projects entitled "USB Development - International mobilities" and "USB Development - International mobilities - MSCA-IF" provide for short-term stabilization for selected employees of some faculties. The FFPW is very active in this field, as they actively seek high-quality human resources in the Czech Republic and abroad and try to use all possible grant titles allowing them to offer adequate salaries, further promote the positions, and offer adequate benefits and facilities. The FSc regularly allocates funds from the budget to provide for a two-year postdoctoral position.
3. **Achieved** – The faculties continuously evaluate the age structure of employees and analyse personnel capacities. Postdoctoral positions at constituent parts are supported. The FFPW focuses on supporting young and talented employees. An evaluation of the age structure and care for the generation continuum is the subject of activities within the university-wide systemic project entitled "USB Development - ESF!, DA 1.1, sub-part "People".
4. **Achieved** – The concept of further training and education of employees has been solved on a long-term basis at the university level within the project entitled "USB Development - ESF" and the Institutional Plan (the concept of training and education of employees in the area of developing pedagogical competencies; the concept of language education). Employees of all constituent parts can take part in courses facilitated by the Lifelong Learning Centre, while the FHSS is also developing its own system of support for the further training and education of employees.

Sources of funding Operational programmes, the institutional plan, institutional resources, the University's own resources, special-purpose funds outside of R&D

Responsibility Rector, Dean, Vice-Rector for Student Affairs



Objective 5.6 Employee incentive scheme

Our performance in 2018

1. **Achieved** – An Academic Staff Evaluation was implemented across the whole USB (the implementation was completed in 2018). The evaluation of other, i.e. non-academic staff was implemented only at the FE and FFPW. The employees are motivated by financial rewards; funds are provided for books, there are rewards for increased professionalism, etc.
2. **Achieved** – Transparent Academic Staff Evaluation and Non-Academic Staff Evaluation systems are used to evaluate employees on the basis of which performance bonuses are officially awarded. Optimization and development of rules for awarding performance bonuses /compensation for all employees is the subject of activities within the university-wide project entitled “USB Development - ESF”, DA 1.1, sub-part “People”.
3. **Achieved** – Faculties and other constituent parts of the USB use the University benefit programme (Collective Agreement, preferential banking services, subsistence allowance, preferential services of the mobile operator, personal sick leave, preferential prices of own services, children’s groups, life-long learning courses, educational and cultural activities). Some faculties also provide benefits beyond the University scope, for example the payment of external language courses, horseback riding courses, the possibility to use sports facilities, cultural and leisure activities for employees and their families, etc.

Sources of funding Operational programmes, the institutional plan, institutional resources (outside the IP), the University’s own resources, special-purpose funds outside of Research and Development

Responsibility Rector, Dean, Vice-Rector for Science

Objective 5.7 Institutional culture

Our performance in 2018

1. **Partially achieved**– Strengthening the employees’ belonging to the University’s vision is implemented through faculty events organized for employees and for the public. The University’s values and the USB vision are also strengthened within the systemic project entitled “USB Development - Capacities for R&D”.
2. **Partially achieved** – In 2018, several different university-wide and faculty employee satisfaction evaluations took place. Some faculties, for instance the FE, FFPW, FSc, FA and FHSS traditionally have a number of programmes for their employees to build a friendly and motivating environment.
3. **Achieved** – The activity of the Ethics Committee is based on existing and newly issued directives on individual ethics issues in science. The task of respecting the USB Code of Ethics has been incorporated into the job descriptions.
4. **Achieved** – In 2018, implementation of the project entitled “USB Development - Capacities for R&D”. The Action Plan, created within the project as a document for obtaining the HR Award includes, inter alia, measures to improve internal communication and access to information/ regulations (USB rules).

Sources of funding Institutional plan, institutional resources

Responsibility Rector, Dean



Objective 5.8 Real estate management and administration

Our performance in 2018

1. **Achieved** – In 2018, a comprehensive analysis of the technical condition of the USB's real assets with pre-set indicators for its evaluation was performed within sub-activity DA1.1 Effective Management Principles (area of Infrastructure) under the "USB Development - ESF project". Based on this system, it will be possible to continue to periodically detect changes in the technical condition of the USB's assets.
2. **Achieved** – Cooperation with an external company in the field of energy management has been started and is developing positively. Discussions were also started on further options for improving energy management with the expectation of significant price increases in this area for 2019. Due to the extensive and diverse infrastructure, the FFPW is again strongly focusing on this topic. The faculty is continuously working on increased labour productivity related to energy management - separate monitoring of costs, grouping of activities, cost reduction, introduction of a data management system - revision, necessity of reinvestment, related costs, etc. (the REVISIO system); a partial internal energy audit is in progress in order to increase the efficiency of the use of input sources.
3. **Irrelevant** – The problematic area of the effectiveness and economy of property management is addressed within sub-activity DA1.1 Effective Management Principles (Infrastructure). In 2018, the Analytical and Design Documentation for Asset Management was completed, and the work on the Methodological and Process Documentation (a description of processes, competencies in asset management, including process documentation templates, continues).

Sources of funding Operational programmes, institutional resources (outside the IP), the University's own resources

Responsibility Rector, Dean, Bursar

Objective 5.9 The development of services and facilities for students and employees

Our performance in 2018

1. **Achieved** – In 2018, renovation of the K1 and K5 residence halls in the USB campus in České Budějovice was completed, thus raising the standard of accommodation. Rooms with a private bathroom (known as the cellular system) are available.
2. **Not achieved** – The investment project related to the modernization of in-facility roads, including parking areas, completely projected for between 2017 and 2018, could not be implemented within the originally planned schedule due to delays in planning proceedings. At the end of 2018, an unexpectedly relevant grant title was announced by the Ministry of Education. In order to be able to obtain resources for funding the activity, the tender was postponed to the beginning of 2019. Thus the implementation is scheduled for 2019.
3. **Achieved** – The FT USB Children's Club was established in 2017 and it has been in operation since then.
4. **Achieved** – The renovation of the physical education pavilion was completed. Preparations for the modernization of the USB stadium are underway as part of the new programme entitled "Reproduction of the High School Property" within the purview of the MEYS.
5. **Achieved** – In 2018, the new RH&C USB website was launched, which fully meets the needs of the students, employees and the public. During 2018, the Academic Library acquired new AV technology, PCs and scanners from the funds of the "USB Development-ERDF" project.
6. **Achieved** – An analysis of the current condition of the set of USB buildings was made in terms of their accessibility and measures were proposed for the preparation of the first stage of implementing these measures within the planned project under the OP RDE "USB Development - ERDF II" for which documents were prepared during 2018 (filing date March 2019).

Sources of funding Institutional resources (outside the IP), the University's own resources

Responsibility Rector, Dean, Bursar, Vice-Rector for Student Affairs

Objective 5.10 The implementation of an investment strategy

Our performance in 2018

1. **Achieved** – In 2018, the development, completion, modernization and renewal of educational and research space capacities in accordance with the investment strategy were fulfilled through the following actions or their postponed implementation: the construction of a simulation centre for medical fields of the FHSS USB, the SLNO within the OP RDE project was started; two sub-parts of the project entitled "USB Development - ERDF" - modernization of rooms at the FE and FE_d were implemented; project preparation for the combined planning and building proceedings for the USB Aula building was completed, the 4th stage of the FE USB - K400 building renovation was completed; project documentation for the "USB-FA-Chemistry Pavilion" project was prepared at the documentation level for the removal of construction (the existing unsatisfactory building on whose site the pavilion will be built; and the documentation for zoning proceedings was prepared. The FFPW USB built an aquaponic hall in České Budějovice, an RAS for breeding sturgeons in Vodňany, and new laboratories in the attic of the experimental unit in Vodňany. In addition, the newly built infrastructure in Vodňany, České Budějovice and Nové Hradky was technically improved, the fleet was renewed and land was purchased. The investment plan for the renovation of the Na Mlýnské stoce Building, which will be used by FT, was updated, including plans to renovate the existing building leased by the FT.

2. **Achieved** – In 2018, the development and innovation of educational and research facilities and equipment were fulfilled primarily through the project entitled “USB Development – Study Environment”, which resulted in a very significant modernization of all USB faculties, worth CZK 65 million.
3. **Achieved** – All faculties implemented minor renovation projects, and made necessary repairs and improvements to property, depending on their financial capacities. THE FFPW made repairs to experimental facilities, both laboratory and experimental ponds and recirculation systems used for fish breeding. At the FA, the administrative building was renovated to accommodate the needs of the Museum of Brewing; the projects included the renovation of the parking area, renovation of the horse stables and repairs being made to the fencing of the exterior riding stables. A day room for LLL students was established at the FEed USB.

Sources of funding Operational programmes, the institutional plan, financing from MEYS programmes, the University's own resources

Responsibility Rector, Dean, Bursar

Objective 5.11 Information technology and systems

Our performance in 2018

1. **Achieved** – In the field of support for educational activities, an audit of the current state of information technologies and systems was made, in particular in relation to online education (eKnihovna, LMS Moodle) and LLL (IS Verso). As a part of the implementation of the GDPR Regulation, the processing of personal data at the USB was analysed and a register was created which is accessible to registry administrators and the Personal Data Protection Officer. At the same time, processes were established to update it. The fulfilment of the Strategy for the Development of ICT Services at the USB was continuously monitored and managed by the ICT Board.
2. **Achieved** – Last year, the central USB Moodle server (elearning.jcu.cz portal) was upgraded and modified and the portal USB eKnihovna (jcu.publi.cz) was launched. The Periodic Training and Notifications modules were implemented in LMS Moodle, the USB Publishing System was put into operation and handed over to the AC USB.
3. **Achieved** – For the needs of developing support needed for distance forms of study, especially for the needs of combined forms of study, the lifelong learning programme, internal staff development, etc., the LMS Moodle system (portal elearning.jcu.cz) was innovated and the USB eKnihovna portal (jcu.publi.cz) was launched.
4. **Achieved** – Extension of applications, systems and document templates in bilingual versions is implemented within the key activity KA5 entitled “Systemic Development of Internationalization” within the “USB Development - ESF” project. In 2018, a number of documents, forms and website content was translated. This activity will continue in the upcoming years.
5. **Achieved** – A data repository for data backups at the Rector's Office was expanded and due to the FR CESNET project, the construction of a distributed Ceph repository has started.
6. **Achieved** – In 2018, adjustments were made to the IDM (workflow modifications, identity deletions, etc.); EGJE-IDM interface modification, application for the Support Centre for Students with Specific Needs was implemented, e-approval was extended to the FFPW, FT, FHSS and FEed; the use of the Academic Staff Evaluation system was extended to the FA USB, an Assets module was implemented; the Requests module was modified; various modifications were made in the iFIS application and in its modules (GDPR requirements, iFIS/Administrator functionalities were extended; modifications in reporting were made; harmonization with eGOVERNMENT services was done; and also modifications in File Services, Invoice approvals for multi-source orders, as well as adjustments to overlapping of electronic and paper invoice approvals, etc. The USB Institute for International Relationships started to prepare for the digitization of mobilities within the new period of the Erasmus+ programme, known as Erasmus without papers. Starting in 2019, an electronic system called the Online Learning Agreement will be introduced at the USB. A new website of the RH&C was launched which will serve as a service portal for students, employees and the public. A new payment system was introduced using bank cards at all RH&Cs. The quality of the personal data of the users of the services provided by the Academic Library has been improved due to the introduction of control algorithms when transferring data from the IDM to the library system.
7. **Achieved** – In accordance with the needs and current trends, new servers were put into operation (1 db server at the Rector's Office, 2 virtualization servers at the FE), 3 camera servers were modernized and servers were upgraded at the FEed and FE. A backup cooling system was installed in the S2 Rector's Office server room and new air conditioning systems were installed at the FE and FEed server rooms. Within the USB main network, a new VTP - FA J optical line was built. Three main switches, two 10Gb virtualization cluster switches and two Gb switches were put into operation at the FEed. The USB Wi-Fi network was strengthened by another central Wi-Fi controller and 32 access point licenses.
8. **Achieved** – The Declaration of the University of South Bohemia in České Budějovice on the protection of personal data was made, defining the concepts of the protection of data, the principles of processing, the rights and obligations of the data subject, PD Administrator and PD Processor. A Data Protection Officer was appointed. The Rector's Ordinance on Personal Data Protection was issued. Key employees were trained. The Academic Library reviewed the handling of personal data and the Processing Register was created.

Sources of funding Operational programmes, the institutional plan, institutional resources (outside the IP), the University's own resources

Responsibility Rector, Vice-Rector for Science, Vice-Rector for Student Affairs

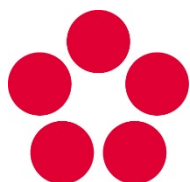
Conclusion

The above list represents the fulfilment of the most important planned USB's activities and tasks in 2018 with a direct link to the Plan for Implementation of the USB Strategic Plan for 2018. In addition to these activities, the implementation of other specific activities to achieve the objectives was planned, but these are reflected in the plans for the implementation of strategic plans of the faculties and of the faculty annual activity reports. Concrete values and thematic descriptions are included in the related text and table annexes to the 2018 Annual Activity Report.

All activities aimed at the gradual fulfilment of the vision, mission and activities of our University continuously and flexibly responded to both internal and external influences. The University's priority was to develop its position on the national, European and global scales.

Annexes

- 1** Text attachment to the 2018 Annual Activity Report of the University of South Bohemia
- 2** Tables to the 2018 Annual Activity Report of the University of South Bohemia
- 3** List of Acronyms



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

The 2018 Annual Activity Report

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1 BASIC INFORMATION ABOUT THE USB

1.1 Contact details

Pursuant to Act No. 111/1998 Coll., on Higher Education Institutions and on Amendment to Other Acts, as amended, (hereinafter the Act), the University of South Bohemia in České Budějovice (hereinafter referred to as the USB) is a university public higher education institution. The contact details of the university and its faculties, units (pursuant to Section 22 (1) (c) of the Act) and special-purpose facilities (pursuant to Section 22 (1) (d) of the Act) are provided below.

Contact details of the university and faculties

Name	Acronym	Contact address	www
University of South Bohemia in České Budějovice	USB	Branišovská 1645/31a 370 05 České Budějovice	www.jcu.cz
USB Faculty of Economics	FE USB	Studentská 13 370 05 České Budějovice	www.ef.jcu.cz
USB Faculty of Arts	FoA USB	Branišovská 1645/31a 370 05 České Budějovice	www.ff.jcu.cz
USB Faculty of Education	FEd USB	Jeronýmova 10 371 15 České Budějovice	www.pf.jcu.cz
USB Faculty of Science	FSc USB	Branišovská 1760 370 05 České Budějovice	www.prf.jcu.cz
USB Faculty of Fisheries and the Protection of Waters	FFPW USB	Zátiší 728/II 389 25 Vodňany	www.frov.jcu.cz
USB Faculty of Theology	FT USB	Kněžská 8 370 01 České Budějovice	www.tf.jcu.cz
USB Faculty of Health and Social Sciences	FHSS USB	J. Boreckého 1167/27 370 11 České Budějovice	www.zsf.jcu.cz
USB Faculty of Agriculture	FA USB	Studentská 1668 370 05 České Budějovice	www.zf.jcu.cz

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

Name	Acronym	Contact address	www
USB Academic Library	AC USB	Branišovská 1646/31b 370 05 České Budějovice	www.lib.jcu.cz
USB British Centre	BC USB	Krajinská 2 370 01 České Budějovice	www.britskecentrum.cz
USB Information Technology Centre	ITC USB	Branišovská 1645/31a 370 05 České Budějovice	www.jcu.cz/ o-univerzite/organizacni- struktura/rectors_office/cit/
USB Goethe Centre	GC USB	Krajinská 2 370 01 České Budějovice	www.goethecentrum.cz

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

Name	Acronym	Contact address	www
USB residential halls and cafeterias	RH&C	Studentská 800/15 370 05 České Budějovice	kam.jcu.cz
USB Preschool Facility (the Kvítek Children's Group)	Kvítek CG	Šípková 1822/1 370 05 České Budějovice	www.jcu.cz/ o-univerzite/zazemi-a- sluzby/detska-skupina-ju

For more information about the University of South Bohemia, its faculties and other units, refer to the web portal of the University of South Bohemia¹, the official university website, social media Facebook², Twitter³ or LinkedIn⁴, or the internet server YouTube⁵, where the university has its channel. Interesting photographs capturing the events at the University of South Bohemia can also be found in the Instagram application⁶, intended for sharing photographs. Information about current affairs at the University of South Bohemia is also available in the Journal of the University of South Bohemia, published quarterly with circulation of 5 000. The Journal brings news, interviews and stories from all faculties of the University of South Bohemia. In regular sections it presents students, teachers and graduates of the university. In addition to the printed version, the Journal is also available in digital format⁷. A selection of news, articles and reports covering events at the University of South Bohemia is available in the media archive⁸. Further information not only about current events at the University of South Bohemia, but also about the planned new developments, events and measures are also included in informal meetings of the Rector of the University of South Bohemia with the academia, called "Ask the Rector". In addition, these informal meetings are a good opportunity to ask questions or draw attention to the topics that the members of the academia find important. Furthermore, to improve the communication between the university management and the university public, "Rector's Blog"⁹ was established in 2018. Furthermore, in the same year the University of South Bohemia became a part of "Universitas"¹⁰ digital journal, which is a joint project of twenty Czech higher education institutions. This journal provides up-to-date information on activities in the field of education, science and research, as well as notes and opinions of experts from various fields of science. The Universitas also has the ambition to become a discussion platform for the hot issues that science and Czech higher education are currently struggling with, such as the evaluation of science, the topic of school quality, the position of PhD students, and so on. An exclusive partner of the journal is the British Times Higher Education. Within the Universitas portal, the University of South Bohemia has already published two articles and some other are being prepared. Since 2018, current events at the University of South Bohemia can be watched within the newly established Independent Student Television (NSTV)¹¹ operated by students of the University of South Bohemia.

There is also a continuously innovated collection of clothing and other university promotional items¹² for students, employees and supporters of the University, available for purchase at the college textbook shop in the building of the USB Academic Library.

¹ <https://www.jcu.cz>

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

³ <https://twitter.com/jihoceskaUni>

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

⁵ https://www.youtube.com/results?search_query=jiho%C4%8Desk%C3%A1+univerzita

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

⁷ http://issuu.com/jihoceska_univerzita

⁸ <http://www.jcu.cz/o-univerzite/media-a-propagace/univerzita-v-mediich>

⁹ <http://jclublog.noomilabs.cz/>

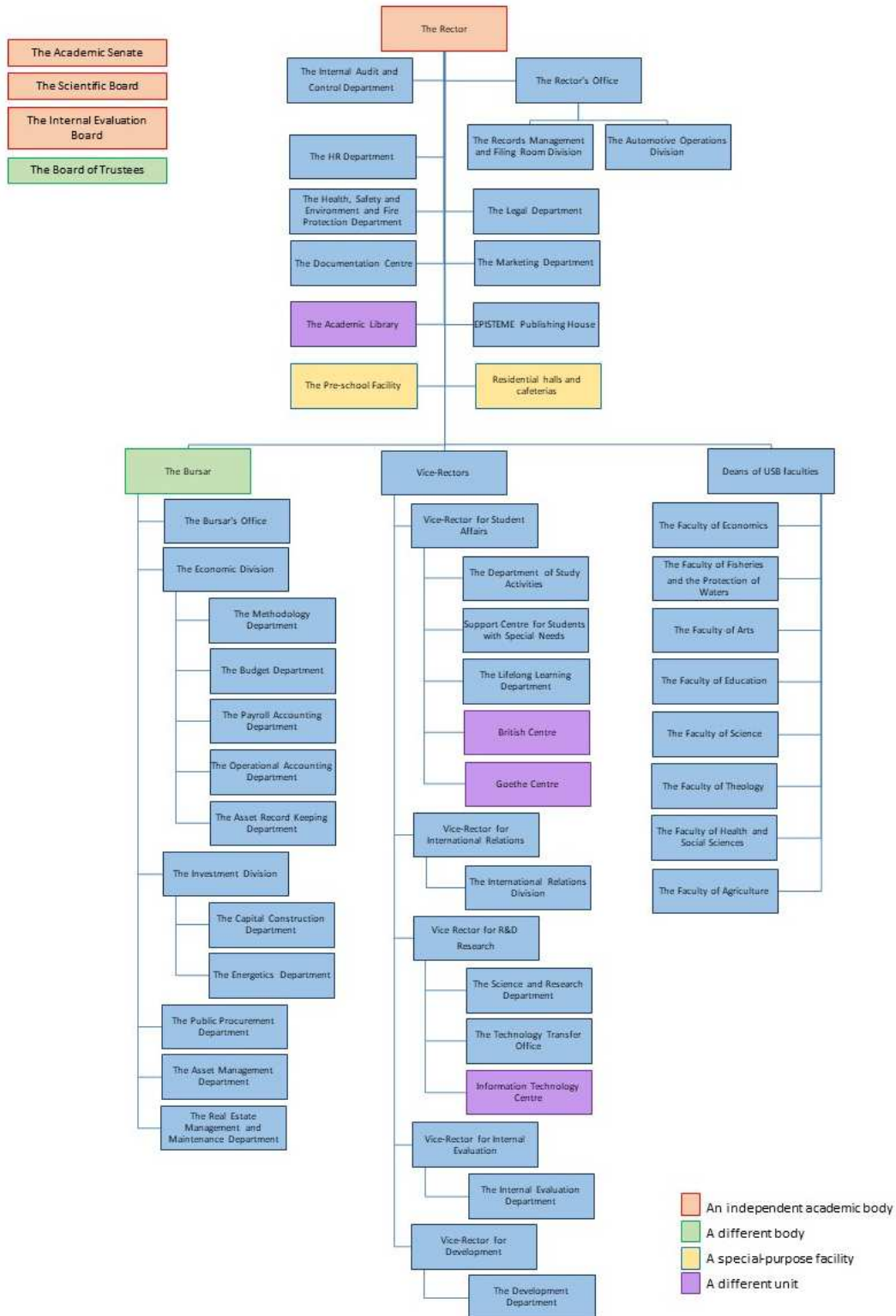
¹⁰ <http://www.jcu.cz/o-univerzite/universitas-magazin-vysokych-skol-1/universitas-magazin-vysokych-skol>

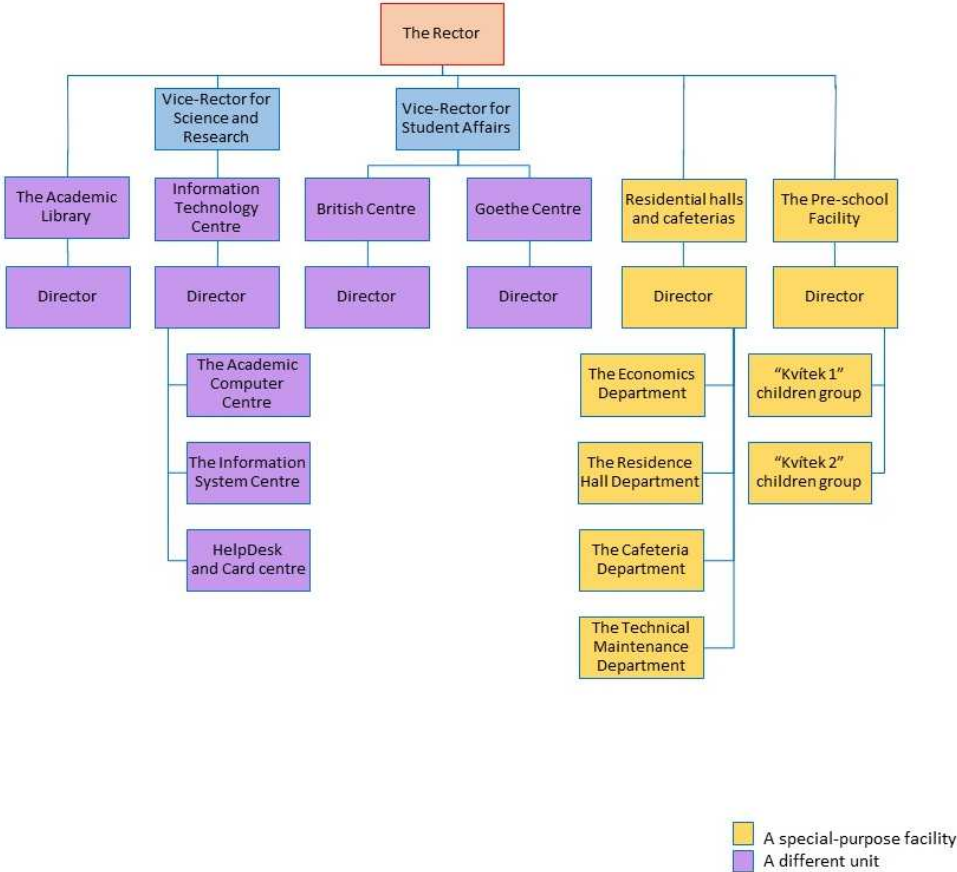
¹¹ <https://www.youtube.com/channel/UCyu1892xXL4Ouj33S51FIA>

¹² <http://www.jcu.cz/o-univerzite/media-a-propagace/propagacni-predmety/katalog>

1.2 Organization chart of the USB

In accordance with Article 14 (2) of the Statute of the University of South Bohemia, with effect from 1 February 2018, the new USB Organizational Rules were issued as the USB Rector's Ordinance R 375, including the definition of organizational ties of management relationships to the parts of the University of South Bohemia that are not faculties, and of the organizational structures of the parts of the University of South Bohemia that are not faculties.





1.3 Bodies of the USB

1.3.1 USB Management

The USB management in 2018

Rector	doc. Tomáš Machula, Ph.D., Th.D.
Vice-Rectors	
Vice-Rector for Studies	PaedDr. Petr Bauman, Ph.D.
Vice-Rector for Science and Research	prof. RNDr. Tomáš Polívka, Ph.D.
Vice-Rector for International Relations	doc. PaedDr. Radka Závodská, Ph.D.
Vice-Rector for Development	prof. RNDr. Jan Zrzavý, CSc.
Vice-Rector for Internal Evaluations	prof. PhDr. Bohumil Jiroušek, Dr.
Bursar	Ing. Hana Kropáčková

After the discussion in the USB Academic Senate (on 16 January 2018), with effect from 1 February 2018, the post of the Vice-Rector for Development was established, to which Prof. Dr. Jan Zrzavý M.A. was appointed. As of the same date, the existing post of the Vice-Rector for Development and Internal Assessment was changed to the Vice-Rector for Internal Evaluations.

1.3.2 Deans of USB faculties

The Deans of USB faculties in 2018

USB Faculty of Economics	doc. Ing. Ladislav Rolínek, Ph.D.
USB Faculty of Arts	prof. PaedDr. Vladimír Papoušek, CSc.
USB Faculty of Education	Mgr. Michal Vančura, Ph.D. (by 31 August 2018) doc. RNDr. Helena Koldová, Ph.D. (from 1 September 2018)
USB Faculty of Science	prof. RNDr. František Vácha, Ph.D.
USB Faculty of Fisheries and the Protection of Waters	prof. Ing. Pavel Kozák, Ph.D.
USB Faculty of Theology	doc. ThDr. Rudolf Svoboda, Th.D.
USB Faculty of Health and Social Sciences	prof. PhDr. Valérie Tóthová, Ph.D.
USB Faculty of Agriculture	prof. Ing. Miloslav Šoch, CSc., dr. h. c.

In February 2018, the Dean election was held at the **USB Faculty of Education**. Assoc. Prof. Dr. Helena Koldová, Ph.D. became the Dean for the next four years (from 1 September 2018 to 31 August 2022), replacing the existing Dean Michal Vančura M.A., Ph.D., the head of the faculty for two periods. In 2018, the election for the post of Dean at the Faculty of Economics, Faculty of Arts, Faculty of Science and Faculty of Health and Social Sciences of the USB took place. The appointment of the newly elected Deans of those faculties took place in 2019¹³.

1.3.3 Directors of university units and special-purpose facilities at the USB

The directors of university units and special-purpose facilities at the USB in 2018

USB Academic Library	Ing. Helena Vorlová (from 1 January 2018)
USB British Centre	PhDr. Ivana Šamalíková
USB Information Technology Centre	RNDr. Josef Milota
USB Goethe Centre	Mgr. Lucie Trnková
USB residential halls and cafeterias	Ing. Ivan Hájek
USB Preschool Facility (the Kvítek Children's Group)	Bc. Magdalena Dušáková

¹³ Assoc. Prof. Dr. Eng. Dagmar Škodová Parmová was appointed the new Dean of the USB Faculty of Economics for the period from 1 March 2019 to 28 February 2023; PhDr. Ondřej Pešek, Ph.D. was appointed the new Dean of the USB Faculty of Arts for the period from 25 January 2019 to 24 January 2023; Prof. Eng. Hana Šantrůčková, M.Sc. was appointed the new Dean of the USB Faculty of Science for the period from 1 April 2019 to 31 March 2023; and Ivana Chloubová, M.A. Ph.D. was appointed the new Dean of the USB Faculty of Health and Social Sciences for the period from 1 February 2019 to 31 January 2023.

With effect from 1 January 2018, Eng. Helena Vorlová was appointed the new Director of the USB Academic Library, replacing PhDr. Helena Landová, the previous Director working at that post for a long time.

1.3.4 USB Board of Trustees

The USB Board of Trustees in 2018

Chairperson	
Mgr. Ing. Miroslav Šimek	Deputy Director and Head of the Department of State Property Transfer, Regional Land Office for the South Bohemian Region, České Budějovice
Vice-Chairpersons	
Ing. Jiří Boček	former Director of Budějovický Budvar, n. p.
Ing. Jan Kubeš	Director and owner of BELIS+ s. r. o., České Budějovice
Members	
RNDr. Vladimír Brablec	Director of the Department of Employment of the Regional Branch of the Employment Office CR in České Budějovice
JUDr. Petr Dušek	Former Regional Prosecuting Attorney, Regional Prosecutor's Office in České Budějovice
Ing. Pavel Fantyš	Section Director, Tax Office for the South Bohemian Region, local unit in Prachatice
PhDr. et Mgr. Robert Huneš	Director of the St. Jan N. Neumann Hospice, o.p.s., Prachatice
Ing. Jan Hůda, Ph.D.	Chair of the Board of Directors Fishery Třeboň Hld. a. s.
MUDr. Jaroslav Novák, MBA	1st Vice-Chairman of the Board of Directors, Deputy CEO and Director of the Section of Other Health Care Branches in the České Budějovice Hospital, a. s.
Mgr. Antonín Sekyrka	Principal of Gymnázium secondary school Česká 64, České Budějovice
Ing. František Štangl	Director of the South Bohemian Museum in České Budějovice
Ing. Jaromír Talíř	Chairperson of the Financial Committee of the Municipal Council of České Budějovice

As to 31 July 2018, the six-year-long function period in the USB Board of Directors expired for Jaroslav Novák, M.D., MBA, 1st Vice-Chairman of the Board Directors, Deputy CEO and Director of Other Health Care Branches in the České Budějovice Hospital, a. s. Following from the USB Rector's proposal, the Minister of Education, Youth and Sports has appointed Jaroslav Novák, M.D. MBA the member of the USB Board of Directors for the following period, with effect from 1 August 2018.

In 2018, four regular meetings of the USB Board of Directors took place (52nd through 55th) and four per rollam voting sessions were held, during which a total of 15 so-called prior written consents of the USB Board of Directors were issued (426th through 440th). Brief summaries of the most important items of regular meetings of the Board of Directors are available on the website of the University of South Bohemia¹⁴.

A general overview of the prior written consents of the USB Board of Directors issued in 2018

	The number of the consents of the particular type
The types of the prior written consents of the USB Board of Directors issued in 2018	
A letter of intent on the establishment of the right of easement - servitude related to the buried service on the USB's land	4
Contract of the establishment of the right of easement - servitude related to buried service on the USB's land	2
Contract for the sale of immovable property owned by the USB	1
The contract on the acquisition of immovable property into the ownership of the USB against payment	6
Acquisition of immovable property into the ownership of the USB within the winding-up of the estate	2
Total	15

¹⁴ http://www.jcu.cz/o-univerzite/organizacni-struktura/board_of_trustees/zpravy

The detailed overview of the prior written consents of the USB Board of Directors issued in 2018

Number of the consent	Description	Date Issue
426	The conclusion of a purchase contract regulating the conditions of purchase of immovable property into the ownership of the USB, from Eng. Josef Marek – co-ownership share in the amount of ideal ½ on the land plot No. 1296/16 in the cadastral unit České Budějovice 2.	21. 3. 2018
427	The conclusion of a purchase contract regulating the conditions of the purchase of the immovable property into the ownership of the USB, from Jan Boček and Jan a Věra Boček – the land plot No. 714/13 in the cadastral unit Boršov nad Vltavou.	21. 3. 2018
428	A letter of intent on the establishment of the easement – servitude related to the buried service on the USB's land – land plot No. 1961/2 in the cadastral unit České Budějovice 2, for the implementation of the "ČB – zahrádka Švábák, K/1959/2, Sypal, NN" construction project. The party to be entitled in the future, in terms of the easement, is the company E.ON Distribuce, a.s.	21. 3. 2018
429	The contract for the establishment of the easement – servitude related to the buried service on the USB's land – land plot No. 1929/10 in the cadastral unit České Budějovice 2, for the implementation of the construction of the rainwater and sewage systems built as a part of the "ZTV Na Sádkách" construction project. The party to be entitled in the future, in terms of the easement, is the Statutory City of České Budějovice; another party in the Contract and the investor of the construction project of the rainwater and sewage systems is Eng. Martin Bica.	21. 3. 2018
430	Acquisition of immovable property into the ownership of the USB, from Margit Králová against payment – ideal co-ownership share at amount of 1/9 of the set of the immovable property in the cadastral unit Vodňany. The Contract includes the following immovable properties: land plots No. 300/58, 300/72, 300/73, 300/74, 300/76, 300/80, 300/85, 300/87, 300/95, 300/161, 300/162, 300/163, 300/164, 300/165 and 1167/9.	18. 6. 2018
431	A letter of intent of the establishment of the easement – servitude related to the buried service on the USB's land – land plots No. 1297/3 and 1297/4 in the cadastral unit České Budějovice 2, for the implementation of the "ČB, Na Zlaté stoce, BD Zlatý roh" construction project; or NN" if needed. The party to be entitled in the future, in terms of the easement, is the company E.ON Distribuce, a.s.	18. 6. 2018
432	The Contract for the establishment of the easement – servitude related to the buried service on the USB's land – land plots No. 212/34, 212/40, 212/42, 251/22 and 255/4 in the cadastral unit České Vrbné, for the implementation of the "D149 Tepelný napáječ ETE - České Budějovice" construction project. The party entitled, in terms of the easement, is the company ČEZ, a.s.; another party, the tenant farmer of the said lands, is the company ZD Krásná Hora nad Vltavou, a.s.	18. 6. 2018
433	The conclusion of a purchase contract regulating the condition of the purchase of the immovable property owned by the USB, to the South Bohemian Region, through the Správa a údržba silnic Jihočeského kraje – the parts of the land plot No. 3402/30 in the cadastral unit Hněvkovice u Týna nad Vltavou newly separated by the GP as the land plots No. 3402/33 and No. 3402/34.	3. 10. 2018
434	The conclusion of a purchase contract regulating the conditions of the purchase of the immovable property into the ownership of the USB, from Eng. Jiří Kroneisl – the land plot No. 540/4 in the cadastral unit Haklovy Dvory.	3. 10. 2018
435	The conclusion of a purchase contract regulating the conditions of the purchase of the immovable property into the ownership of the USB, from Michaela Křížová – the land plot No. 437/1 in the cadastral unit Haklovy Dvory.	3. 10. 2018
436	Acquisition of immovable property into the ownership of the USB, within the winding-up of the estate of the deceased Tomáš Dvořák – ideal co-ownership share in the amount of 77/576 on the land plot No. 1167/11 in the cadastral unit Vodňany.	3. 10. 2018
437	The conclusion of a purchase contract regulating the conditions of the purchase of the immovable property into the ownership of the USB, from Mr and Mrs Eng. Julius Szabó and Alžběta Szabó – the land slot No. 631, built-up area and courtyard with an area of 146 m ² in the cadastral unit Vodňany, which includes another building without the building registration number.	5. 12. 2018
438	<p>Acquisition of entire immovable property registered by the title deeds LV 1834 for the municipality of Týn nad Vltavou, in the cadastral unit Týn nad Vltavou within the inheritance of the estate of the deceased Vladimír Hajduk. The subject of inheritance includes the following immovable property:</p> <ul style="list-style-type: none"> • The building site No. 643, built-up area and courtyard with an area 116 m²; the land plot includes the family house No. 664, which was built by the reconstruction of the original barn, still mentioned as the agricultural building without the registration number. • The land plot No. 186/2 permanent grass growth of 212 m²; actually a "yard" with small accessory buildings. • The land plot No. 186/3 arable land of 1 976 m²; actually a pasture with sheds for sheep. • The land plot No. 186/4 arable land of 388 m²; and No. 186/6 arable land of 619 m²; actually grass areas of the "garden" creating a functioning unit with the family house No. 664. 	5. 12. 2018

Number of the consent	Description	Date Issue
439	A letter of intent of the establishment of the easement – servitude related to the buried service on the USB's land – land plot No. 1378/1 in the cadastral unit České Budějovice 2, for the implementation of the "SEK České Budějovice – Na Zlaté stoce" construction project. The party to be entitled in the future, in terms of the easement, is the company UPC Česká republika, s.r.o.	5. 12. 2018
440	A letter of intent on the establishment of the easement – servitude related to the buried service on the USB's land – land plots No. 1299/8, 1299/6, 1299/1, 1299/4, 1293/1, 1298, 1296/1 and 1297/1 in the cadastral unit České Budějovice 2, for the implementation of the "ČB, JČU – Kampus výměna VN kabelu" construction project. The party to be entitled in the future, in terms of the easement, is the company E.ON Distribuce, a.s.	5. 12. 2018

1.3.5 USB Scientific Board

The USB Scientific Board in 2018

Chairperson	
doc. Tomáš Machula, Ph.D., Th.D.	USB Rector
Internal members	
PaedDr. Petr Bauman, Ph.D.	USB Faculty of Theology
prof. MUDr. Mgr. Alan Bulava, Ph.D.	USB Faculty of Health and Social Sciences
doc. Ing. MgA. David Boukal, Ph.D.	USB Faculty of Science
prof. PhDr. Václav Bůžek, CSc.	USB Faculty of Arts
prof. Ing. Martin Flajšhans, Dr.rer.agr.	USB Faculty of Fisheries and the Protection of Waters
prof. RNDr. Libor Grubhoffer, CSc., Hon. D.Sc.	USB Faculty of Science; Biological Centre AS CR, v. v. i., České Budějovice
prof. PhDr. Alena Jaklová, CSc.	USB Faculty of Arts
prof. PhDr. Bohumil Jiroušek, Dr.	USB Faculty of Arts
doc. RNDr. Jan Kaštovský, Ph.D.	USB Faculty of Science
prof. Ing. Pavel Kozák, Ph.D.	USB Faculty of Fisheries and the Protection of Waters
prof. Ing. Martin Křížek, CSc.	USB Faculty of Agriculture
doc. PhDr. Miloslav Lapka, CSc.	USB Faculty of Economics
prof. Ing. Otomar Linhart, DrSc.	USB Faculty of Fisheries and the Protection of Waters
doc. Ing. Miroslav Maršálek, CSc.	USB Faculty of Agriculture
prof. PaedDr. Vladimír Papoušek, CSc.	USB Faculty of Arts
prof. RNDr. Tomáš Polívka, Ph.D.	USB Faculty of Science
doc. RNDr. Ing. Josef Rajchard, Ph.D.	USB Faculty of Agriculture
doc. Ing. Ladislav Rolínek, Ph.D.	USB Faculty of Economics
doc. ThDr. Rudolf Svoboda, Ph.D.	USB Faculty of Theology
prof. Ing. Miloslav Šimek, CSc.	USB Faculty of Science; Biological Centre AS CR, v. v. i., České Budějovice
prof. Ing. Miloslav Šoch, CSc., dr. h. c.	USB Faculty of Agriculture
prof. PhDr. Valérie Tóthová, Ph.D.	USB Faculty of Health and Social Sciences
prof. PhDr. Dalibor Tureček, CSc., DSc.	USB Faculty of Arts
doc. Mgr. et Mgr. Jitka Vacková, Ph.D.	USB Faculty of Health and Social Sciences
Mgr. Michal Vančura, Ph.D.	USB Faculty of Education
prof. RNDr. František Vácha, Ph.D.	USB Faculty of Science
doc. RNDr. Radka Závodská, Ph.D.	USB Faculty of Education
External members	
prof. Ing. Jiří Balík, CSc.	Czech University of Life Sciences in Prague
doc. RNDr. Ivan Čepička, Ph.D.	Charles University in Prague
prof. RNDr. Bohuslav Gaš, CSc.	Charles University in Prague
prof. RNDr. Tomáš Herben, CSc.	Institute of Botany of the Czech Academy of Sciences, v. v. i., Průhonice; Charles University in Prague
doc. Dr. RNDr. Miroslav Holeček	University of West Bohemia in Pilsen
doc. PhDr. Michaela Hrubá, Ph.D.	Jan Evangelista Purkyně University in Ústí nad Labem
prof. PhDr. Darja Jarošová, Ph.D.	University of Ostrava

prof. PhDr. Tomáš Kubíček, Ph.D.	Moravian Library in Brno
prof. Ing. Miroslav Ludwig, CSc.	University of Pardubice
prof. PhLic. Vojtěch Novotný, Th.D.	Charles University in Prague
prof. Ing. Petr Ráb, DrSc., dr. h. c.	The Institute of Animal Physiology and Genetics of the AS CR, v.v.i., Liběchov
doc. Ing. Pavel Ryant, Ph.D.	Mendel University in Brno
prof. MUDr. Jaroslav Slaný, CSc.	University of Trnava, Slovakia
doc. Ing. Zdeněk Tůma, CSc.	KPMG CR; Charles University in Prague
prof. MVDr. Vladimír Večerek, CSc., MBA	University of Veterinary and Pharmaceutical Sciences in Brno
prof. RNDr. Eva Zažímalová, CSc.	Czech Academy of Sciences

In 2018, three regular meetings of the USB Scientific Board and two ceremonial sessions (in June and October 2018) were held at which two honorary degrees of Doctor honoris causa (Dr. h. c.) were awarded. The personalities who were awarded the degrees included: Prof. James Sanford Rikoon, PhD. in the branch of Management and Environmental Sociology (on proposal by the USB Faculty of Economics); and Prof. Jana Picková, PhD. in the branch of Fisheries and Protection of Waters (on proposal by the USB Faculty of Fisheries and the Protection of Waters).

The personalities awarded by the University of South Bohemia in 2018 with the honorary scientific degree (Dr. h. c.)

Prof. James Sanford Rikoon, PhD, from the University of Missouri (UM) is an internationally renowned expert in rural sociology, environmental sociology and socio-economic regional development issues. As an outstanding educator, he has been awarded with the "gold chalk for the best teacher" by the students; and also with the William T. Kemper Fellowship for Teaching Excellence. At present, he is the Dean at the UM College of Human Environmental Sciences. His focus of interest, based on scientific outputs, grants and pedagogical activities, includes the sociology, rural sociology, agricultural economics and regional development. His altruistic cooperation with the USB Faculty of Economics covers the above-mentioned areas and is primarily a source of experience and inspiration for the USB Faculty of Economics in the field of management. From the research and publication perspective, Professor James Sanford Rikoon is a patient editor, reader and critical co-author of many publications. The long-term cooperation with Professor Rikoon brings open opportunities for talented students to break through in top international competition at the UM. Since 1980, Professor James Sanford Rikoon is the author of 6 fiction books, 17 scholarly monographs and 76 scientific articles; in addition, he is the solver in the projects worth more than 13 million dollars.

Prof. Jana Picková, PhD, is an internationally known scientist dealing with the importance of lipids for biological processes, especially the research into aspects of dietary fat composition, the role of fatty acids and their metabolic transformations, the effect of the lipid composition on fish reproduction, the composition, degradation and stability of fish oil, and also the effect of the composition of unique fish fats on the dietary quality of the fish consumed. Her professional career is linked to the Swedish University of Agricultural Sciences in Uppsala, where she built an independent laboratory and gained a solid position at the Department of Molecular Sciences as a part of the strategic project of the Faculty of Natural Resources and Agricultural Sciences. Professor Jana Picková has been an associate of the Research Institute of Fisheries and Hydrobiology, later the USB Faculty of Fisheries and Protection of Waters, for almost 19 years. Mutually beneficial cooperation in the research of fish nutrition and toxicology is developing between the laboratories of the USB Faculty of Fisheries and the Protection of Waters and her laboratory in Uppsala. The results of the cooperation include, inter alia, several international and national projects and nearly 30 published joint papers in professional journals indexed at WoS. In addition, PhD students and post-doctoral students of the USB Faculty of Fisheries and the Protection of Waters were trainees for several months with Prof. Jana Picková.

During its existence, the University of South Bohemia has granted a total of 33 honorary doctorates. The holders are prominent personalities from home and abroad. The awarded are top experts in the field of biology, ecology, literature, history, theology or philosophy.



The Ceremonial Act of Honoris Causa in the Ceremonial Hall of the City Hall in České Budějovice. The awarded Prof. James Sanford Rikoon (left) together with the USB Rector Assoc. Prof. Tomáš Machula (right). Photo: Petr Zikmund.

At the meeting of the USB Scientific Board in May 2018, the Rector of the University of South Bohemia, Assoc. Prof. Tomáš Machula, Ph.D., Th.D., appointed Prof. PhDr. František Man, M.A. the Emeritus Professor of the University of South Bohemia. František Man is one of the key personalities in the development of the Department of Psychology, later the Department of Pedagogy and Psychology at the USB Faculty of Education, where he has been working since 1976. "Emeritus Professor" is an honorary degree that does not constitute the membership in the academic community of the University. Emeritus Professors have the right to participate in scientific research at the University and use its facilities and information technologies for this purpose. Emeritus Professors also have the right to be given the floor at an assembly of members of the academic community.

In 2018, also Rector's Awards for the prestigious scientific publication for 2017 and Rector's Awards for popularization / review work were also awarded at the meeting of the USB Scientific Council. The Rector's Award for the prestigious scientific publication received: Assoc. Prof. PhDr. Marie Ryantová, M.A. (USB Faculty of Arts), for the publication *Konvertita a exulant (Convert and exile) Jiří Holík. Příspěvek k dějinám exilu a problematice konverze v období raného novověku (Contribution to the history of exile and problems of conversion in the period of early modern period)/Der Konvertit und Exulant Georg Holík. Ein Beitrag zur Geschichte des Exils und zur Konversionsproblematik in der Frühen Neuzeit* (humanitarian and linguistic branches); and Prof. Eng. Pavel Kalač, M.Sc. (USB Faculty of Agriculture), for the publication *Effects of Forage Feeding on Milk: Bioactive Compounds and Flavor* (science and agricultural branches degree programmes). Rector's Award for the popularization / review work was awarded to Prof. MUDr. Alan Bulava, M.A. M.D. Ph.D. (USB Faculty of Health and Social Sciences), for the publication *(Cardiology for non-medical health care study programmes)*.

Annotations of the publications awarded with Rector's Award for the prestigious scientific publications and with Rector's Award for the popularization / review work in 2017

Konvertita a exulant Jiří Holík (Convert and exile Jiří Holík). Příspěvek k dějinám exilu a problematice konverze v období raného novověku (Contribution to the history of exile and problems of conversion in the period of early modern period)/Der Konvertit und Exulant Georg Holik. Ein Beitrag zur Geschichte des Exils und zur Konversionsproblematik in der Frühen Neuzeit (original scientific monograph, 2016)

The book presents one of a not very well-known personalities of the 17th century – Jiří Holík (1635–1700/1710?). Although he was born in a Czech non-Catholic family, he became a member of the Dominican Order and could participate in the search for non-Catholic books. The book includes a carefully prepared critical edition of Holík's religious and anti-Catholic writings written in German. The book is also an interesting contribution to the religious history of the Czech lands and Central European region in the early modern period, especially to the history of religious exile from our country in the 17th century, but also to the history of re-catholicization and religious orders. Given the topic of exile and the language of Holík's publications, the introductory study is published in both Czech and German.

Effects of Forage Feeding on Milk: Bioactive Compounds and Flavor (original German monograph - reference book)

Elsevier Publishing House has published a book in the Academie Press series that summarizes the actual knowledge about the effects of the feeding of temperate forage in fresh or preserved condition (silage and hay) on the major biologically active minority substances present in the cow, goat and sheep milk: the fatty acid composition of the butter fat, and the content of vitamins and provitamins, carotenoids, phytoestrogens, mycotoxins and alkaloids. The scientific publication deals primarily with environmental and technological factors influencing the content and the changes of biologically active substances in the forage - animal - milk chain. Such an approach has so far been lacking in the scientific literature. An important contribution of this book is the seen in the quality critical connection of the individual thematic units.

Cardiology for non-medical health service branches (university textbook)

The uniqueness of this book lies mainly in the fact that it tries to present the cardiology to nurses and other non-medical professions aptly and understandably. The textbook aims to help non-medical staff working in cardio-centres or cardiology departments to quickly get acquainted with complex and complicated cardiology issues. It provides general information about the anatomy and physiology of the cardiovascular system, about examination methods in the cardiology, and about the diseases that cardiologists encounter in their daily practice. It does not declare exhaustive information, but provides a brief, concise, memorable and readable overview of what is common and available in the cardiology in the clinical practice today.

In 2018, the USB Scientific Board was also actively involved in the tasks set by the amendment to the Higher Education Act. In accordance with this amendment, the USB Scientific Board discussed the Report on internal quality evaluation of the educational, creative and related activities at the USB and approved the intent to apply for the institutional accreditation in a total of nine fields of education. The USB Scientific Board also approved the intents to apply for accreditation of habilitation procedures and the procedure for the appointment of professors from the USB Faculty of Arts (fields: Bohemian History and Theory and History of Modern Czech Literature); the USB Faculty of Science (fields: Botany, Ecology, Animal Physiology, Plant Physiology, Hydrobiology, Zoology, Parasitology and Molecular and Cellular Biology and Genetics) and the USB Faculty of Health and Social Sciences (field: Nursing).

In 2018 the Scientific Board also approved the Draft Methodology for the Selection of Postdoctoral Positions. Following from this methodology, it approved granting of two other so-called university-wide post-doctoral positions, one in science and agriculture and one in humanities and social and economic fields. The postdoctoral position is granted for 24 months with the assumption that the selected postdoctoral employee at the University of South Bohemia begins working at that post usually at the beginning of the calendar year following the year in which the selection of the applicants for this position was made by the USB Scientific Board. For the minutes of regular meetings of the USB Scientific Board, refer to the website of the University of South Bohemia¹⁵.

1.3.6 USB Academic Senate

The USB Academic Senate in 2018

Chairperson	PhDr. Iva Žlábková, Ph.D.
Vice-Chair of the Chamber of Academic Staff	JUDr. Rudolf Hrubý
Vice-Chair of the Student Chamber	Eliška Havlová (until 1 November 2018 the member of the USB AS) Mgr. Pavel Kilbergr (from 13 November 2018 the Vice-Chair of the USB AS)
Members – academic staff	doc. Ing. Jan Bárta, Ph.D. (from 6 March 2018) Ing. Monika Březinová, Ph.D. (by 28 February 2018) Mgr. František Dolák, Ph.D.

¹⁵ <http://www.jcu.cz/veda-a-vyzkum/vedecka-rada-ju/zapisy-z-jednani-vr-ju>

	PhDr. Petr Dvořák, Ph.D.
	Ing. David Gela, Ph.D.
	RNDr. Tomáš Hauer, Ph.D.
	doc. PhDr. Josef Hrdlička, Ph.D.
	Ing. Marie Hronková, Ph.D.
	PhDr. Andrea Hudáčková, Ph.D.
	doc. Mgr. Ondřej Chvojka, Ph.D.
	Mgr. Martin Klapetek, Ph.D.
	Mgr. Martina Kočerová (from 2 October 2018)
	PhDr. Roman Míčka, Th.D., Ph.D. (by 12 June 2018)
	doc. Ing. Pavel Ondr, CSc.
	doc. Ing. Kamil Pícha, Ph.D.
	Mgr. Alena Polanová
	doc. Ing. Tomáš Randák, Ph.D.
	Mgr. David Skalický, Ph.D.
	doc. RNDr. Petr Šmilauer, Ph.D.
	Mgr. Tomáš Veber, Th.D.
	PhDr. Miluše Vítečková, Ph.D.
	Ing. Tomáš Volek, Ph.D.
	Ing. Luboš Záborský, Ph.D.
	MVDr. Eliška Zusková, Ph.D.
Members – students	Simona Berková
	Tomáš Buřič
	Mgr. Martin Dvořák
	Ing. Radek Gebauer (by 19 September 2018)
	Bc. Veronika Hadačová
	Matyáš Hric
	Ing. Radim Kuneš
	Ing. Filip Ložek (from 13 November 2018)
	Bc. Lukáš Mareš (from 16 January 2018)
	Anna Marešová (née Burianová)
	Mgr. Tomáš Minařík
	Bc. Jan Neugebauer
	Vít Profant
	Mgr. Pavel Soukup
	Jan Vadrík
	Bc. Marek Voráček (from 4 December 2018)

In 2018, eight regular meetings of the USB Academic Senate were held, within which the USB Academic Senate approved the Report on the Internal Quality Evaluation of Educational, Creative and Related Activities of the USB, the Annual Activity Report and the Annual Report on the USB Financial Management in 2018, the Plan for Implementation of the USB Strategic Plan for 2019 and the materials submitted by the USB Rector related to the USB budget for 2018 (the draft Methodology for the structure of the basic components of the budget of the USB for 2018; the proposal for the distribution of the institutional title of the funds received from the 2018 state budget into the constituent parts of the USB; and the proposal for the distribution of the contribution to public universities for 2018; the second stage of the process of creating and approving the 2018 USB budget; and the draft medium-term outlook for the period 2019-2020). The USB Academic Senate also discussed the Rector's proposal to fill the newly established post of the Vice-Rector for Development; great attention was also paid to the discussion on the submitted internal regulations of the USB Faculty of Science, USB Faculty of Theology and the USB Residential Halls and Cafeterias.

Also at the end of 2018, the election of a new Vice-Chair of the Student Chamber of the Academic Senate at the USB was held, due to the withdrawal from studies of the existing Vice-President, Eliška Havlová. The new Vice-Chair of the Student Chamber is Pavel Kilbergr.

For the minutes of regular meetings of the USB Academic Senate, refer to the website of the University of South Bohemia¹⁶.

1.3.7 USB Internal Evaluation Board

The USB Internal Evaluation Board in 2018

Chairperson	
doc. Tomáš Machula, Ph.D., Th.D.	USB Rector
Vice Chair	
prof. PhDr. Bohumil Jiroušek, Dr.	Rectorate / USB Faculty of Arts
Chair of the USB Academic Senate	
PhDr. Iva Žlábková, Ph.D.	USB Faculty of Education
Students' representative	
Mgr. Ondřej Selner	USB Faculty of Arts
Members	
doc. RNDr. Petr Bartoš, Ph.D.	USB Faculty of Agriculture
prof. PhDr. Václav Bůžek, CSc.	USB Faculty of Arts
doc. Ing. Ivana Faltová Leitmanová, CSc.	USB Faculty of Economics
prof. Ing. Martin Flajšhans, Dr.rer.agr.	USB Faculty of Fisheries and the Protection of Waters
doc. Daniel Heider, Ph.D.	USB Faculty of Theology
Ing. Miloslav Kamiš	VISCOFAN CZ s.r.o.
doc. RNDr. Jan Kaštovský, Ph.D.	USB Faculty of Science
doc. RNDr. Šárka Klementová, CSc.	USB Faculty of Science
doc. Ing. Martin Kocour, Ph.D.	USB Faculty of Fisheries and the Protection of Waters
prof. PaedDr. Vladimír Papoušek, CSc.	USB Faculty of Arts
prof. RNDr. Tomáš Polívka, Ph.D.	USB Faculty of Science
doc. RNDr. Ing. Josef Rajchard, Ph.D.	USB Faculty of Agriculture
doc. RNDr. Vítězslav Straňák, Ph.D.	USB Faculty of Science
prof. PaedDr. Iva Stuchlíková, CSc.	USB Faculty of Education
prof. RNDr. Ivo Šauman, Ph.D.	USB Faculty of Science; Biological Centre AS CR, v. v. i., České Budějovice
prof. PhDr. Valérie Tóthová, Ph.D.	USB Faculty of Health and Social Sciences
doc. Mgr. et Mgr. Jitka Vacková, Ph.D.	USB Faculty of Health and Social Sciences

In 2018, eight regular meetings of the USB Internal Evaluation Board were held to discuss more than 110 factual intents to apply for accreditation of degree programmes and proposals for degree programmes (complete accreditation applications) and more than thirty proposals to change guarantors of degree programmes (branches). In addition, the USB Internal Evaluation Board evaluated more than 240 amendments to Degree Programme (Branch) Self-Evaluation Reports for 2017 that were prepared by the guarantors of the relevant degree programmes (branches). Furthermore, the USB Internal Evaluation Board evaluated amendments to Faculty Self-Evaluation Reports for 2017 that were prepared by all eight USB faculties, and the Evaluation Report on Life-Long Learning for 2017, submitted by the Vice-Rector for the studies.

More detailed information on the activities of the USB Internal Evaluation Board in 2018 is provided in the Amendment to the Report on the Internal Quality Evaluation of Educational, Creative and Related Activities for 2018. Brief summaries of the most important items of regular meetings of the USB Internal Evaluation Board are available on the website of the University of South Bohemia¹⁷.

¹⁶ <http://www.jcu.cz/o-univerzite/organizacni-struktura/senate/zapisy>

¹⁷ <http://www.jcu.cz/o-univerzite/organizacni-struktura/rada-pro-vnitri-hodnoceni-ju>

1.3.8 USB International Council

The USB International Council is the advisory body to the USB Rector for making assessments of progress trends and the quality of educational and creative activities of the University of South Bohemia, or, as the case may be, assessing the management system and the funding or other related activities that the Rector requires to be discussed at his or her discretion. One of the ongoing tasks of the USB International Council is contributing to the involvement of the University of South Bohemia in international scientific and educational networks, elevating the international position of USB, the international relevance and excellence of outcomes of educational and creative activities of University of South Bohemia, facilitating and promoting the involvement of the University of South Bohemia in the global transfer of scientific knowledge and the international mobility of students and researchers.

The USB International Council was appointed by the USB Rector, effective at the beginning of 1 January 2018, after the proposals for its composition had been discussed in Rector's Advisory Board in fall of 2017. The USB International Council consists of eight foreign experts in key scientific areas being developed at the University of South Bohemia. The meeting of the USB International Council of has not been held yet, the first meeting is planned within 1-2 years.

For more detailed information about the USB International Council, refer to the website of the University of South Bohemia¹⁸.

The USB International Council in 2018

Members	
Prof. Dr. Klaus Baumann	Psychologist and theologian engaged in social work, psychology and practical theology, Albert-Ludwigs-Universität Freiburg, Germany
Assoc. Prof. Ioan Bencsik, PhD	Associate professor of livestock genetics and the Head of Department, the Faculty of Animal Science and Biotechnology, the Banat University of Agricultural Science and Veterinary Medicine, Timisoara, Romania
Prof. Dr. József Bethlem, Ph.D.	Dean of the Faculty of Health Sciences and the Director of the Institute of Emergency Health Care and Health Education, the University of Pécs, Hungary
Dr. hab. Joanna Czaplińska, prof.	Dean of the Faculty of Arts (Wydział Filologiczny), Uniwersytet Opolski, Poland
Prof. Dr. Martin Lindner	Professor of biology and geography teacher training, Martin Luther University Halle-Wittenberg, Germany
Prof. Dr. Norbert Müller	Professor of chemistry and the Director of the Institute of Organic Chemistry, Johannes Kepler University, Austria
Prof. Dr. James Sanford Rikoon	Expert in rural and environmental sociology and the Dean of the College of Human Environmental Sciences, University of Missouri, USA
Prof. Dr. Johan Verreth	Professor of aquaculture and fisheries and the Director of Graduate School WIAS, Wageningen University, Netherlands

¹⁸ <http://www.jcu.cz/o-univerzite/organizacni-struktura/mezinarodni-rada-ju-1>

1.4 The USB within the representation of Czech Universities

The USB within the representation of Czech universities in 2018

Structure	USB representative	The position in the representation body
Czech Rectors Conference	doc. Tomáš Machula, Ph.D., Th.D.	Plenum member Member of the Public and State Higher Education Institutions Rectors Chamber Member of the Working Group for the Preparation of University Evaluation in accordance with the Methodology 17+ Member of the University Research Evaluation Committee
	doc. RNDr. Radka Závodská, Ph.D.	Member of the Working Group for the Study in the Czech Republic Portal
	Ing. Václav Lukeš	Member of the Working Group for the European Structural Funds
Council of Higher Education Institutions	prof. PhDr. Bohumil Jiroušek, Dr.	Member of the Board Member of the Assembly for the USB Member of the Working Committee on Strategy and Development in Higher Education Member of the Working Committee on the Quality of Higher Education Institutions and its Evaluation
	doc. Ing. Kamil Pícha, Ph.D.	Member of the Assembly for the FE USB Member of the Economic Working Committee Member of the Working Committee on External and Foreign Relations
	Ing. Ján Regenda, Ph.D.	Member of the Assembly for the FFPW USB Member of the Working Committee on Strategy and Development in Higher Education Member of the Working Committee on the Quality of Higher Education Institutions and its Evaluation
	doc. RNDr. Vladimíra Petrášková, Ph.D.	Member of the Assembly for the FEd USB Member of the Working Committee on Teacher Training
	doc. JUDr. Stanislav Příbyl, Ph.D., JCD	Member of the Assembly for the FT USB Member of the Working Committee on Strategy and Development in Higher Education
	Mgr. František Dolák, Ph.D.	Member of the Assembly for the FHSS USB Member of the Working Committee on the Quality of Higher Education Institutions and its Evaluation
	Ing. Luboš Zábranský, Ph.D.	Member of the Assembly for the FA USB Member of the Working Committee on Strategy and Development in Higher Education
	Filip Volf	Delegate of the Student Chamber Member of the Working Committee on Ethics in Scientific and Educational Activities
BcA. Filip Martinek	Alternate of the delegate of the Student Chamber Member of the Working Committee on Scientific activity Member of the Working Committee on Artistic Higher Education Institutions (for art degree programmes)	

1.5 The mission, the vision and strategic goals

As a prominent centre of learning, independent knowledge and creativity, the University of South Bohemia focuses on the scientific, cultural, social and economic development of society, thereby fulfilling the **mission of a university-type higher-education facility** pursuant to Section 1 of the Higher Education Act. Pursuant to Section 1 of the law referred to above, the USB Statute (Article 2) and the Strategic Plan (formerly referred to as the Long-term plan) of the USB for the 2016–2020 period, it is the fundamental mission of the University of South Bohemia to develop educational achievement, promote independent knowledge and creative activities, while actively meeting its social responsibility in the field of economic, social, cultural and environmental sustainability. These are the foundations upon which the visions and values of the University of South Bohemia rest.

The mission of the University of South Bohemia also involves the social impact of the University of South Bohemia as a university bearing wider social responsibility and fulfilling related tasks, even though these are not explicitly laid down as specific legal requirements. At the university level, these include rather

informal activities aimed at promoting the university, such as taking part in society-wide discussions on issues of human rights, the social and political environments (such as references to the values of human rights and social dialogue embodied by the legacy of Václav Havel and emblematically expressed by placing Havel's Place, a memorial bench to Václav Havel, on the Campus of the University of South Bohemia, stances of the Rectors of the University of South Bohemia on the events of 17th November and 28th October in the context of political speeches by the Czech President, regular participation of the University in the campaign *Flag for Tibet* along with the symbolic display of the Tibetan flag on the anniversary day of the Tibetans uprising against the Chinese occupation of Tibet, etc.). It is equally important to open up the university environment to individuals interested in professional or optional Lifelong Learning Programmes by extending the selection of such activities to all prospective students of all ages and social groups (the University of South Bohemia has long been organising University of the Third Age programmes, as well as offering a wide range of activities for children and youth, recently known as Children's University or Junior University). The range of these activities is described in more detail in annual reports of the University of South Bohemia.

At the level of faculties of the University of South Bohemia, other examples of fulfilling the social responsibility include significant profiling of the faculties in areas closely linked to increasing the quality of life or environmental protection (medical degree programmes at USB Faculty of Health and Social Sciences, social work and charity degree programmes at the USB Faculty of Health and Social Studies and USB Faculty of Theology, the field of fisheries, water protection and environment at the USB Faculty of Fisheries and Water Protection, the area of ecology and sustainable landscape management at the USB Faculty of Science and USB Faculty of Agriculture, the "Fair Trade Faculty" label of the USB Faculty of Economics, activities of the USB Faculty of Arts in the field of safeguarding cultural heritage in archaeological explorations connected to construction sites in South Bohemia, etc.). Apart from education in accredited degree programmes, there are also other activities aimed at raising awareness using lectures and consultancy. In this respect, the public make use of the Centre for the Physiotherapy, Centre for the Prevention of Lifestyle Diseases and the Centre for Seniors operated by the USB Faculty of Health and Social Sciences. In the city centre of České Budějovice, a regular cycle of lectures entitled "*30 minutes with the Czech Academy of Sciences*" is organised in cooperation with the Centre of Biology of the CAS (the 10th cycle took place in 2018).

As a public higher education institution, the University of South Bohemia is aware of its social responsibility, particularly in the field of higher education and science and research activities and it is committed to contributing to sustainable economic, social and environmental development both in the Czech Republic and internationally. The University of South Bohemia acknowledges its responsibility towards society as a whole, towards all of its employees and partners, especially to its students and future graduates. In line with its Code of Ethics, the USB Statute, the vision and long-term development strategy of the University of South Bohemia, the university's objective is to build relationships with all of its partners founded on mutual trust and respect and in view of the long-term development of the University of South Bohemia, the quality of education and social and environmental aspects.

The social responsibility of the University of South Bohemia is expressly worded in the document entitled The Declaration of the Social Responsibility of the USB in Relation to Educational Activities (issued by Rector's Ordinance JU R 337 of 2nd November 2016). Above all, this document covers the responsibility of the USB towards students in line with its educational mission, and also applies to students in the Lifelong Learning Programme, employees and partner organisations of the University of South Bohemia, summarizing the fundamental principles which have long governed the activities at the University of South Bohemia.

The vision of the University of South Bohemia, formulated in the USB Strategic Plan for the 2016–2020 period is, by the year 2020:

- to be a university which is of benefit to the city and the region,
- to be a highly sought-after, friendly university, as well as being one of the top universities in the Czech Republic,
- to be a university able to compete on both the European and global levels.

The values of the University of South Bohemia are:

- Professional - the University of South Bohemia relies on highly qualified and competent staff in all areas of its activities,
- International - the University of South Bohemia builds on international cooperation on a global scale with a special focus on the European Danube-Vltava region,
- Open- the University of South Bohemia is open to receiving and sharing new ideas and approaches and to establishing new partnerships,
- Ambitious - the University of South Bohemia is a perceptive institution and aims high in all areas of its activities,
- Integrating - the University of South Bohemia connects both internal and external partners and provides a free environment for them to express and fulfil their ideas.

The principal goal of the University of South Bohemia as a research organisation is to conduct independent fundamental research, industrial research or experimental development and publicly disseminate the outputs of these activities through teaching, publishing or knowledge transfer. Educational activities and related activities in the field of science and research, development and innovation, art and other creative activities (hereinafter “creative activities”) at the University of South Bohemia are developed as different majors in the economic, humanities, pedagogy, natural science, social, technical, art, medical and agricultural fields of study, all of which are on an international level. In addition to educational and creative activities, the University of South Bohemia also engages in ancillary activities within the meaning of Section 20 of the Act, helping to fulfil the mission of the University of South Bohemia.

As part of the USB Strategic Plan for the 2016–2010 period, five strategic areas are defined: education, research, internationalisation, openness and management. These themes are further detailed by specific objectives and tools to help achieve them. The USB Strategic Plan for the 2016–2020 period is supported by complementary strategies, projects and plans for individual strategic themes that determine the concrete fulfilment of the USB Strategic Plan in the given period. The full version of the USB Strategic Plan for the 2016–2020 period and the annual plans for the implementation of the USB Strategic Plan are available on the website of the University of South Bohemia¹⁹.

1.6 Revisions of internal regulations

In 2018, no internal regulations of the University of South Bohemia subject to approval by the USB Academic Senate were revised. The last revision of the internal university regulations was implemented in 2017. The year 2018 was focused primarily on the preparation of materials for the future meeting of the USB International Council, which included, inter alia, also translations of selected internal regulations into English, in particular the USB Statute and the USB Internal Evaluation Board Statute, as well as the Rules for the system of quality assurance and evaluation of educational, creative and related activities and internal quality evaluation of educational, creative and related activities at the USB.

In 2018, revisions were made in selected faculty regulations: the USB Faculty of Science Statute, the Rules of Procedure of the Academic Senate of the USB Faculty of Science, the Academic Senate Election Regulations of the USB Faculty of Science, and the Rules of Procedure of the Scientific Board of the USB Faculty of Theology. All of these faculty internal regulations were approved by the USB Academic Senate, which also approved the innovated Statute and the Organizational Rules of the USB Residential Halls and Cafeterias.

¹⁹ http://www.jcu.cz/o-univerzite/dokumenty/strategic_plan/dlouhodoby-zamer-ju-pro-obdobi-2016-2020

1.7 Disclosure of information pursuant to Act No 106/1999 Coll., on free access to information

The register of requests for information pursuant to Act No. 106/1999 Coll., on free access to Information (IFAI) includes only the applications that meet the elements defined by the Act. Only one such request was received by the University of South Bohemia in 2018.

Provision of information pursuant to Sec. 18 of Act No. 106/1999 Coll., in 2018 - summary

Item pursuant Sec. 18 of Act No. 106/1999 Coll.		Number
a)	Number of submitted requests	1
	Number of decisions refusing the request	0
b)	Number of appeals filed	0
c)	Number of judicial reviews of the decision on the appeals following an action	0
	Total expenditure incurred by the USB in connection with legal proceedings on rights and obligations under the law	0
	- of which own staff costs	
	- of which legal expenses	
d)	Number of exclusive licenses granted	0
e)	Number of complaints filed on the information request procedure	0

Provision of information pursuant to Sec. 18 of Act No. 106/1999 Coll., in 2018 - full text of the requests

Request (original, unmodified request)
<ul style="list-style-type: none"> I request for the information whether the University has received a request for acknowledgement of foreign university studies and qualifications submitted by graduates of the Czech Management Institute Praha, Faculty of Management, Escuela Superior de Marketing y Administration Barcelona Praha, address: Resslova 10, 120 00 Praha 2, Czech Republic. If so, I ask you for sending me the copies of your decisions.

The submitted request was accepted in full and the requested information was provided to the applicant within the legal deadline. The information published by the University of South Bohemia in accordance with the IFAI is published on the official notice board of the University of South Bohemia²⁰.

²⁰ <http://www.jcu.cz/o-univerzite/uredni-deska/poskytovani-informaci>

2 DEGREE PROGRAMMES AND ORGANIZATION OF STUDIES AND EDUCATIONAL ACTIVITY

2.1 Accredited degree programs described by the methodology of learning outcomes

The methodology of learning outcomes in accordance with the Tertiary Education National Reference Framework sets out a new approach to describing the knowledge, skills and other competences (the so-called descriptors) that a student must demonstrate in order to be awarded the degree certificate. This methodology has been reflected in the requirements for accreditation of degree programs for several years already. During the year 2018, due to the amendment to the Higher Education Act with effect from 1 September 2016, the application for institutional accreditations, and the material intents of the degree programmes and applications for the accreditation of degree programs were prepared according to the new accreditation standards, which will be reflected by the degree programmes in the oncoming years. The problem area of learning outcomes is considered in the standards, inter alia, it is explicitly mentioned in the Rector's Ordinance, governing the Standards for accreditation and implementation of degree programmes of the USB of 21 February 2018.

2.2 Other educational activities

In 2018, in addition to accredited degree programs, the University of South Bohemia implemented dozens of other educational activities of a more complex character, such as summer schools, workshops, seminars, courses, conferences or internships, and several one-off activities of this type, such as exhibitions, lectures, talks, author's readings, lectures given by experts, and home and foreign work placements and excursions. Due to the large number of these educational activities, only selected activities organized or co-organized by the University of South Bohemia or by the faculties of the University of South Bohemia are listed in the following part. Some of these activities are described in relevant detail in the following chapters of the Annual Report.

The **USB Faculty of Economics** organized the third course of Bio-economics for students from partner universities²¹. Several-day long excursions of students to other countries take place repeatedly, they have travelled, for instance, to Austria and Croatia in 2018, with the aim to become familiar with the microenvironment of local markets and to solve current cases of managerial tasks in partner institutions within the framework of project teaching. The faculty regularly organizes simulated managerial and legal processes following the model of American *mock trials*, in 2018 a successful project of the Management-legal Simulation "Bankruptcy as a Game (to Win)" was submitted to the TA CR. With the help of simulations, students' soft-skills are consolidated in specialized courses; the selected simulation software was also licensed and commercialized.

In addition to standard teaching in accredited degree programs, the range of educational activities offered by the **USB Faculty of Arts** included special lectured thematic cycles for students and the professional public (5 lectures on minorities and their image in literature and culture); the cycle called *Literatura a cenzura (Literature and censorship)*, as well as lectures given by experts invited from abroad (Prof. Randall E. Auxier; Prof. Thomas Winkelbauer, Dr. Andrei Prokopiev, Daniel Meron). Workshops for students were also held (4th International Workshop of the Institute of Czech-German Area Studies and German Studies in cooperation with the University of Passau; workshop *Literární časopisy a literární provoz: Od samizdatu k internetu (Literary journals and literary operation: From the samizdat to the Internet)*; here were talks with writers and other respected personalities in the field of culture (Karol Sidon, Jan Kačer, Vladimír Pucholt). Specialized conferences were held, which were open to students (100

²¹ <http://bei.jcu.cz/>

let od vzniku Československa 1918/2018 - 100 years since the founding of Czechoslovakia - 1918/2018; Jazyk a identita (Language and Identity) / Sprache und Identität). The Institute of History participated in the regional round of XXVII. year of the history competition of grammar school students. The 2nd competition on the best innovative teaching block for students - teacher trainees of all branches at the USB Faculty of Arts took place. The Institute of Czech Studies organized the 27th Summer Schools of Slavonic Studies. Selected doctoral students attended the annual doctoral conference of top institutions in the field of Czech studies from all over the Czech Republic, organized in Třešť. A part of the range of offered activities were excursions, for instance to the Terežín Memorial, and also theme excursions to Prague and Vienna, organized by the Institute of Art and Culture Studies (nearly 20 excursions in 2018). In addition to the accredited degree programmes, the **USB Faculty of Education** experts from practice participate both in complementary activities (seminars, workshops for students, excursions to schools and educational institutions) and in the form of comprehensive programmes (semester courses, summer schools). Every year, the faculty organizes the so-called *Pedagogický den* (*Pedagogical Day*). It is a sequence of all-day activities (lectures, workshops, experiential education courses, sporting events and cultural events), in which individual departments and experts from practice participate in order to enrich regular teaching, make studies more attractive and give students the opportunity to participate in preparation of activities for younger students. Other important educational activities in 2018 included the following workshops: *Veletrh nápadů učitelů fyziky*; *GIS and Virtual Reality Day*; *GEODID III. – geografické didaktické dny*; *Co je skryté a co viditelné v psychologických datech* (Prof. Knut Hagtvet, Univ. Oslo); *Self- and Career (Construction) Counselling* (Prof. Jacobus Gideon Maree, University of Pretoria); lectures: *Ženy a muži* (Women and Men) (MUDr. František Koukolník, Dr MSc.); *Učení se jako rozvoj nervového systému a neurofyziologické příčiny selhání dětí s poruchami pozornosti, učení a chování* (MUDr. Ivan Juráš); *Combining 'scores' and 'stories' in career counselling: implementing and integrative, qualitative-quantitative approach* (Prof. Jacobus Gideon Maree); *Škola bez poražených* (Dr. Markus Talvio); *Bohemistika ve Slovinsku* (Assoc. Prof. Jonatan Vinkler); *Bohemistika v Maďarsku* (Assoc. Prof. Oleg Fedosov); *Zbigniew Herbert: Případ Samos* (Assoc. Prof. Anne-Marie Monluçon); *Kresebné prejavy detí na druhom stupni ZŠ a Synestézia a synestetické vnímanie v školském praxi* (PaedDr. Eva Lehoťáková); *Change and Invariance as a Tool in Elementary and Advanced Mathematics* (Prof. I. Sinitsky); popularization events: *Věda na vsi Včelná*; *ÚDIF - Úžasné divadlo fyziky*; *Fyzika pro nefyziky*; *Dobrodružství s technikou*; *Fyzika na Lanovce*; *Tučňák v poušti aneb biogeografická konference*; *Kreslířský maraton*; and exhibitions in the D9 Gallery: *Expozitio* (international exhibition of graphic creations); *Grenzraum/Hraniční prostor-Border area* (international group exhibition); Pavla Tichá; Kristýna Krabatschová; Kateřina Dobroslava Drahošová – *Nomádi noci*; Marie Hladíková – *Anticardia*; Jitka Petrášová – *Vem si ještě okurku*; *Srdce jako obraz a symbol I.* – exhibition commemorating the founding of the Czechoslovak Republic.

In addition to regular teaching for university students, the **Faculty of Science** also regularly offers a wide range of lectures, workshops and other activities for secondary school students. In 2018, for instance, two weekly activities took place, called *Týden se současnou biologií* (*The Week with Up-to-date Biology*) and *Molekulární biologie v Budějovicích* (*Molecular Biology in Budějovice*). In both events, a group of selected secondary school students had the opportunity to try the work in the laboratory or in the field; lectures of specialists from the USB Faculty of Science on current topics were also included. There was also a four-day field residential study retreat for the Biological Olympiad contestants. The Faculty also organizes educational weekends for secondary school teachers (2x botanical weekend, 1x astronomical-biological weekend, 1x ornithological-entomological weekend, 1x mycological weekend, 1x lecture weekend called *Zpátky do lavic - Back to School Desks*). Furthermore, there are numerous lectures (approximately 40 per year) facilitated by experts from the USB Faculty of Science directly at secondary schools; the academic staff from the USB Faculty of Science also lead several secondary school students working during their secondary school professional activities. There is a long tradition of botanical excursions organized for the students and the general public. The Faculty has also opened to children: during the summer holiday there was the *Summer Camp with Science* and the *Commuter Camp with Science* for children aged 8–15, interested in science; for the second year in a row, there has been a regular science club for basic school children, where children get to know interesting and up-to-date topics from all areas of natural sciences, if the weather is good, they also go out. Other important events include, for instance, the *Summer School of Archaeobotany* in Macedonia (third year, in cooperation with the USB Faculty of Arts), or *Interdisciplinary Excursion 2018* introducing the participants with wetlands and steppe localities of Ukraine and eastern Slovakia.



Fyzika na Lanovce. Photo: Petr Hajduch.

Due to the large number of visits by prominent scientists and academic staff from Czech and foreign cooperating institutions, the **USB Faculty of Fisheries and Protection of Waters** of the also uses their presence to organize specialized lectures and courses intended primarily for doctoral students. Also in 2018, a course dealing with information resources focused on the services of the USB Academic Library, search in the Catalogue of the USB Academic Library, work with a reader account, ILL, journal search (EZB), work with the Ebsco Discovery Service, and work with electronic information resources (ProQuest, CABI), Web of Science and Scopus citation databases, EndNote citation manager, and other tools for managing information resources and sharing scientific information. Czech language courses are organized for PhD students and employees from abroad. The course also includes a three-day intensive seminar taking place outside the faculty premises, with the aim of acquainting the participants with the beauties of the Czech Republic and local culture. Furthermore, the range of educational programs for kindergartens and primary and secondary schools has been extended, and these programmes are often complemented by lectures by local scientists or excursions to unique fish farming facilities. The MEVPIS (IEEAIC) centre in Vodňany is successful in innovating and expanding its offer of educational modules. The USB Faculty of Fisheries and Protection of Waters is also active in organizing events for professionals and the general public, using the facilities of the International Environmental Educational, Advisory and Information Centre of Water Protection in Vodňany (MEVPIS/IEEAIC). In recent years, the Centre has also focused on organizing so-called "turnkey" events, not only for the university units but also for commercial and other entities, such as the College of Yspertal in Austria, whose students in 2018 for the fourth time attended the educational programme created for them. Among the most important MEVPIS/IEEAIC events was the conference *New viral diseases in freshwater fish aquaculture*; furthermore, the MEVPIS/IEEAIC traditionally organizes professional and leisure courses for the public. Organizing of *International Summer Schools* for students from all over the world has become a tradition as well. The summer schools are implemented as four-week long specialized courses, where participants work under the guidance of doctoral students on a scientific project, the results of which will be presented at the final meeting; the courses are complemented by a series of lectures and excursions. The Faculty is a member of the Regional Network of Environmental Centres KRASEC and sits on its executive board; as the member, the Faculty has joined the network of environmental education centres SSEV Pavučina, z. S., where it attends General Meetings. In 2018, a total of 12 836 people visited the USB Faculty of Fisheries and Protection of Waters for further educational activities.

A number of lifelong learning courses are offered at the **USB Faculty of Theology**, including three - year courses at the University of the Third Age, especially *Duchovní rozměr člověka (The spiritual dimension of the human)* or several courses accredited by the Ministry of Education, Youth and Sports for teacher assistants or instructor assistants; there are various projects such as the *Univerzita pro prarodiče a vnoučata (University for Grandparents and Grandchildren)* and the *Dětská univerzita (Children's University)* for school children, as well as the courses *Katecheze dobrého pastýře (A Good Pastor Catechism)* etc. The USB Faculty of Theology organizes lectures and educational courses for priests of the České Budějovice diocese (*K10*) or active laymen (*AKLA*). The faculty also regularly hosts educational activities and exhibitions open to the general public (for instance, an exhibition and a series of lectures called *Znamení víry v krajině (The signs of the Faith in the Landscape)*, a lecture by David Mutemwa on the contemporary life in Zambia, etc.); there is a tradition of presentations of religious groups by their representatives and the like. The teachers at the USB Faculty of Theology are regular guests of educational programs of the Český Rozhlas (Czech Radio Broadcast) České Budějovice and the Proglas Radio. Outstanding educational activities organized in 2018 include lectures by foreign guests, including several international seminars with foreign teachers, intended primarily for doctoral students (for instance, Dr. Sandro R. D'Onofrio of Pontificia Universidad Católica del Perú; Dr. Robert Doyle of Marymount California University; Dr. Mashan Bogdanovsky of the University of Belgrade; Dr. David Mutemwa of The University of Barotseland, Zambia; Dr. Mercedes Rubio of the POLIS Institute, Israel; Dr. Sean Steel of the Calgary Board of Education). The faculty departments and their students are also actively involved in further educational activities, for instance, through organizing workshops (e.g. two workshops in cooperation with the University of Bamberg) and field excursions (e.g. excursions to Novohradsko - spiritual history, landscape theology). In addition, lectures by a number of experts from practice were given at the USB Faculty of Theology, such as *Oběti trestných činů v kontextu sociálního vyloučení (Victims of crime in the context of social exclusion)*; *Komunitní práce v sociálně vyloučených lokalitách (Community work in socially excluded localities)*; *Problematika sociálního začleňování z pohledu sociální politiky (The issue of social inclusion from the perspective of social policy)*; *Lidé s duševním onemocněním v kontextu sociálního vyloučení (People with mental illness in the context of social exclusion)*; *Medicínské aspekty paliativní péče (Medical aspects of palliative care)*; *Sociální práce v domácí hospicové péči (Social work in home hospice care)*, etc.

The students of the **USB Faculty of Health and Social Studies** continuously participated in extraordinary educational activities, the most important of which include regular educational discussions called *Fyziocafé*, attended by leading physiotherapy specialists; or the workshop called *Trénink kognitivních funkcí u osob s Parkinsonovou chorobou (Cognitive function training in people with Parkinson's disease)* in České Budějovice. The students of social sciences actively participated in a joint workshop of Czech and American students of social work, organized on the occasion of the visit of Prof. Mark Small of Clemson University, USA. The faculty also hosted the fifth congress called *Budějovice kazuistické*, aimed at sharing of experience from practice. This event is regularly attended by students of health care branches. These disciplines also benefited from their participation in the 5th annual *Freybergh Days International Conference*, focusing on the issue of the environmental impact on the psychosocial prenatal and postnatal development of the child. Furthermore, the second year of the professional conference *South Bohemian Day of Prehospital Emergency Care* was held, which was used as an educational activity by students of branches Paramedic and Protection of Inhabitants Focused on Chemical, Biological, Radiological and Nuclear Noxa and Explosives. In addition, a practical seminar on responses in the event of an attack by an armed participant in the school building was organized for students of the branches Protection of Inhabitants Focused on Chemical, Biological, Radiological and Nuclear Noxa and Explosives and Civil Crisis Preparedness. The students of health care branches also attended an international conference with a practical workshop called *Nefarmakologické postupy v kardioprevenci (Non-Pharmacological Procedures in Cardio-prevention)*.

Every year, the **USB Faculty of Agriculture** organizes a number of educational activities, in particular conferences, workshops, courses, seminars, lecture series and special lectures with the participation of leading domestic and foreign experts, in close cooperation with relevant professional chambers. Among the educational activities implemented in 2018 were, for instance: the seminar *Optimalizace výživy hospodářských zvířat (Optimization of farm animal nutrition)*; lectures *Základy chovu a šlechtění koní (Basics of horse breeding)*; *Šlechtění koní s využitím kontroly dědičnosti (Horse breeding using inheritance control)*; *Zásady přepravy koní (Principles of horse transport)*; *Sociální zemědělství v ČR (Social agriculture in the Czech Republic)*; the seminar *Den okopanin 2018 aneb odrůda základ úspěšného*

pěstování brambor (Root Crop Day 2018); the conferences *Otazníky kolem CITES (Questions around CITES)*; *Fyziologie, výživa a welfare (Physiology, nutrition and welfare)*; *Sociální podnikání s přesahem (Social entrepreneurship with overlap)* (within the block called *Sociální zemědělství (Social agriculture)*); the cycle of two-day workshops *Sociální zemědělství (Social agriculture)* – practical seminars and excursions to social farms for support of social agriculture/entrepreneurship in the CR (in cooperation with the Ministry of Agriculture and the Social Agriculture Association); the course *Hodnocení zevnějšku, lineární popis exteriéru koní Shagya Araba (Assessment on the look, linear description of Shagya Araba horses)*; beer brewing courses; special excursions (EVIKO pyrolysis unit, ČEZ Strawfired power plant in Jindřichův Hradec, ENRESS laboratory pyrolysis; Drinking Water Treatment Plant in Plav and the like); or activities of educational character (swap meeting of people interested in gardening, the Semínkovna). Also important from the perspective of international reach were the lectures by Dr. Reinhard Neugschwandtner (BOKU Wien) within the courses *Designing Sustainable Management Systems and Conversion to Organic Farming*; the conference *Social farming in European countries - Current situation, communication and connection on rural development planes* with follow-up workshops *How to start a care farm* and *The Effects of care farms for different clients group* (organized under the auspices of the Ministry of Agriculture); the study stay of the teachers and students from the Norwegian University College for Agriculture and Rural Development (lectures *Sustainable farming systems development* and excursions to farms); furthermore, the participation of three doctoral students at the summer school *Sustainable Development Goals* in Azerbaijan. Numerous activities implemented under the Erasmus + SoFarEdu programme, ReKuK, Revitalist, V4 projects, H2020 NEXTFOOD - Educating the next generation of professionals in the agrifood system and PROFARM also had an educational impact.

2.3 Life-long learning

In addition to education in bachelor's, master's and doctoral degree programmes, scientific, research and other creative activities, the mission of the University of South Bohemia is also to provide further forms of education to enable the general public to acquire, disseminate, deepen or renew knowledge from different areas of knowledge and culture. Through its different components, the University of South Bohemia offers a range of lifelong learning activities in the form of one-off training activities and long-term courses designated for all age groups.

In 2018, successful Lifelong Learning Programmes for children continued at the so-called Children's University. Other programmes were offered for the young people aged 15+ at the newly established Junior University. For adults, the University of South Bohemia organizes professional courses leading to a new qualification or to an extension of their qualification. Many of these courses are accredited by e.g. the Ministry of Education, Youth and Sports or the Ministry of Labour and Social Affairs. There is also a wide range of leisure education. For elderly adults and especially for seniors, there is an offer of courses within the so-called University of the Third Age (U3A). At the University of South Bohemia, lifelong learning activities include the lifelong training of academic and non-academic staff at the university.

In 2018, the University of South Bohemia organized the *3rd annual Adult Education Week (AEW) in the South Bohemian Region* (in cooperation with the South Bohemian Human Resources Development Association with the support of the Association of Adult Education Institutions in the CR, under the auspices of the Labour Office CR, MEYS and MLSA and of the Governor of the South Bohemian Region). In this context, the Lifelong Learning Department of the USB Rectorate acts as the so-called Regional Coordinator of the Association of Adult Education Institutions. The purpose of the AEW is to point out the need for training also in the adulthood, to introduce participants to the open offer of educational activities available in the region, and also to enable those interested to try out educational activities or to identify good educators with whom to cooperate. THE AEW 2018 took place from 12 to 18 November 2018, involving government and private institutions, companies and non-profit organizations. The event was opened with the conference called *Vzdělávání v každém věku (Education at Any Age)*, which focused on trends in corporate education and the issue of aging in relation to the labour market and related lifelong training. Approximately 45 organizations took part in 83 accompanying events and more than 2 800 participants took part in them.

The lifelong learning activities at the USB are facilitated by all eight faculties of the University of South Bohemia, the USB British Centre, the USB Goethe Centre and the USB Academic Library. The intensity of

involvement varies from one faculty to the other, depending on the professional orientation and the size of the faculty. The USB Lifelong Learning Department of the USB Rectorate provides the methodological guidance and administrative and coordination facilities for the individual parts of the university. In addition, the USB Lifelong Learning Department organizes various educational activities for the employees of the University of South Bohemia. In 2018, a system of organization and administration of language courses for employees of the University of South Bohemia was created; this system is managed by the Department of Languages of the Faculty of Science (English language) and by the USB Goethe Centre (German language) and replaced the previously used outsourcing. Due to this organizational change, the courses have a clear conception, continuity and an appropriate level of quality in the teaching, both in general and professional language skills. The employees of the University of South Bohemia can also study in the courses offered by the USB British Centre.

The number of LLL courses in the calendar year 2018 increased from 458 to the current 467, of which 170 were oriented towards vocational performance; 297 courses were special-interest courses (of which 80 courses were designed for seniors, i.e. they were implemented within the University of the Third Age). A total of 9 991 people participated in the Lifelong Learning Programme in 2018 (3 091 people the courses oriented towards vocational performance and 6 900 people in special-interest courses, of which 1 660 people in U3A courses). The most attended courses were again in the field of natural sciences (46 % of the participants), mainly due to the educational activities of the USB Faculty of Fisheries and Protection of Waters (MEVPIS/IEEAIC centre). Nearly 27 % of the participants attended courses in the field of pedagogy, teaching and social care, 14 % in social science and services, 5 % attended courses in agriculture, forestry and veterinary sciences, and 4.5 % attended courses focusing on health, medicine and pharmaceutical sciences.

Due to the great popularity of the Children's University programmes, a similarly focused programme for older students (15+), the so-called Junior University, was launched at four other faculties in 2018, complementing the traditional offer of activities for this target group. Currently, the Junior University programme is facilitated at the USB Faculty of Science, which in 2018 organized two, already traditional events for secondary school students: *The Week with Up-to-date Biology* and *the Molecular Biology in Budějovice*. Thus groups of selected secondary school students from all over the Czech Republic have the opportunity to try out the work in the laboratory and in the field. Within the HR Award project, the Junior University programmes have been also developing at the USB Faculty of Health and Sciences, USB Faculty of Theology, USB Faculty of Fisheries and Protection of Water and USB Faculty of Arts.

The USB Faculty of Science organizes summer commuter and residential camps for pupils of basic schools and offers a natural science club during the school year. The theme of the latest science camp was the *Martian Expedition... Conquest of Mars* – four crews competed to establish the most colonies on the surface of this inhospitable planet. Traditionally, children competed in various thematic competitions to test their knowledge, physical fitness, team spirit, but also their resistance to extreme conditions, which, due to the very warm weather, did not even need to be simulated. In 2018, in addition to the traditional thematic weekends for secondary school teachers, a new programme in the training of pedagogical staff was launched, the *Astronomic-biologic Fundamentals*, which was focusing on the theme of a dynamically developing field that deals with the search for life in space.

In 2018, the USB Faculty of Health and Sciences, within the Children's University, organized a commuter camp based on the theme *Health Care Professional on the Mission* (18 children aged 8 to 14 participated). At the faculty, the children were taught how to stop arterial bleeding or wrap the wounded in thermo-foil. They learned the differences in resuscitation of babies and also visited the seniors with dementia. The program also included a self-defence training, the army style Krav maga. Then the children went directly to the field to Lhenice near Prachatice. In the camp, the commander was already waiting with his team of 26 local children. Before the end of the day, the "backup units" tried rappelling across the watercourse, making fire with a flint, and erecting a tent. On Thursday, the children were divided into eight teams. There was an instructor per team, a student in the branch Paramedic or the General nurse, who knew the route. The route covered ten kilometres in a very difficult terrain. For the way, the children were given only a backpack with basic equipment and food, similar to the equipment and food that real soldiers receive on a mission, and also 2 litres of water and a first aid kit. On the way in the field, the children performed various tasks at the check stations, such as wading the river, cooking food, protecting

against shooting with paintball guns, and simulated attack. Eventually they had to take care of their "injured" commander.

What was new at the USB Faculty of Fisheries and Protection of Waters in 2018 was the programme called *Co s rybou?!* (What happens with Fish ?!) designed for people interested in fish processing. During the seminar, the participants learned about legislation, handling and killing fish, and they took part in a practical part focusing on gutting, cutting, stripping and filleting of common carp and rainbow trout. The seminar also included detailed information on the different types of equipment used, including the advantages and disadvantages for daily use.



The participants in the U3A lecture series facilitated by the USB Faculty of Arts, called "The European Literature from the Romantic Period". Photo: Monika Hosnedlová.

3 STUDENTS

3.1 Measures to reduce the drop-out rate

The faculties of the University of South Bohemia implement a number of measures to reduce the drop-out rate, whose common denominator is the individual approach of the teachers to students and their needs without compromising the learning outcomes. The long-term measures to reduce the drop-out rate include the following:

- informing the applicants about specialisation curricula and degree programmes on the website;
- selection of the applicants possessing the necessary level of entry knowledge and study competences using entrance examinations or interviews;
- initial residential study retreat before the beginning of the academic year (adaptation/preparatory courses during which the students have the opportunity to become acquainted with the faculty and its functioning, faculty management, Guarantor of the degree programme, other students, study matters, conditions for learning foreign languages and extracurricular activities);
- complementary seminars at the beginning and in the course of study (for instance, refresher courses in secondary school mathematics, mathematical seminars complementing and developing the knowledge of the university mathematics, programming seminars, preparatory courses in human biology and genetics, philosophy, ethics and sociology, law, economics and psychology, health and social issues, chemistry and physics);
- entry tests in English to identify and compare the entry level of the language proficiency, including language courses within the Lifelong Learning Programme for students who fail the entry tests; for the ongoing foreign language courses, the division of students into study groups according to their knowledge level;
- emphasis on the didactic aspect of teaching and understanding the content of the training and the individual approach of teachers to students with learning difficulties;
- a functioning system of pedagogical counsellors for students of individual specialisations as well as for groups, pedagogical, psychological and pastoral-psychological counselling, services of the Centre for Support of Students with Special Needs, services of the University Psychological Counselling Centre;
- consulting in due time, by appointment beyond the consultation hours;
- increasing the availability of teaching materials, the use of LMS tools (in particular the Moodle system) and other support means to facilitate and streamline the self-study;
- timely and proper information on the conditions for successful completion of the courses in the syllabus of courses available through the IS STAG, emphasis on the functionality and information value of the syllabus, increasing the transparency of examinations (timely publication of assessment criteria, sample examples of credit and exam tests, etc.);
- systematic application of the support of the studying parents (drawing up an individual curriculum of the parent);
- possibility of drawing up an individual curriculum or adjusting the study schedule;
- modification of the schedule of the first semester of the study, when according to the USB Study and Examination Regulations it is necessary to obtain 20 credits (providing more time for mastering the study obligations), a longer examination period for students in the combined form of study;
- optimization and revision of the curricula in the degree programmes in terms of continuity of learning outcomes and requirements imposed on students in the follow-up courses, taking into account the requirements of elaboration of the final paper in the curriculum of the last semesters of the study; taking into account the difficulty of the courses by dividing the curriculum into several semesters or by increasing the number of lessons;
- use of student feedback through the Student Assessment of Teaching (SAT) and, where appropriate, efforts to improve the teaching and its organization; the USB Faculty of Health and

Social Sciences has also proven a system of student spokespersons and senior teacher teachers who help solve potential problems in time; at the USB Faculty of Health and Social Sciences, there is also the Student Studies Board, which regularly (usually once a month) meets with the Dean of the Faculty;

- motivation of students to take an active approach to studies and good study results in the form of scholarships, support of students in socially or otherwise difficult life situation (scholarships, counselling).

3.2 Measures to limit prolonging studies

The maximum length of study and the options in terms of prolonging studies are clearly specified in the USB Study and Examination Regulations. Within these options, the priority is to support the successful completion of the study, albeit longer than the standard length of studies, especially with regard to the specifics of the students in the combined form of studies, the students studying while working, etc. It should be emphasized that the University of South Bohemia, in terms of "timely graduation" statistics, does not back off its requirements for the students as it is vital not to damage the university's reputation, maintain the graduate quality and ensure the university's mission in regard to the graduates' competences and knowledge.

In order to limit unnecessary prolonging studies, the students are warned about the obligation to pay a special fee in the event of longer studies, in accordance with the Higher Education Act. Furthermore, the individual approach to students is widely applied – the possibility of consulting with teachers of individual courses is not usually limited to consultation hours. In the event of a student's specific life situation, the institute of interruption of studies can be used. Where possible, and where justified, the deadlines for the fulfilment of study obligations can be prolonged if the strict adherence to the schedule meant unnecessary prolonged studies by another year. The study administrators also guarantee the quality of the course management by their personal approach, especially in terms of observance of the USB Study and Examination Regulations. Payments or the amounts of some scholarships are also subject to compliance with the standard length of study. It is also important to support the study with quality study supports and to set clear and long-term predictable study conditions, which enable the students to better plan their course of study. Emphasis is put upon understandable and transparent informing about the conditions of study; at some faculties, internal regulations and standards governing the study are made available to the students in the form of explanatory comments and methodological aids (such as the *Průvodce prváka - Freshman's Guide*, etc.)

A frequent reason for prolonging studies is the recognized period of parental leave, or the support for studying parents with more accommodating deadlines to meet the study requirements in accordance with the law; another reason is the workload of the students in the combined form of study. Especially in relation to the students in the combined form of study, the University of South Bohemia provides the students with quality study supports, helpful regulation of examination dates, and communication from the side of Study Departments in order to avoid unnecessary formal complications that could result in prolonging studies. On the other hand, the consistent, continuous checking of study results and termination of study for the reason of failure to meet the requirements arising from the degree programme according to the USB Study and Examination Regulations can be understood as another measure to reduce unnecessary prolonging studies as well.

3.3 Our own scholarship programmes

In addition to standard scholarships pursuant to the Higher Education Act (merit-based scholarship pursuant to Section 91 (2) (a) of the Act), the University of South Bohemia has the Premium Scholarship for outstanding research, development and innovation, artistic or other creative results pursuant to Section 91 (2) (b) of the Act; the scholarships to support research, development and innovation activities of students pursuant to Section 91 (2) (c) of the Act; the bursary pursuant to Section 91 (2) (d) of the Act; the bursary pursuant to Section 91 (3) of the Act; the accommodation bursary pursuant to Section 91 (2) (e) of the Act; the scholarship in support of studies abroad pursuant to Section 91 (4) (a) of the

Act; the scholarship in support of studies in the Czech Republic pursuant to Section 91 (4) (b) of the Act; basic scholarship for students in Doctoral degree programme pursuant to Section 91 (4) (c) of the Act; the following scholarships can also be granted:

- The Premium Scholarship in the form of a public award known as the *Rector's Award* (for outstanding achievements of Master's degree students who have defended their diploma thesis with the "Excellent" rating and at the same time obtained the overall assessment of study "graduated with honours" and achieved the weighted study average for the whole duration of the study equal to or lower than 1.2); the *Dean's Award* (according to the Dean's Rules defined in the Dean's Ordinance); or other award pursuant to the Dean's decision or the Dean's Rules defined in the Dean's Ordinance (some faculties, for example, implement scholarship programmes in support to gifted students, in particular the programmes related to the involvement of the students in scientific activities beyond their standard obligations);
- Extraordinary Scholarship (usually in connection with an extraordinary activity of students, representation of the university or faculty in public, participation in organizing events implemented by the university, etc., support of international mobility beyond standard scholarship programmes such as Erasmus+ etc.);
- Scholarship for Students with Special Need to establish equalize learning opportunities;
- Grant to support the development of collaboration with practicum.

The students are also informed about other options within scholarship programmes (scholarships in support to international mobility, on the basis of intergovernmental agreements to specific destinations, DAAD, KAAD, Aktion, Fulbright, Baden-Württemberg-Scholarship, scholarships granted by the Czech-Bavarian Academic Agency, scholarships announced by higher education institutions etc.).

3.4 Advisory services

The faculties of the University of South Bohemia provide applicants for study and students with information and advisory services related to their studies, as well as employment opportunities for graduates of degree programmes. The primary counselling point of each faculty in the field of study matters is the Study Department, while concrete study administrators are assigned to the students to establish the maximum personal and individual approach to the students. At most faculties, the positions of pedagogical advisors are also established for individual degree programmes, or this advisory function is fulfilled by the Guarantor of the particular degree programme or the Head of the Department. The University of South Bohemia has the **USB Support Centre for Students with Special Needs** (for more detailed information refer to chapter 3.5).

Other advisory services implemented at concrete faculties but provided to the students across the university include, but are not limited to: The USB Faculty of Economics provides advisory services to students in the field of preparation for entry interviews, support for the development of competencies for higher employability in the labour market and the like. **Career Centre**. Students in many specialisations can use the advisory services provided by the **Student Agri-Business Centre** managed by students of the USB Faculty of Agriculture. The USB Faculty of Fisheries and Protection of Waters provides applicants from abroad with assistance in coping with the administrative requirements of **recognition of foreign higher education and qualifications in the Czech Republic** (checking the completion of the application, finding a suitable recognition body according to the degree program completed). **International students** are also provided with assistance in arranging or extending their stay in the Czech Republic. The faculty has developed an individual approach when arranging foreign study stays or traineeships abroad (searching for funds to cover the activity, creating a network of cooperating foreign institutions, or the faculty management negotiating with the host institution). At the end of the studies, the students are offered **career guidance** in finding future employment within the graduate program.

The USB Faculty of Education operates the **University Psychological Counselling Centre**, which provides psychological advisory services and psychotherapeutic assistance to students and their family members based on counselling, psychotherapeutic and diagnostic activities. The advisory services are aimed at addressing the following difficulties and situations: fostering the personal growth (learn more about

yourself, identify your strong points, etc.), developing interpersonal relationships (partner, family, and others), counselling in the field of upbringing children, coping with mental health problems (depression, anxiety, psychosomatic and chronic health problems, addictive substances and addictions), assistance in adapting to university studies and the university environment, or in adapting to early teaching practicums (for the students at the University of South Bohemia and for the graduates from the University of South Bohemia - beginning teachers within three years of practicum), counselling in the field of coping with study problems, pre-examination state of affairs and stage fright, effective learning, coping with procrastination, counselling and therapy in the field of speech disorders. The USB Faculty of Theology offers the services of the **Pastoral-Psychological Counselling Centre**, both in the form of one-time counselling and long-term personal or spiritual accompaniment. The services are provided by selected teachers and external experts. **Philosophical counselling**, in which the students of the USB Faculty of Theology are involved, is also offered.

The USB Faculty of Health and Sciences provides advisory services in the **Centre for the Prevention of Lifestyle Diseases**, the **Centre for the Physiotherapy** and the **Centre for Seniors**. The Centre for the Prevention of Lifestyle Diseases also offers Lactation Counselling and Rheumatology Counselling services. The Centre of the Physiotherapy is a registered non-state health care facility providing services in the field of physiotherapy and rehabilitation medicine not only to employees and students of the University of South Bohemia, but also to the general public. It provides services to promote a healthy lifestyle and prevent diseases of the modern age. The offer of the services includes services covered by public health insurance as well as services not covered by this insurance. The range of the standard ambulatory care, such as comprehensive kinesiological examination, individual physiotherapy, manual therapy, ergonomics, kinesio-taping or thermotherapy, is complemented by a combined device for physical therapy (laser, ultrasound, electrotherapy, combined therapy) and instrumental facilities for motion analysis. Persons with musculoskeletal disorders of various etiologies, persons after injuries, operations and with an interest in preventing the occurrence of these problems may contact the Centre of the Physiotherapy. The Centre also offers the services of a nutrition consultant and a personal trainer for fitness training. The Centre has instruments such as Bodystat, a variety of aids for fitness practical classes and measurement of triglycerides or lactate from capillary blood. By interconnecting the services of the health counselling and the nutrition and fitness training advisor, it offers effective counselling for changing the lifestyle of clients. Seniors are particularly interested in measuring blood pressure, cholesterol or body fat, but there are also many middle-aged and younger people, and parents with children are also an important target group. The Centre for Seniors also focuses on counselling, organizes popular memory training courses and lectures, works closely with the Parkinson Society Club in České Budějovice and also implements a volunteer program at the České Budějovice Hospital a.s. The Department of Physical Education and Sport of the USB Faculty of Education offers students the opportunity to use the **Laboratory of Functional Stress Diagnostics** in the areas of body composition analysis and specialized stress tests in order to optimize the training load and set performance limits.

In 2018, following the oncoming concept of providing information, advisory and support services at the University of South Bohemia, especially in relation to the standards of accreditation and the implementation of degree programmes, a project plan for the development of support and advisory services was developed, aiming at developing services to support the learning of students with specific needs and career and psychological counselling services.

3.5 Students with specific needs

The University of South Bohemia has established an effective system of support for students with specific needs, which is defined in the USB Study and Examination Regulations and further specified in the relevant Rector's Ordinances. The aim is to make studies available to students with specific needs and to provide them with adequate and targeted support so that they can make full use of their skills without reducing the study requirements.

In 2012, the University of South Bohemia established the USB Support Centre for Students with Special Needs (hereinafter referred to as the "Centre") to provide support and advisory services and coordinate other activities. Its activities implemented in accordance with the methodological guidelines in the Annex

3 to the Rules for the Provision of Contribution and Subsidies to Public Higher Education Institutions of the Ministry of Education, Youth and Sports. The Centre provides the students with the entire portfolio of services defined by the methodological guidelines, and has the appropriate spatial, material and technical background.

In addition to the support described in the methodological guidelines, the Centre offers students with specific needs additional measures to equalize opportunities to study at university, such as social counselling, assistance in ensuring adequate accommodation, etc. In accordance with the USB Study and Examination Regulations, students whose state of health requires so have the right to have an individual study schedule. The Bursary Code of the USB provides a scholarship for students with special needs, intended in particular to compensate for the increased costs associated with their studies; the Centre can initiate granting such scholarship.

Support is provided free of charge to students of all faculties who study in bachelor's, master's or doctoral programmes in the full-time or combined form. As of 31 December 2018, 102 students with specific needs were registered in the Centre, of which:

- 12 students with visual impairment,
- 14 students with hearing impairment,
- 13 students with physical disabilities,
- 37 students with specific learning disabilities,
- 4 students with autism spectrum disorders,
- 27 students with other difficulties.

Five of the above students have multiple disabilities. Compared to 2017, the number of students with special needs using the services of the Centre has increased by 44 %.

The Centre provides services and other support measures on a professional level through professional staff, with the exception of the content registration, which is partially provided in cooperation with students. In 2018, three full-time employees, one part-time employee and three external associates were employed at the Centre. In order to improve the quality of the services provided and to develop the range of support measures, the staff are continuously trained, taking part in events organized by the Association of Service Providers for Students with Special Needs at the University of South Bohemia of which the University of South Bohemia is a member. The activities of the Centre are paid mainly from the allowance of the Ministry of Education, Youth and Sports to the financing of the increased costs of studying in the students with specific needs and partly from the funds of the University.

The use of the support services and measures by the applicants for study and students is voluntary and is subject only to the registration at the Centre in accordance with the methodological guidelines. The aim of the University of South Bohemia is to inform potential applicants of the possibilities of supporting the study of students with specific needs, especially through information materials, web pages or during the *Open Day*. Applicants may consult the Centre staff on the suitability of choosing a degree programme/ field and study requirements before applying for the study. They then have the possibility to formally declare their specific needs when submitting the electronic application for study. Students can express their interest in support at any time during their studies, of which they are informed on the websites of the university and the faculties, by an e-mail sent annually to all students of the University of South Bohemia, and also through teachers and study administrators.

3.6 Extraordinarily gifted students and applicants

The faculties of the University of South Bohemia grant merit-based scholarships to talented students, scholarships for outstanding research, development and innovation results contributing to deepening knowledge in the field of study, or for an outstanding final theses (*Dean's Award, Rector's Award*); they support the involvement of extraordinarily gifted students in the teaching of lower-grade or lower-level students (for instance, in the organization of adaptation courses, etc.), in the solution of faculty research projects, they support the participation of the students in faculty and national rounds of the Student

scientific and professional activity (SSPA) and other national competition presentations, where they are also allowed to publish their competition papers; the motivate the students in master and doctoral degree programmes to participate in grant projects within the USB Grant Agency and internal grant agencies of the concrete faculties. It is also worth mentioning e.g. faculty competitions of final theses, where the quality diploma theses that won in the faculty round are submitted to national competitions (e. g. *Diplomka na stojáka* or the competition managed by the Czech Academy of Sciences etc.). In 2018, for example, in the competition for the best student paper in tourism, organized for the seventh time by the national CzechTourism tourist agency, the student of the USB Faculty of Economics, Adéla Velíšková, placed third.

A common way of working with talented students at the University of South Bohemia is to involve them in ongoing research projects and research teams. For example, a novelty at the USB Faculty of Fisheries and Protection of Waters is the introduction of so-called semester projects, where students are also temporarily included in partial activities of research laboratories. The students can earn credits for this activity in optional courses. Extraordinarily talented students are also offered the opportunity to study abroad at partner European and non-European universities, participate in domestic and foreign conferences, or take part in professional internships in companies and institutions. These students are also actively involved in various competitions and events of professional, artistic and sports focus.

The University of South Bohemia also seeks to actively seek out talented students and pupils at colleges, secondary schools and basic schools and involve them in various professional and popularizing events to support these students in their interest in the chosen field and to motivate them to study up at the University of South Bohemia. These activities, implemented by various faculties of the University of South Bohemia, include excursions, preparatory courses, lectures, seminars, practical classes, professional Olympiads, summer schools, art or sports competitions, etc. For example, the USB Faculty of Economics and the USB Faculty of Health and Social Sciences implement a scholarship program of the assistant scientific and pedagogical staff, the so-called "assistant scientists". At the USB Faculty of Education, students are involved in student competitions, such as the *Student Innovation through Practice*, where students present their outputs for modernization and innovation of teaching at basic schools. There is also a section focused on supporting the action research in practice. Similarly, in 2018 the students in teacher programmes at the USB Faculty of Arts participated in the *Schola in Schola/ Universitate* competition aiming at branch didactics. In 2018, the USB Faculty of Education again held courses "*Do not be afraid of technology*" for students from secondary schools. In addition, a nationwide competition called *Bobřík informatiky (Informatics Beaver)* was organized for talented pupils and students from basic and secondary schools. The Departments of Mathematics, Biology, Physics and Informatics supported the talented pupils of basic schools with the *Science in the Village* event. The aim of these events is to stimulate interest in science and support talented pupils in these areas. Similarly, the Department of Art Education at the USB Faculty of Education organizes art courses for talented students, aimed at motivation to study and to develop their artistic expression. The USB Faculty of Science developed several special educational and interest modules in which talented pupils can participate (support of competitors within the Olympiad in Biology, the above mentioned educational event Week with Contemporary Biology and MOLBIB - Molecular Biology in Budějovice). The USB Faculty of Fisheries and Protection of Waters at the annual summer schools identifies gifted applicants for study and maintains closer cooperation with them, especially at the Institute of Complex Systems in Nové Hradky.

Children's University leisure time programmes also have the potential to attract the interest of gifted pupils, especially the aforementioned *Summer Camp with Science* for pupils aged 11-15, the *Commuter Camp with Science* in which children for basic schools can participate, or the *Natural Science Club*.



The Summer Camp with Natural Science 2018. Photo: Archives of the USB Faculty of Science.

3.7 Students with socio-economic disadvantage

Students of the University of South Bohemia with socio-economic disadvantage are supported in the form of social and accommodation scholarships if they meet the criteria and apply for those scholarships. They are instructed to do so at the beginning of their studies already. Furthermore, after submitting adequate documents, the situation of these students is taken into account in the event of requests for exemption from- or decrease of the fee for longer studies. Extraordinary compensatory scholarships are used to support participation in excursions, traineeship and financially demanding courses, associated with the costs of transport, accommodation, etc. Within the organization of study also the timely compilation of the schedule is emphasised, which allows students to timely and deliberately combine the study requirements with the possible need for extra income during their studies. The social aspect is also included in the services provided to students with specific needs (social advisory, scholarships for students with specific needs designed to compensate for increased costs of to study, see chapter 3.5).

3.8 Support of students – parents

The University of South Bohemia supports parents among its students in accordance with the Rector's Ordinance regulating the conditions of studies for parents and registration of the recognized parental leave in accordance with the Higher Education Act. In connection with child care, the students mainly use the right to draw up an individual study schedule, resp. the individual study plan of the parent, by whom it is possible to schedule and also extend the deadlines for fulfilling the study obligations while maintaining the specified study requirements. Similarly to other students who find themselves in a specific situation of life, which makes it difficult to study or increases its organizational demands, the University of South Bohemia applies the principle of maximum friendliness and individual approach while maintaining the study requirements. The measures frequently used include the possible individual course of study, including the possibility of the student switching from full-time study to part-time study, in the case of degree programs that have this form of study accredited.

At the USB Faculty of Theology, a room was provided for the needs of students - parents, designed as the background facility for the children of the students and accompanying persons. This so-called Children's Club is equipped not only with toys and children's literature, but also with suitable furniture and hygienic aids and needs for the care of young children, especially with regard to the needs of students in the combined form of study. Parents with children who study in full-time doctoral programs at the USB Faculty of Theology are automatically granted a full general scholarship pursuant to the Dean's Ordinance, as well as an extraordinary scholarship for above-standard activities.

4 GRADUATES

4.1 Cooperating and maintaining contact with graduates

The University of South Bohemia recognizes the importance of maintaining contacts with its graduates, inter alia, because the need for lifelong learning is growing in today's world along with the need to respond to market, economy and any other transformations in the relations among global, national and regional aspects of the today's world, which is certainly reflected in the transformations of education which is becoming a lifelong activity. The University thus wants to be beneficial to its graduates throughout their life careers and to do so, it certainly needs a feedback from its graduates and their employers, too. The relations between the University, its faculties, and graduates thus bring benefits to both parties, and the OP RDE ESF project, its key activity 4, which is focused on cooperation with graduates and their employers, is currently used to set them up in more detail. The graduates of individual faculties at the University of South Bohemia who have gone into practical life often cooperate with the University, (co-)organize seminars and workshops at the faculties, provide invited lectures, take part in field excursions, link cooperation with practical life also in the selection of qualification theses of students, enable transfer of experience, information and knowledge between the University as a place of basic research, and practical life. The graduates are also invited to regular social and cultural events organized by the University of South Bohemia and its faculties and are informed - inter alia through university-wide and faculty newsletters for registered members of the USB Alumni Club which also includes the electronic version of the JOURNAL university magazine - about organized one-time lectures, lifelong learning courses and other activities that are also considered interesting for graduates. The graduates are also involved in individual degree programme boards, which proves to be particularly important especially in the preparation of new accreditations that universities are currently preparing in connection with the amendment to the Higher Education Act.

Among other things, the brochure *Graduate*, prepared already in the previous year, was completed in 2018 and distributed for example at the **first university-wide meeting of the USB Alumni Club** between 22 and 23 June 2018. It included, among others, an exhibition on the history of the University of South Bohemia, meeting of the graduates with members of the University management and marketing manager connected with discussions about the possibilities of mutually beneficial cooperation, several choir concerts (Faculty of Education at the USB, Faculty of Health and Social Sciences at the USB), mass organized by the Theological Faculty at the USB as well as informal events (meetings with barbecue, refreshments from the Faculty of Fisheries and Protection of Waters at the USB and from the Faculty of Agriculture at the USB), or health education. Interesting activities of the university-wide meeting also included the possibility to visit individual faculties (units), a tour of the university campus and other partial faculty events. Attention of graduates of various faculties was attracted e.g. by a visit to a microbrewery at the Faculty of Agriculture at the USB. Following this first meeting of the Alumni Club, founded in spring 2016, another similar university-wide event is planned for 2021 in connection with the thirtieth anniversary of the University's establishment.

In 2018, the University of South Bohemia continued to develop its cooperation with graduates in terms of software provision of contacts and activities (preparation of cards for graduates which will be issued from June 2019 with the possibility of using University benefits, including the services of the Academic Library of the USB) and the involvement of the University of South Bohemia in the professional network LinkedIn was also developed and the web presentations of the Alumni Clubs (galleries of important graduates of the faculties, etc.) were fulfilled. The University also participated in the MEYS survey among graduates and employers where it achieved one of the highest returns within the whole Czech Republic (23% of graduates responded; detailed evaluation of the survey was performed in 2019), and it also conducted its own graduate surveys, among others within the project OP RDE ESF. The feedback from graduates is used mainly for improving the degree programmes in relation to professional opportunities for graduates and involvement in practical life. Regular meetings and discussions with the management of cooperating faculties and clinics, as well as e.g. discussions with secondary school and elementary school teachers, medical staff (in relation to the relevant specialisations at the University) and evaluation of students' internships and placements in companies, government, healthcare facilities or schools are also important activities in this respect. The website of the University and individual faculties also contain

a lot of information about job vacancies, whereby the University follows, inter alia, on to the career counselling provided during studies (including the Career Centre of the Faculty of Economics at the USB the services of which are also used by students from other faculties).



University-wide meeting of the USB Alumni Club 2018 – a tour of the microbrewery of the Faculty of Agriculture. Photo: USB archive.

From the point of view of individual faculties, we can say that the Alumni Club of the **Faculty of Agriculture at the USB** has the longest tradition at the University of South Bohemia which has been operating for more than 20 years. Every year, a traditional gathering of graduates is organized with the participation of 400-600 graduates. This is the largest event of its kind in the entire University of South Bohemia and its success is also due to the graduates' interest in the Earth Breadwinner exhibition which this gathering is associated with. Successful graduates cooperating with the faculty are awarded via the "honoris causa" social graduation. The faculty also appreciates the fact that young people from the younger age groups are actively involved in the Club's activities. In 2018, the Alumni Club at the **Faculty of Economics** has been continuing its activities for five years already. Registered graduates receive, among others, quarterly information on news at the Faculty of Economics and invitations to interesting lectures and seminars. The cooperation of the **Faculty of Education** with its graduates has a long tradition, too, and the faculty cooperates with various educational institutions where its graduates usually work, the faculty has its own network of faculty schools and clinics it organizes regular meetings with. Further cooperation with graduates takes place in the framework of further training and education courses for teacher organized by in-service training for educational staff (DVPP) with individual departments. The faculty intensifies cooperation with its graduates as well as their involvement in projects. More than 150 teachers of kindergartens, primary and secondary schools (most of which are graduates) are involved in individual projects of OP RDE and INTERREG which are largely set up for cooperation with practice. Founded in 2015, the Alumni Club of the **Faculty of Theology** also intensively uses social networks to communicate with its graduates where graduates are informed and invited to events organized or co-organized by the faculty (FT Calendar) such as lectures, exhibitions, discussions, seminars, workshops, and the faculty is also actively developing the offer of lifelong learning. The Alumni Club of the **Faculty of Fisheries and Protection of Waters at the USB** has been operating since 2015, too. The Club members have the opportunity to participate in selected events organized by the faculty, to establish contacts with colleagues they have lost from sight, to establish professional cooperation in the field of scientific, research or educational activities, to receive various discounts on events organized

by the faculty or use accommodation and training premises of the faculty under advantageous conditions. Of course, the graduates also appreciate the possibility of receiving direct information about lifelong learning courses or other educational or professional events organized by the faculty, including the possibility to ask specialists from among the faculty staff for small advice. Since 2016, the Alumni Club of the **Faculty of Health and Social Studies at the USB** offers a number of benefits to the graduates, for example in the use of the services of the Centre for the Prevention of Civilization Diseases, the Centre for Physiotherapy, or in the lifelong learning programmes. After graduation, many of the faculty graduates enter the work process at the clinical units of the faculty, thus remaining in contact with teachers and students who come to these workplaces to get practical experience. The faculty also organizes annual meetings of nursing and midwifery clinical practice mentors and supervisors of clinical workplaces in the field of social work education. The mentors and supervisors of the clinical departments include graduates of the faculty who provide a regular feedback on the needs of practical life and the applicability of our graduates. Close cooperation with graduates is also maintained by the **Faculty of Science at the USB**, especially with doctoral graduates who often become supervisors in the branch or are used as opponents of theses. Like the **Faculty of Arts**, it uses the university-wide environment of the USB Alumni Club for contacts with graduates, however, both faculties use also other tools to disseminate information to graduates, including degree programme boards in which graduates constitute a valuable element of a feedback. These faculties are also starting to develop lifelong learning programmes which again strengthens ties with graduates.

4.2 Employment and employability of graduates

The University of South Bohemia regularly and systematically monitors and evaluates the employment of its graduates in the labour market, using in particular the statistics of the Ministry of Labour and Social Affairs (statistics of school leavers and juveniles in the records of labour offices), Czech Statistical Office, as well as data from the Ministry of Education, Youth and Sports used to determine the list of universities for the relevant calendar year. The University of South Bohemia also regularly monitors special supplements to some newspapers and magazines that publish a branch comparison of university graduates' unemployment rates at the time of submitting applications for higher education. According to these data (using own calculations), the normal unemployment rate of graduates of the University of South Bohemia was 2.1% in 2018²² which represented 32 unemployed graduates in absolute terms.

For comparison, in 2017, the University of South Bohemia recorded a total normal unemployment rate of 2.5% with 40 unemployed graduates. However, the stated places of unemployment represent an average value for all faculties of the University of South Bohemia and for all types and forms of study. Some faculties have an unemployment rate of their graduates significantly lower than the average, or have zero unemployment rate. Data on the numbers of unemployed graduates and their structure are monitored within the University of South Bohemia not only at the University level as a whole but also at the level of faculties and individual degree programmes (fields), which leads to the possibility of identifying weaknesses, respectively to remedial measures by faculty management and guarantors of individual degree programmes (branches).

Positive developments in the rate of graduate employment from the University of South Bohemia in the labour market are also evidenced by the analytical report *Unemployment of University Graduates in 2002–2017* published in 2018, prepared by the Centre for Educational Policy of the Faculty of Education, Charles University. The report itself consists of three basic parts. The first part describes in detail the data sources on the number of graduates, the numbers of graduates continuing their studies and the numbers of unemployed graduates and the difficulties associated with using these data, and describes the methodology for calculating the unemployment rate. The second part analyses the development of the unemployment rate of university graduates in the Czech Republic in the last 16 years not only as a whole but also according to the level of education, faculty orientation, founder type, and for individual universities. The third part consists mainly of large tables containing current data on graduates, graduates continuing their studies, unemployed graduates and unemployment rates for all public and

²² The unemployment rate shown is a weighted average (based on the number of graduates not continuing their studies) of the unemployment rates of 30 April 2018 (year T) and 30 September 2017 (year T-1). The average is used primarily for the unemployment rate to cover graduates for the whole year. This unemployment rate applies only to graduates of the University of South Bohemia who have completed their studies between six months and one year before the survey date.

private universities and faculties in the Czech Republic. The *Evaluation of Universities and Faculties*, published by Hospodářské noviny (Economic Newspapers) at the end of January 2018, which shows a decreasing unemployment rate of graduates of almost all evaluated faculties of the University of South Bohemia, provides positive information on USB.

The University of South Bohemia also regularly participates in national surveys that map the professional opportunities for graduates of Czech universities on the labour market and their evaluation of their university education obtained, it also prepares its own university-wide survey among employers of graduates (in the framework of the OP RDE ESF in particular, preparation for the survey planned for 2019–2020 took place in 2018), partial surveys among graduates and employers are carried out at the level of individual faculties or at the level of individual programs and fields. Also on the basis of the evaluation of these findings, there are some modifications of the study programs (branches) and innovations in teaching. Specifically, at the level of individual faculties, it is necessary to mention the **Career Centre** administered by the **Faculty of Economics of USB** which specializes in systematically increasing the rate of graduate employment on the labour market. The Career Centre provides students and graduates of the Faculty of Economics at the USB and students of other faculties of the University of South Bohemia with advice on job interviews, preparation of curricula vitae and cover letters, organizes lectures and workshops of renowned experts from practice, actively offers vacancies for graduates, etc. The Faculty of Economics of USB also carried out an extensive survey of more than 1,200 graduates the aim of which was to find out what job positions and in what sector the graduates currently occupy and how the education at the Faculty of Economics of South Bohemia contributed to obtaining these positions. **The Faculty of Arts** at the USB, in the course of study in selected branches with a greater share of practical experience, emphasizes practice both within the Czech Republic and in internships and practicums abroad whereby it subsequently increases the employability of graduates in the labour market. The concept of newly accredited degree programmes significantly takes into consideration the applicability in practice, while in 2018 the Faculty of Arts of the University of South Bohemia newly accredited most of the new degree programmes within the whole University of South Bohemia (following the amendment to the Higher Education Act or institutional accreditation granted to the USB; details in this regard are provided in the Appendix to the Internal Quality Evaluation Report for Educational, Creative and Related Activities for 2018). Also within the **Faculty of Education at the USB**, the rate of graduate employment is considered as one of the fundamental criteria of the faculty's external evaluation. Given that the faculty has a very extensive database of school facilities where it regularly conducts questionnaires in the framework of lifelong learning, it has up-to-date information on the demand for graduates. This information is then also reflected in the structure of the offered branches. Also in 2018, the faculty conducted telephone inquiries of graduates in which the graduates of the master's degree programmes from the previous 3 years are regularly addressed (based on their prior approval) and their employment in education system is investigated. **The Faculty of Theology of USB** reflects the current requirements of the labour market in the framework of professional experience, evaluation seminar and also through specialized seminars that students can choose at the end of their studies. Also contacts with employers are important, among others in the specializations of Pedagogy of Leisure Time and Social and Charity Work. All students of health care disciplines at the **Faculty of Health and Social Studies of USB** are given questionnaires at state final examinations where students also anonymously answer whether they intend to enter employment in the branch they studied. The faculty thus gains an overview of the graduates' willingness to work within their branch, to be employed in these demanding professions within their professional career. The faculty also communicates with potential employers of its graduates in situations where employers turn to the faculty asking it to publish a job offer for graduates. The offer is not only published by the faculty on the notice board and on the website (as in the case of most faculties), but the employer is asked for a feedback on whether or not a faculty graduate applied for the job and was recruited. A newsletter with current job offers from their branch is also sent to members of the Faculty Alumni Club about once a quarter. At the **Faculty of Fisheries and Protection of Waters of USB**, the graduates appreciate the opportunity to obtain a yearlong practicum at the faculty's premises for one graduate; of course out of the employment of some graduates directly as faculty staff. This practicum can be important in finding a more permanent job. The employment rate of graduates of the **Faculty of Agriculture at the USB** is measured mostly indirectly, with a relatively wide feedback through professional organizations, especially the Agrarian Chamber and cooperating companies. Regular regional and supra-regional meetings of entrepreneurs and important personalities in the agrarian and food sector organized by the Agrarian and Food Chamber of the Czech Republic are an important source of information. Knowledge is continuously used in determining the profiles of

graduates and their competencies in the optimization of specialisations. The **Faculty of Science at the USB** is (also through lecturers and supervisors-specialists) in close contact with a number of target institutions where graduates are heading (Academy of Sciences of the Czech Republic and other research institutes, nature conservation at all levels, medical research, etc.) so the requirements of practical life are naturally reflected in offered study programs and courses. In addition, the faculty has developed contacts with students and teachers of secondary schools (in the framework of degree programmes focused on teacher training for upper secondary schools) where information is again passed in both directions. In the case of doctoral degree programme graduates, their supervisors and chairpersons of branch councils have a good overview of their further employment and continue to maintain professional contacts with the vast majority of them.

Not only the Faculty of Science at the USB is trying to also find ways to use the system of certified teaching. Certified teaching will enable the student to obtain a (mostly internationally recognized) certificate in the event of successful completion (completion requirements are usually more difficult than in the case of classical teaching). The quality of teaching is underlined by the requirement of all academies to have a pre-trained instructor who is the only one authorized to teach. The most advanced in this area is the "Cisco Networking Academy" which has been running for several years. It is a certified teaching of computer networks where students gain skills in their management and configuration by working with real network elements. The basic course has four semesters and extension of the academy is currently considered to a professional level (depending on the success of instructor certification).

4.3 Cooperation with future employers of graduates

The University of South Bohemia regularly uses a number of opportunities to cooperate with future employers of its graduates, ranging from contacts based on professional branch cooperation in a particular field to job fairs. Prospective employers (such as CAS units, professional organisations, manufacturing plants, nursery, elementary and secondary schools, language schools and translation agencies, medical facilities, youth institutions, social services providers, nature conservation organisations, archives, museums, national heritage institutions, libraries, galleries, the media, national public administration and local governments, publishing houses and other institutions and facilities) are involved in the creation and performance of degree programmes, including the implementation of compulsory professional or operational internships for students. They take part in setting out topics for bachelor, master and doctoral theses, as well as in their supervision and reading, often enabling students to work on their theses in their workplaces or plants. They also take part in final state exams as experts from practice in the given field, they provide a feedback in order to increase the quality of individual degree programmes and they also directly participate in innovating a range of degree programmes. They take part in various professional competitions and projects for students, they help organise excursions, discussions, seminars, workshops and specialised lectures, taking part in many of these as lecturers.

Networks of cooperating institutions and clinical workplaces are expanded every year with new partners by the faculties of the University of South Bohemia and the offer of educational programs for students and teachers of elementary and secondary schools and the offer of other activities implemented especially within lifelong learning is extended and they provide mutual sharing of information and a valuable feedback. Individual faculties of the University of South Bohemia also cooperate with a number of potential employers of their graduates within jointly solved scientific and contract research projects. Job vacancies, but also short-term internships, trainee programs or temporary jobs suitable for students and graduates of individual faculties of the University of South Bohemia are often advertised through departments, individual supervisors or former graduates of the faculties. Some USB faculties have launched special sections on their websites or on the websites of the faculty Alumni Clubs, making it possible for potential employers to post job vacancies, or, as the case may be, go through the profiles of job-seeking students before or after graduation and approach them regarding job offers. Certain faculties make it possible for employers to make job offers to individual students via the faculty unit of life-long learning and teaching practicums. In autumn 2017, the profile of the University of South Bohemia on the LinkedIn professional network was put into operation and the University profile thus became one of the commonly used professional communication tools during 2018.

From the events and activities of individual faculties, let's mention that the **Faculty of Economics of the University of South Bohemia** organized another year of the international job fair for students of the whole University of South Bohemia called the *European Jobday*, in April 2018. EURES and the Labour Office in České Budějovice are partners of the fair. In 2018, a total of 17 exhibitors from major companies and institutions attended the trade fair and were attended by more than 3,000 students across the University of South Bohemia. The **Faculty of Arts at the USB** cooperates with the French Alliance of South Bohemia and the Instituto Cervantes. The **Faculty of Education at the USB** organizes round tables with representatives of the founders and the school heads where the key areas of cooperation and the needs of regional education are addressed. The **Faculty of Science at the USB** solves cooperation with local companies in the area of informatics and security or in the field of technical branches, including excursions of students to companies (Bosch, Jihostroj, Aspera, etc.). The **Faculty of Fisheries and Protection of Waters at the USB** invites representatives from practice for state final examinations. The **Faculty of Theology at the USB** has good experience with the interconnection of study and practice through students of combined studies who usually work directly in organizations on which the branch is focused or in related fields. The **Faculty of Health and Social Sciences at the USB** organizes the *Day of Health Care Disciplines* (formerly *Nurses' Day*, at which hospitals from South Bohemia have the opportunity to present themselves. Direct contact with the management of hospitals, familiarization with trends and work and non-work activities offered by the hospital to potential employees aroused great interest among faculty students. Among other things, the **Faculty of Agriculture at the USB** regularly presents itself at farming business forums, cooperates with the Agrarian Chamber, breeders' and growers' associations, etc.

5 INTEREST IN STUDY

5.1 Entrance exams for study

Within the University of South Bohemia, there is no common admission exam model for all applicants. The admission procedure is diversified and secured in ways that best correspond to a particular degree (bachelor, follow-up master, PhD), the nature of the degree programme and the interest in studying in that programme. All faculties of the University of South Bohemia ensure the admission procedures with their own resources, the services of external suppliers are not used in this area. Admission exams or the admission procedure for bachelor studies respectively take into account, for example, the outcomes of secondary school studies and leaving examinations, the results of the National Comparative Exams provided by SCIO, the results of interest and professional competitions (e.g. Olympiads, international competitions, secondary school expert activity, etc.), results of written tests or oral interviews, language exams, practical or talent examinations, or the results of admission interviews. In some branches, applicants are admitted without admission exams subject to the fulfilment of the stipulated requirements, based on the results of secondary school studies. The admission procedure for the follow-up master's degree programme is usually connected with the evaluation of the results of the bachelor's degree programme, or possibly with a combination of written tests and admission interviews. The admission examinations for PhD studies have the form of interviews and evaluate the applicant's past results, the aim of his/her research dissertation project and his/her language preparedness.

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

The faculties of the University of South Bohemia provide information on study opportunities via the Internet (e.g. home web pages of the University, faculties, departments and branches, profile on Facebook, Twitter or Instagram, promotional videos on YouTube), leaflets and other printed and electronic materials (including multimedia) distributed to selected secondary schools, in the form of advertising in the media, presentation in fairs, exhibitions and similar events that secondary school students and their teachers attend. The University of South Bohemia regularly presents itself to those interested in higher education, students of higher vocational schools, graduates of bachelor specialisations, and the whole spectrum of people interested in lifelong learning at the Gaudeamus post-secondary education and lifelong learning fair. The annual *Open Day* has become tradition, too. The faculties also organize summer schools, excursions at their workplaces for secondary school students, they prepare professional, entertaining-educational and sporting events where they present, among other things, the possibilities of study and the results of their research work. Another form of communication with secondary schools is visits to selected secondary schools in regions from which the highest number of applicants applies to the University of South Bohemia every year. In addition to presentations of basic information on the possibilities of study, the future professional opportunities for graduate on the courses offered (e.g. preparatory courses for entrance exams) or the possibilities of sports, cultural and social activities at the University of South Bohemia or in České Budějovice or Vodňany respectively, these events also include popularisation workshops and seminars. The faculties of the University of South Bohemia and their departments also communicate directly with educational advisors at secondary schools. Activities for talented secondary school students (secondary school expert activity, Olympiads, summer schools) regularly organized by faculties are also of considerable importance. The interest courses of the *Children's University* are aimed, among other things, at students of lower grades of multi-year grammar schools.

An unusual form of providing information to applicants for study was chosen by the **Faculty of Economics at the USB** which intensively cooperates with the Business Academy and the Language school with the right of the state language examination in Písek on the basis of a faculty school. The applied concept of the faculty school is to support the cooperation of students of both schools in the implementation of joint projects while developing managerial skills of the students of the Faculty of Economics at the USB or participation in events organized by both schools. Furthermore, the cooperation brings the possibility

of supporting the teaching of professional economic subjects at the faculty secondary school by the individual workplaces of the Faculty of Economics at the USB for sharing the latest trends in the field, thus opening up the possibility of continuous systematic preparation of new professionals. In 2018, the Faculty of Economics also offered the programme *Becoming a Student of the Faculty of Economics for One Day* for students of the last years of the faculty secondary school and students of six selected business academies in which high school students can try to study at the University. In 2018, a total of 318 high school students passed this programme.

The **Faculty of Fisheries and Protection of Waters at the USB** informs potential applicants about the possibilities of study in several ways. The first is organizing summer schools for secondary school students who can learn about the possibilities of studying at the faculty. Another way of cooperation is sending out leaflets with information about the study opportunities to selected secondary schools or direct contact of the faculty staff members with students directly at secondary schools (e.g. Secondary School of Fisheries and Higher Professional School of Water Management and Ecology in Vodňany, Jakub Krčín Secondary School of Fisheries and Water Management in Třeboň, Secondary School of Ecology and Food Industry in Veselí nad Lužnicí), whereas the portfolio of attended secondary schools is being expanded every year. Furthermore, the faculty expands its activities intended for primary and secondary schools, organizes seminars, roadshows and excursions to its units within the events of the International Environmental Education, Counselling and Information Centre in which it also promotes studies at the Faculty of Fisheries and Protection of Waters at the USB.

In addition to the aforementioned activities, such as the *Open Day*, etc., the **Faculty of Arts at the USB** focuses on organizing lecture cycles to which individual faculty units (especially the Institute of History, the Institute of English Studies, the Institute of Romance Studies) invite secondary school teachers and their students. The Institute of History participates in the organization of the regional round of the History Competition for students of grammar schools in the Czech Republic and Slovakia. The *Day with Humanoids* also met with a very positive feedback. The Institute of Czech Studies and the Institute of Romance Studies have produced information brochures which they send to secondary schools in the region. New in 2018 was the popularizing project *How to Do Science*, a series of lectures presenting the current core branch topics and research at the Faculty of Arts at the USB in a popular way. These lectures are also recorded and will be available online; a book collection of these lectures is also being prepared.

The **Faculty of Education of the University at the USB** is involved in the co-organization of secondary vocational activities; for talented students, it organizes the Olympiads, competitions (e.g. *The Badge of Informatics, Science in the Village, Physics on the Cableway*) and workshops on research-oriented teaching. An important part of self-presentation of the faculty is also cooperation with individual schools within the OP RDE projects and direct participation of headmasters and other staff of faculty and other schools in advisory bodies and working committees whose work is currently focused on preparation of accreditation of a new model of degree programmes that prepares teachers with an emphasis on greater involvement of regional education entities in the preparation of future teachers.

The cooperation of the **Faculty of Science** with secondary schools is very intensive especially in the area of lectures; in the course of 2018, several dozens of lectures were held at secondary schools by experts from the Faculty of Science. Furthermore, the faculty organizes two weekly events for secondary school students, educational events for secondary school teachers, etc. Some of the experts of the Faculty of Science at the USB also led several field excursions in secondary schools. At all these events, the Faculty of Science at the USB presents itself to students and teachers including the possibilities of studying at it.

The **Faculty of Theology at the USB** cooperates especially with South Bohemian secondary schools and it also has extended lecture activity. In 2018, for example, two lectures on Islam in Europe and Judaism for students of Prachatice Grammar School were held. The Department of Philosophy and Religious Studies of the Faculty of Theology at the USB organized a *Day with Philosophy and Religious Studies* at the Faculty of Theology at the USB for students of Prachatice Grammar School. The event included a lecture on Buddhism and a philosophical workshop led by PhD students. There were also traditional lectures for graduates on Muslims in Europe as part of a history seminar at Třeboň Grammar School. Lectures are also complemented by presentations of specialisations, for example in the form of discussions where the presenters are the students themselves. These pilot activities will be followed up

by new workshops for secondary school students in the coming years. Since October 2018, the Faculty of Theology has also been organizing popularization and educational events for secondary school students in the framework of lifelong learning programmes (Junior University as a cycle of events held once a month, organized by academic staff and students from the Faculty of Theology and other faculties), in the form of popular-educational seminars for secondary school students and in the form of lectures and workshops for the wider public which are regularly attended by teachers and secondary school students.

The **Faculty of Health and Social Studies** informs secondary school students about the possibilities of studying at the faculty through its website, leaflets and other printed materials, such as the promotional brochure *Teaching People to Help*. Promotional materials are distributed to selected secondary schools. Another form of promotion is media advertising and participation in educational fairs, exhibitions and similar events that secondary school students and their teachers attend. During the last *Open Day*, those interested in studying, mostly from among secondary school students, used the opportunity to visit the faculty premises, to get acquainted with the offer of specialisations and examples of practical lessons and teaching aids. Accompanying programs were also prepared in the form of demonstrations of the work of paramedics and firefighters equipment. Social branches presented examples of activities within the Centre for the Elderly. Also in 2018, the so-called "RoadShow" was held (for the sixth time) at 21 secondary schools. A team of teachers and PhD students visits selected secondary schools during these events and playfully presents the degree programmes of the Faculty of Health and Social Studies at the USB.

The **Faculty of Agriculture at the USB** has established direct cooperation with approximately two thirds of secondary technical schools of agricultural specialization in the Czech Republic. All specialized secondary schools and higher professional schools in the South Bohemian, West Bohemian region, and most of these secondary schools in the Central Bohemian region and the Vysočina region are personally visited by a faculty representative with a multimedia presentation intended for graduates, supplemented by subsequent discussion of study opportunities at the faculty and offer of information and promotional materials. Thematic excursions are also organized for secondary school graduates, during which graduates visit the faculty with their pedagogical accompaniment and are acquainted with the offer of branches, research activities and equipment of classrooms and laboratories of the Faculty of Agriculture at the USB. Students of some secondary schools also prepare their seminar papers or activities in the framework of secondary school professional activities at workplaces of the Faculty of Agriculture.

6 EMPLOYEES

6.1 Career rules for academic staff members, incentives for employee remuneration

The University of South Bohemia does not have central career rules valid for all faculties, which is mainly due to the significant diversity of the faculties. The incentives for remuneration of the employees are therefore handled by individual faculties of the University of South Bohemia according to their own regulations whereas the Career Code is introduced at six faculties as an internal regulation of the faculty while two faculties have no such document, however, also these faculties use the evaluation of their scientific and teaching performance of their staff members. The Career Codes of individual faculties set the conditions for career growth of the members of academic staff and define types of academic positions and requirements for these positions. The differences between individual faculty career rules are due to the different focus of the faculties and hence the requirements for academic staff members. All faculties of the University of South Bohemia have established and elaborated, to varying degrees, the incentives for remuneration of employees with regard to their achieved results, especially in the area of research and educational activities. The incentives also take into account the achievements in activities such as grant projects obtaining, student work, popularization, organizational activities related to science and research, and the development of studies, or the achievement of the relevant academic degree. At some faculties of the University of South Bohemia, the remuneration of academic staff members also takes into account the results of students' assessment of teaching. Another incentive is the introduction of a system of evaluation of academic staff members (IS HAP software tool) which has been in place since 2018 at all faculties. All evaluation processes define the possibilities of further development of individual employees as well as the development of degree programmes and branches. The direct motivation of employees is achieved primarily through a variable component of wages determined on the basis of the results of the above evaluation processes. Career and motivation rules at all faculties take into account the balancing of professional and private life of academic staff members. The issue of professional breaks due to long-term illness or parenthood is addressed individually, taking into account all the specific needs of individual workers as well as their core unit. The issue of fluctuation of scientific performance of individual academic staff members in case of year-on-year comparison is also solved individually.

6.2 The development of pedagogical skills of academic staff members

The University of South Bohemia pays attention to the development of pedagogical skills of academic staff members. In 2017, the solution of an extensive multi-year project "Development of the JU-ESF" (OP RDE) started, a significant part of which is a key activity aimed at developing pedagogical competences. The course consists of learning modules and blocks, flexibly selectable and combinable so that its structure can be maximally adapted to the individual needs of participants (e.g. the modules of *Teaching Skills in English*, *Creating and Managing E-learning Courses*, etc.). Every participant completes those modules and blocks that correspond to their educational needs in terms of identified reserves in the field of their own teaching competencies and in terms of the applicability of acquired practical knowledge and skills in their own teaching, including consideration of time options etc. by choosing organizational forms of teaching (e.g. a combination of an on-site workshop and online training). The organizational guarantor of the course is the Lifelong Learning Division of the Rectorate of the University of South Bohemia, the Vice-Rector is responsible for the content and quality of educational activities and is also responsible for lifelong learning at the University of South Bohemia.

Of course, the educational activities focused on the development of pedagogical competences existed at the University of South Bohemia earlier, too (e.g. *University Teacher Teaching Skills* course), but the University of South Bohemia strives to systematically anchor them and create a stable offer of educational activities for teachers in the system of lifelong learning that can respond flexibly to current

demand. The Lifelong Learning Division of the Rectorate of the University of South Bohemia also supports the improvement of language competencies, including skills related to teaching in a foreign language, by offering courses for employees. The faculties support the participation of academic staff members in seminars or workshops on pedagogical topics. The Faculty of Education at the USB supports the development of pedagogical skills of teachers, among others, in two key areas: developing didactic competences in the form of tandem teaching with excellent teachers from practical life (primary school teachers teach together with branch didacticists and jointly prepare, implement and evaluate innovative teaching models), and organizing courses on innovative and updating topics. The Faculty of Arts at the USB emphasizes the development of research and pedagogical approaches in the spirit of Digital Humanities, which also has an impact on the updating of pedagogical skills. The courses of research methodology are also supported at the Faculty of Health and Social Studies at the USB, aiming to improve the competences of academic staff members in the management of qualifications.

There are also ongoing trainings or inductions of new teachers with regard to the possibility of using didactic technology which the University gradually buys or continuously innovates. In 2018, multimedia equipment of the classrooms was significantly enhanced, and an offer of trainings and workshops was subsequently created to control multimedia technology, to create presentations and use the e-learning system. Of particular importance in this context are activities helping teachers to more efficient use the LMS Moodle tool.

An integral part of the support of the development of pedagogical competencies is also the provision of feedback to teachers, either in the form of systematically implemented and evaluated Student Assessment of Teaching, in the form of mutual observations between colleagues or participation of more teachers in teaching one subject. Sharing experiences and skills among colleagues and promoting the idea of a 'learning organization' is encouraged. Participation in the courses is organized on a voluntary basis in relation to the perceived need of a particular academic worker, but is also reflected in the development interviews of the department heads with the teachers, especially in connection with the results of regular surveys of the Student Assessment of Teaching.

6.3 Gender equality, support of employees – parents

In accordance with its Strategic (formerly Long-term) Intent for 2016-2020, the University of South Bohemia embraced the principles enshrined in the European Charter for Researchers and in the Code of Conduct for the recruitment of research fellows in November 2017. Since 2018, the University of South Bohemia has been implementing the OP RDE project "Development of USB - Capacities for R&D". The aim is to obtain the HR Award certificate which is awarded by the European Commission to research institutions that implement the Human Resources Strategy for Research (HRS4R). The main benefit of the HRS4R implementation is to ensure that the relationship between the University of South Bohemia as an employer and its research fellows contributes to successful work in the creation, transfer, sharing and dissemination of knowledge and technological development and career development of researchers, including gender equality principles.

In 2018, the initiation phase of the OP RDE project took place. The Working Group of the OP RDE project was established and the representatives of four faculties of the University of South Bohemia that applied for the project (Faculty of Arts, Faculty of Fisheries and Protection of Waters, Faculty of Theology at the USB and the Faculty of health and Social Sciences at the USB) and the Steering Committee of the project headed by the Rector of the USB participated at its work. In addition to the ongoing work of the Working Group and two Steering Committee meetings (June and September 2018), a questionnaire survey was carried out in April 2018 between employees (academic and other) and PhD students of the University of South Bohemia. A total of 3,269 persons were addressed and a total of 18% of all respondents participated in the questionnaire survey. The questionnaire questions covered four areas - ethical and professional aspects, recruitment of new staff members, working conditions and social security, and education and training of the University of South Bohemia staff members. In addition, a 15-member focus group was established, representing the main categories of employees and doctoral students of all faculties that, under the leadership of the Vice-Dean for Development, discussed the results of the questionnaire survey and brought further suggestions. The result was a GAP analysis, i.e. an assessment

of the gaps in the adoption of the European Charter and the Code by the University of South Bohemia, and an Action Plan including proposals for the implementation of the principles of the European Charter and the Code. On 30 November 2018, both materials were sent to the European Commission.

The University of South Bohemia pays great attention to reconciliation of family and professional life. Emphasis is placed on flexibility and a friendly working environment. HR policy is extremely helpful towards pregnant women and mothers/fathers of young children (the possibility of part-time work, agreement-based cooperation, home office, suburban camps, Christmas parties, children's day, etc.). Parents employed at the University of South Bohemia have the opportunity to place their children in the Kvítek children's group of the University of South Bohemia and in the Motýl children's group which is operated in cooperation with the Biology Centre of AS CR. Gender equality is a matter of course when selecting candidates for managerial positions and nominations for expert bodies.

6.4 Measures against sexual and gender-based harassment

On 21 February 2018, the University of South Bohemia issued the Rector's Measure setting out the procedure to be applied in the event of harassment in the workplace (R 374). Part of the university-wide strategy of human resources management, which will be the result of the implementation of the OP RDE project "Development of the USB - Capacities for Science and Development", will also include the issue of sexual harassment and gender-based harassment.

7 INTERNATIONALISATION

7.1 Support of students' participation in international mobility programs

The University of South Bohemia cooperates with nearly 400 universities in more than 70 countries around the world and has long supported the participation of students in international mobility programs. In 2018, 245 students of the University of South Bohemia travelled abroad for at least 30 days (according to documents sent to the Ministry of Education for the purpose of the 2019 budget). Students at the University of South Bohemia can engage in foreign mobility programmes, especially under the Erasmus+ project (EU Education Programme 2014–2020) and the Institutional Plan of the “USB Internationalisation Development for 2016–2018” under which they receive a financial support for foreign mobilities as free-movers for a period of more than one month. Student mobility is further supported by scholarship from faculty scholarship funds, scholarships under intergovernmental agreements for specific destinations (Fulbright Foundation, CEEPUS, DAAD, KAAD, Aktion, Aktion, Baden-Württemberg-Stipendium, scholarships of the Czech-Bavarian University Agency). Studying of student abroad is also supported by funds from both individual and team projects of the USB Grant Agency and funds of departments or institutes of the faculties at the USB. The possibility of a foreign study stay and traineeships is offered to students from the second year of their bachelor's studies and to students of master's degree programmes and to students of doctoral degree programmes. For most students of doctoral degree programmes, stays abroad are a mandatory part of their individual curricula. In 2018, the University of South Bohemia received financial support for mobility within the framework of the so-called Credit Mobility (KA 107) within cooperation with Georgia Southern University, Savannah, USA (Faculty of Education at the USB and the Faculty of Health and Social Sciences at the USB) and Reasearch Institute for Aquaculture No 1 in Vietnam (Faculty of Fisheries and Protection of Waters at the USB).

The Department of International Relations of the USB Rectorate and the individual faculties organize information meetings for students concerning the possibilities of participation in foreign mobility programs and calls of individual programs. The possibilities of obtaining scholarships, which are announced by individual higher education institutions, are published on their website and since 2018 also on Facebook and Instagram.

International cooperation has been established mainly with similarly focused universities and academic centres so that students participating in foreign mobility programmes can choose maximum possible courses that correspond to their curricula at individual faculties of the University of South Bohemia. The credits obtained for courses completed abroad are recognized upon return (based on the Transcript of Records and compatibility with courses in accredited degree programmes). USB students are provided with information about the possibilities of mobility credit assessment in advance through the University and faculty websites, meetings with the administrators of the Department of Foreign Relations of the USB Rectorate and by Foreign Departments at individual faculties and via e-mails. In 2018, the implementation of the OP RDE project “USB Development - ESF” continued at the University of South Bohemia which includes the activity “Systemic Development of Internationalization at the University of South Bohemia” that addresses the development of services of the foreign department and administrative support of foreign mobility coordinators. As part of this project, the Foreign Relations Department of the USB Rectorate established the position of the so-called Go abroad officer which provides comprehensive support to students of the University of South Bohemia who want to go for a study stay at a partner institution. The project also created two new subjects - one for foreign students and one for outgoing students - focused on motivation of mobility and intercultural communication which have been offered to students of the University of South Bohemia and to foreign students who are at a study stay at the University of South Bohemia, since the winter semester of the 2018/2019 academic year. Students receive the appropriate number of credits for completing these courses.

In order to ensure sufficient support and awareness of students in the field of recognition of completed courses and credits awarded, students of some faculties also prepare a so-called Agreement on the Recognition of Courses Completed at a Foreign University in cooperation with their parent departments

in advance, specifying precisely how the specific registered foreign subject will be recognized upon return in the case of successful completion (i.e. as A - compulsory, B - compulsory optional or C - optional). Upon return, all completed courses are recognized to students according to the previously approved method of recognition. The Agreement can be amended by students while studying abroad following the same rules and terms that govern amendments to the Learning Agreement that defines the Erasmus+ programme. Dean's Ordinances on foreign student mobilities usually lay down rules for the recognition of courses attended at a foreign university at the relevant faculties of the University of South Bohemia. The University of South Bohemia also offers students studying abroad within joint and double degree trips (9 degree programmes) - under this type of study, students receive a precisely defined curriculum at a foreign institution that the students are acquainted with and which is fully recognized upon their return. Again, students are informed about the recognition method before the departure by the guarantors of this type of study at the parent institute or department.

The faculties of the University of South Bohemia also organize summer schools every year (in 2018, the preparation of a summer school was intensively carried out at the **Faculty of Economics at the USB** with universities in China - Shanghai). In addition, students are often sent to international conferences and workshops, especially at the **Faculty of Science at the USB** and the **Faculty of Fisheries and Protection of Waters at the USB** where students are also members of the research teams of the faculties, and there is evident support for their development in relation to possible participation in foreign activities. Students of the University of South Bohemia, who, together with foreign students, participate in summer schools, receive credits that are recognized and included as part of their respective curricula. In 2018, the Faculty of Fisheries and Protection of Waters at the USB has implemented the project "IMPRESS – Improved production strategies for endangered freshwater species". It is an EU project - the Marie Skłodowska-Curie Initial Training Network (ITN) the aim of which are research activities carried out through joint education of a new generation of scientists - students in the doctoral degree programme.

7.2 Supporting the integration of foreign members of the academic community

Foreign students who arrived at the University of South Bohemia in 2018 could benefit from the support of the University's International Student Club (ISC) which organizes, in addition to the assistance with the necessary administrative procedures, also a cultural and social programme (trips, excursions, visits to theatres, cinemas, etc.), for foreign students. ISC strives to enable foreign students to communicate with Czech students and meet at joint events (e.g. during student presentations of their home universities intended for Czech students). The AIESEC student organization also operates at the University of South Bohemia which communicates not only with Czech but also with foreign students.

As part of the activity "Systemic Development of Internationalization at the USB", which is part of the OP RDE project "USB Development-ESF", the position of the Welcome Officer has been established at the Foreign Relations Department of the USB Rectorate which provides comprehensive support to foreign students and employees coming to the University of South Bohemia. Every foreign student is also assigned a Czech student-mentor who acquaints the incoming student with the environment of the town and the University of South Bohemia, its operation and principles of study. The Department of Foreign Relations of the USB Rectorate co-ordinates the activities of student organizations and organizes events aimed at supporting the integration of foreign members of the academic community, especially foreign students. One week before the beginning of every semester, there is a number of activities for foreign students coming to the University of South Bohemia to familiarize them with life at the University, in the town, with study obligations, and to provide them with important information and contacts. The *Orientation Week* also includes a so-called "help desk" where foreign students can contact their Czech classmates to help them start their studies at the faculties of the University of South Bohemia. Foreign students are also in contact with foreign department staff members at individual faculties.

Foreign students are involved in student life at individual faculties and throughout the University of South Bohemia and, as part of studying common subjects, they have the opportunity to establish valuable friendships with students of the University of South Bohemia and experience a friendly attitude of members of academic staff. To overcome the language barrier, there is a one-week intensive Czech

language course taking place immediately before and during the semester, as well as a one-semester course *Czech for Foreign Students*. In the academic year 2018/2019, a course was introduced (provided at the Faculty of Education at the University of South Bohemia but teaching was provided by the staff members of the Department of Foreign Relations within the OP RDE project "USB Development-ESF") which is intended for students of the University of South Bohemia as well as for foreign students who are at the study stay at the University of South Bohemia. Students receive the appropriate number of credits for completing these courses. In 2018, the Department of Foreign Relations of the USB Rectorate also prepared the *Guide for Foreign Students* (in English) and the *Guide for Foreign Employees* (in English) which will be published on the University website and also printed at the beginning of 2019. The aim is to provide a comprehensive overview of information related to study, stay and work at the University of South Bohemia and help with orientation in practical matters, especially at the beginning of the academic career at the faculties of the University of South Bohemia, such as matters relating to accommodation arrangement, visiting a doctor, setting up a bank account, orientation within infrastructure of the place of work, university campus, etc.



Signing of the Memorandum of Understanding between the University of South Bohemia and the Shanghai Lixin University of Accounting and Finance (SLUAF). The signing took place during a May visit of the representatives of the Chinese University to the University of South Bohemia. On the left, Dr. Wan Feng, Vice President of SLUAF, Assoc. Prof. Tomáš Machula, Rector of the University of South Bohemia. Photo: USB archive.

In 2018, 195 foreign students arrived at the University of South Bohemia for at least 30 days (according to documents sent to the Ministry of Education for the purpose of the 2019 budget) in the framework of mobility programmes from countries with which the University of South Bohemia has bilateral agreements at university or faculty levels. At the faculties where foreign teachers work, these workers are fully integrated into the life of the relevant unit and, depending on the classification of the particular worker, into teaching and professional or organizational activities. At the **Faculty of Education at the USB**, it mainly concerns the so-called native speakers at the Department of English and German Studies. Communication inside departments is conducted in the target language (English, German) so that foreign members can fully participate in the activities of the department. Foreign members are also allowed to participate in university projects (e.g. International mobility of members of research staff), their works are also included among the reported excellent publications within and outside the University. At other faculties, in particular the **Faculty of Science, the Faculty of Agriculture, and the Faculty of Fisheries and Protection of Waters at the USB**, foreign members of the academic community are integrated into the

life of the faculties through all other staff members who are advanced in foreign languages, and communication in English is a matter of course and brings no problems to the academic community. Foreign academic staff at the Faculty of Science at the USB offer regular and irregular courses to students of cross-border branches and students in Czech programmes for whom trying to study in a foreign language is a welcome opportunity. The faculties (e.g. the Faculty of Fisheries and Protection of Waters at the USB) also organize a number of work and leisure activities which are also offered to foreign members of the academic community. This gives them another opportunity for effective and rapid integration into the team. Foreign students of doctoral degree programmes and scientific staff (post-docs) are naturally integrated through their involvement in the department and institute teams, through jointly solved research projects that are implemented at individual USB constituent parts.

8 RESEARCH, DEVELOPMENT, ARTISTIC AND OTHER CREATIVE ACTIVITIES

8.1 Linking creative activities with educational activity

Links between creative and educational activities at the University of South Bohemia occur through the participation of students of all degree levels in creative activities carried out at each faculty. This is achieved mainly by the selection of topics for bachelor, master and doctoral theses which reflect the existing research tasks being investigated at each faculty or department, institute of laboratory, by the direct participation of students in investigating teams of faculty science projects, including international ones, and by means of exclusive seminars for excellent students. The networking between teaching and research at the USB is also enhanced by regularly sending students, especially of doctoral and master's degree programmes, to international scientific conferences or traineeships to high-class international scientific units, by supporting the students' publishing activities, direct involvement of doctoral students in teaching lower-level students, or involving students as organizers or jurors in various competitions organized by individual faculties. Students of selected branches are also involved in artistic activities under the guidance of art, drama and music educators. The combination of educational and creative activities is further supported in master's and doctoral degree programmes through the internal Grant Agency of the USB which finances projects exclusively involving students of these degrees of study. Some faculties of the University of South Bohemia also have their own internal grant agencies which further expand the possibilities of linking creative and educational activities. A range of other incentives is used to support students' involvement in creative activities (such as premium and special scholarships, the *Dean's Award*, etc.) The involvement of investigators of a wide range of scientific projects in teaching is another beneficial aspect of networking between creative and educational activities. Vast majority of teachers are also active members of research staff who present the latest research results as they teach, making them available to students at all degree levels. New teaching materials (books, textbooks) are also published at individual faculties of the University of South Bohemia whose content reflects current scientific results.

8.2 Involvement of students in creative activities

As described in Chapter 8.1, the involvement of students of bachelor and master's degree of study at the University of South Bohemia is realized primarily through the themes of bachelor's and master's theses; in the case of master's degree students, it is further supported through the internal Grant Agency of the USB or faculty grant agencies. Students also participate in SRA type competitions, international scientific conferences, professional fellowships, workshops, selective seminars or summer schools. Students are directly involved in scientific activities either as an auxiliary scientific force or directly involved in scientific teams. Most students of bachelor and consecutive master's degree programmes participate in creative activities during solving of partial tasks within larger units in their final theses. At the research oriented faculties of the University of South Bohemia, the students of the master's degree programmes are also motivated to have partial results of their final theses published. In artistic branches, exhibitions of students' works of art, concerts of students and student ensembles are organized, and the students are also actively involved in various artistic and interpretation competitions, and they are involved in a number of musical, theatre, literary and cultural-social events in terms of artistic and organisational contribution. Teachers at the University of South Bohemia have enough space in their branches (especially in elective and compulsory elective courses) to offer and teach the topics they are currently researching and to shape their teaching according to their scientific focus and current research projects. Complementary activities, such as the awarding of the *Rector's Award* and the *Dean's Award* for outstanding scientific achievements in the course of study or faculty grant agencies at some faculties, also play a motivating role in linking creative and educational activities.

8.3 Special-purpose funds for research, development and innovation

In 2018, the University of South Bohemia received special-purpose funds for research, development and innovation in the total amount of CZK 336.6 million, of which CZK 253.2 million was operating and CZK 83.4 million was capital resources. In 2018, CZK 292.5 million (86.9%) of special-purpose funds for research, development and innovation was spent directly by the University of South Bohemia in the area of grants and projects. The co-researchers were provided with 44.1 million CZK (i.e. 13.1%) by the University of South Bohemia.

8.4 Support for students of doctoral degree programmes and workers on post-doctoral positions

The University of South Bohemia devotes great effort to improving the quality of education of students of doctoral degree programmes, creating conditions for improving their professional level and readiness for scientific work. The support of students at doctoral degree programmes is graded in many faculties of the University of South Bohemia depending on the student's activity and creative abilities. Students of doctoral degree programmes at all faculties are supported through student projects of the Grant Agency of the USB. Students of doctoral programmes are also involved in solving faculty projects or activities of faculty scientific centres which connect activities of experienced scientists with beginning researchers, including PhD students. Excellent doctoral students are also motivated by above-average scholarships or premium scholarships for publishing results in scientific literature, or by extraordinary scholarships for outstanding scientific results or exceptional achievements in popularizing their branch. In addition to faculty resources, the creative activities of PhD students are also regularly supported from the resources of the USB Institutional Plans (for example financing of printing posters for international conferences, financial support for publications in prestigious professional journals, printing doctoral theses, purchasing foreign professional literature, support for long-term internships of doctoral students, and support for the involvement of foreign experts in the education of doctoral students). Special selection seminars and courses (for example intellectual property protection, presentation skills, etc.) are regularly organized, and mentoring is provided, especially from older students or postdocs. Doctoral students are also encouraged to acquire their own projects or to actively participate in teaching in bachelor's and consecutive master's degree programmes. Research-oriented faculties also send successful doctoral students to internships abroad to top foreign units. Individual faculties offer the best graduates the opportunity of employment, especially in the form of part-time job in grants. The best graduates also find work at the Biology Centre of the Academy of Sciences of the Czech Republic, which is another example of a beneficial symbiosis between the University of South Bohemia and the Biology Centre of the Academy of Sciences of the Czech Republic. In addition, measures are taken at University or faculty levels to align professional life with private life (for example the University children's group). For doctoral students, the University takes into account the recognized parenting periods and provides targeted support to parents so that early parenthood does not become an obstacle to their career advancement.

The University of South Bohemia also establishes new post-doctoral positions with the support of institutional support funds for the development of a research organization (DRO) where part of the funds is used to support the so-called university post-doctoral positions. Any unit of the University of South Bohemia can ask for this position, the only condition is that the postdoc must have come to the University of South Bohemia from another institution. Every year, two postdoctoral positions are awarded, one in the natural sciences and the other one in the humanist branches whereas allocation of the position is decided by a committee composed of internal and external members of the Scientific Board of the USB.

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

Cooperation with the application sphere and its share in the creation and implementation of degree programmes is considerably diversified according to the focus of individual faculties of the University of South Bohemia. In all faculties, the application sphere participates to some extent in the above-mentioned activities; the evaluation then takes place at regular meetings of faculty management and/or guarantors of the relevant degree programmes with representatives of the application sphere. The **Faculty of Economics at the USB** cooperates with a number of important companies and multinational corporations whose experts in the field of human resources management regularly comment on the requirements for the structure of the professional profile of graduates of accredited degree programmes offered by the faculty. In 2018, a total of 40 experts from the application sector participated in teaching within accredited degree programmes. At the **Faculty of Science at the USB**, the application sphere plays a significant role in teaching in branches directly connected to practice, such as Applied Informatics or Medical Biology in 2018. Representatives of the application sphere participate in both theoretical (in the University premises) and practical (in the premises of companies) teaching, students' graduation theses in these branches are also prepared in cooperation with the application sphere in the vast majority of cases. Also at the **Faculty of Fisheries and Protection of Waters at the USB**, representatives of the application sphere participate in the implementation of degree programmes, they cover part of the lessons within some vocational subjects (several hours of lectures or practical classes), or even guarantee some vocational subjects. The application sphere also cooperates in the implementation of professional and vocational practice of students and the faculty has concluded framework agreements with some companies on the conditions of performing these practices at their companies. The representatives of the application sphere are also regular members of the state final examination committees and members of degree programme boards (branches). The primary interconnection of the application sphere with the implementation of degree programmes at the **Faculty of Agriculture at the USB** is realized through student practicums at the School Farm and in other specialized agricultural units operated by various persons of the application sphere in the South Bohemian Region. The application sphere also plays an important role in the implementation of degree programmes at the humanities faculties of the University of South Bohemia. Due to the fact that the **Faculty of Arts at the USB** focuses with its branches mainly on basic research, the application sphere is involved primarily in teaching specific disciplines in some fields (archival studies, conservation, museums, librarianship, gallery practice, translation), including students' practicums in companies and institutions, whereas, for example, students of area studies also have at least two months' practicums abroad (Austria, Germany). The faculty is represented in the "ELIA Exchange" programme (platforms for student internships of the World Association of Translation Agencies) which is mainly used by students of Romance studies. An integral part of the pedagogical and social branches at the **Faculty of Theology at the USB** is the professional practicum of students taking place at selected units. These practicums are regularly assessed, both by the unit that provides the assessment to the student and by the faculty that assesses the content of the practicum, and also by the student who assesses the contribution of the practicum to his/her professional growth. The assessment of mutual cooperation between the faculty and clinical units takes place in the framework of joint seminars with these workplaces. Experts from practice are also involved in the preparation and teaching of specialized subjects. In 2018, in accordance with legislation, degree programme boards were operating at the Faculty of Theology at the USB that also include representatives of the application sphere who, within the framework of the meetings of these boards, provide feedback on curricula, course contents and accreditation plans or other activities, especially professional practicums. The **Faculty of Education at the USB** engages experts from practice in the teaching of some subjects; these experts are also members of the examination boards for state final examinations. Primary and secondary school teachers participate as the so-called introducing teachers in organizing and leading the teaching practice of students of teaching. Specialized units (clinical schools, environmental education centres, museums, galleries, research institutions, Regional Police Headquarters of the Czech Republic in České Budějovice, České Budějovice Hospital, Červený Dvůr Dependency Hospital) provide facilities for practical trainings and research activities of students and for seminars and excursions. Due to the vocational orientation of accredited specialisations, the involvement of experts from the application sphere in teaching is highly desirable at the **Faculty of Health and Social Studies at the USB**. Therefore, the faculty has developed a rich network of clinical workplaces, covering both health and social areas. Experts from these workplaces are involved in providing theoretical teaching and in coordinating vocational practicums. The high

professional level of the practicums is achieved through the establishment of clinical practicum mentors. These mentors are in continuous contact with teachers who regularly organize instructional meetings with them.

8.6 Cooperation with the application sphere on creation and transfer of innovations and their commercialization

The representatives of the application sphere operate in the Governing Board of the South Bohemian University and Academic Technology Transfer Centre. From its function, the Board proposes the focus of research activities in accordance with the needs of the application sphere, proposes the scope of cooperation with the application sphere, and proposes the level and scope of cooperation with other scientific research institutes or professional and vocational associations.

Cooperation with the application sphere is considerably diversified according to the focus of creative activities at individual faculties of the University of South Bohemia. Every year, the **Faculty of Economics at the USB** announces student innovation projects on selected specialized topics with the support of application sphere persons. During the *Budějovice Economic Days*, practical topics of business and social, environmental and ethical impacts of business are discussed. In 2018, the Faculty of Economics at the USB solved the cross-border Czech-Austrian project "Services for Innovation Processes in Small and Medium-Sized Companies (SIP-SME)". This project aims to propose a tool that will be useful as methodological support for the continuous management of innovation processes in small and medium-sized enterprises (SMEs). Units of the **Faculty of Philosophy at the USB** cooperate with institutions in the South Bohemian Region, especially in the field of current trends in conservation of historical artefacts and monument preservation. The course Monument Care is provided by the staff of the National Heritage Institute, České Budějovice Regional Office. The traditional background support of historical branches is mainly local archives; employees of the State Regional Archives in Třeboň and the State District Archives in České Budějovice participate in teaching in the bachelor and consecutive master's specialisation of Archival Studies. Other cooperating institutions include mainly museums, especially the Hussite Museum in Tábor, the West Bohemian Museum in Pilsen, and the South Bohemian Museum in České Budějovice. In addition to local archives, the faculty cooperates with the South Bohemian Research Library and the main media offices of the region (regional dailies, Czech Radio in České Budějovice, regional television) within the framework of teaching Czech Studies that also cooperate with the Institute of Arts and Culture Studies that also closely cooperates with the Aleš South Bohemian Gallery in Hluboká nad Vltavou in the preparation of lecture cycles for students and the wider professional public as well as when organizing exhibitions. The Institute of English Studies cooperates with publishers (e.g. Dybbuk publishing house) where outputs of students from translation seminars are used. The Institute of Romance Studies provides students with contacts with both domestic and foreign professional persons that are also invited to teaching, such as representatives of the Czech Centre in Paris, recruitment agencies, law offices and translation agencies and free-lance translators. In an effort to extend the faculty's focus on applied research, the Faculty of Arts at the USB submitted a successful project from the Programme for Support of Applied Research and Experimental Development of National and Cultural Identity 2016-2020 (NAKI II) which will be implemented in cooperation with the Moravian Library in Brno. At the **Faculty of Education at the USB**, cooperation is carried out primarily in the form of innovative courses and projects for kindergarten, elementary and secondary school teachers. This includes support for the development of research-based teaching in practice (e.g. in biology and geography), innovation in computer science (update courses of in-service training for educational staff), inclusion issues (lectures for teachers - *Week for inclusion*), mentoring and mutual learning development (projects for kindergarten teachers), support of teachers in the area of implementation of elements of development of reading, mathematical and natural science pre-literacy (kindergarten) and literacy (elementary and secondary schools), etc. At the **Faculty of Science at the USB**, employees and students, particularly in the branch of Informatics, participate in the operation of the Develos Association. Employees and students of the Laboratory of Archaeobotany and Paleocology (LAPE) work closely with archaeologists and biologists on new approaches to research, conservation and bioarcheological analyses of materials from archaeological sites, particularly in the context of commercial rescue interventions. In 2018, the **Faculty of Fisheries and Protection of Waters at the USB** devoted to cooperation on the creation and transfer of innovations and their commercialization mainly through jobs of contractual research, licensing of already achieved results,

and through applied projects in which representatives of the application sphere were involved as partners (NAZV projects, innovative voucher of the South Bohemian Region, etc.). The aim of these activities is in particular to develop innovations, technologies, methodologies, prototypes, utility models, etc., and their application directly to the partner organization (or at the contracting authority) from the application sphere. The vertical transfer of information into practice is further ensured by own R&D outputs (publications, books, methodologies, technologies, etc.) and by organizing professional conferences and seminars for professionals from the application sphere. Contracted research is always arranged for the purpose of solving specific and current problems in practice. The faculty focuses on contracted research jobs with higher added value, i.e. long-term jobs with socio-economic benefits for the faculty. Organizations of the application sphere are a place where students of the **Faculty of Theology at the USB** have the opportunity to acquire the necessary experience and practical skills and to link them to the theoretical knowledge obtained during their studies. This is done in the framework of excursions, professional internships of students and joint meetings of teachers and faculty students with experts from practice. Professional seminars for consultants from clinical workplaces allow the knowledge to be discussed directly with representatives of the application sphere and thus positively influence the quality of practice. The basic tool of commercialization and transfer of information into the application sphere is the area of lifelong learning in which the Faculty of Theology at the USB occupies a leading position within the University of South Bohemia. Teachers transform new knowledge from leisure time education and related disciplines (experiential education, animation, etc.) into sophisticated course methodologies that are offered not only to students but also to the public. Another example of long-term cooperation with the application sphere are courses aimed at educating lay people working as volunteers in the parishes of the diocese of České Budějovice. Due to its focus on helping healthcare professions, the **Faculty of Health and Social Studies at the USB** cooperates closely with healthcare facilities in the region. The scientific and research activities at the **Faculty of Agriculture at the USB** have a distinctly application character. Cooperation with partners from the commercial sphere and research institutions at the Faculty of Agriculture at the USB covers a number of areas, from project preparation, to solving specific problems, to application of results in practice. Examples include application of knowledge in cattle and pig breeding, protection of genetic resources and food quality management. Also important is the area of landscape management, especially the water regime, remediation of the devastated areas, and monitoring of the environmental impact of the Temelín Nuclear Power Plant. Recently, several patents and utility models have also been created which are offered to the commercial sector by means of licenses.

8.7 Support of horizontal (intersectoral) mobility of students and members of academic staff, development of competences for innovative entrepreneurship.

The support for horizontal mobility and innovative entrepreneurship is only provided at the faculties that have these activities directly linked to the structure of the branches taught. In general, at all faculties with such focus, these activities are carried out mainly through the support of practicums and elaboration of topics of graduation (bachelor, master and doctoral) theses at the units within the application sphere.

The **Faculty of Economics at the USB** supports entrepreneurship of its students. The consecutive semester courses entitled *Enterprise 1, 2 and 3* serve to test the basic principles of doing business in practice and the subsequent implementation of one's own business ideas. Based on this three-semester course, several students have already set up their businesses during their studies. In 2018, the faculty organized an international competition of business ideas *Invest Day* for all students of the University of South Bohemia and partner universities from the Czech Republic and Germany. In this competition, students present their ideas to an investor committee. In 2018, a pilot comprehensive module for supporting entrepreneurship of students within the OP RDE project "USB Development-ESF", activity "Support of entrepreneurship", was implemented which was prepared in cooperation with other faculties of the University of South Bohemia. The aim of this project is to create a programme to support students in acquiring knowledge, skills and abilities that will enable them to create their own business projects independently, proactively and creatively, both in the business sphere and in non-profit organizations. The **Faculty of Fisheries and Protection of Waters at the USB** supports inter-sector mobility of students of bachelor and master's degree programmes, especially in the form of professional practicums at partners from the application sphere. Also, the heads of laboratories regularly announce internal calls

with the possibility of involving bachelor and master's degree students in current research topics addressed by the laboratory. Of course, these students also have the opportunity to participate in the above-mentioned mobilities or other similar schemes. Apart from these opportunities, students at this level of study can also be supported by funding of their activities through other faculty resources. Doctoral students and academic staff members are employed by the faculty, so their intersectoral cooperation is given by the faculty's own focus - targeted R&D activities focused on applications with international reach. For students of bachelor's and master's degree programmes, education aimed at the development of competencies is given by the content of teaching with an emphasis on its innovation and topicality. For employees, this support is a must and every year the faculty spends a large amount of funds for it from its own resources and the projects being solved. The Faculty of Fisheries and Protection of Waters at the USB enables students and employees to participate in large, often multi-disciplinary projects (CENAKVA, NPU, AQUAEXCEL, etc.). Furthermore, students of all levels of study are allowed to participate in contracted research jobs with different character of expected outputs. At the **Faculty of Agriculture at the USB**, horizontal mobility is supported mainly through professional practicums and the preparation of dissertation theses directly in cooperation with specific companies (e.g. Agrosoft Tábor). In addition, student and graduate internships abroad are supported within mobility programmes.

Some of the conferences and other specialist events (co-)organized by the faculties of the USB in 2018

The Faculty of Economics at the USB

Inproforum

The conference is a traditional meeting aimed at exchanging information and discussing scientific achievements in the fields of innovation, business, regions and management.

SRA

The student scientific and research activities (SRA) is a student competition organized by the Faculty of Economics at the USB. The contestants are students of bachelor's, consecutive master's and doctoral studies. The aim of the competition is to support students' scientific, expert and presentation skills.

Budějovice Economic Days

The second year of the Budějovice Economic Days seminar on the topics of social entrepreneurship and social agriculture.

Our joint presence

An interdisciplinary conference dealing mainly with social science reflection of global environmental problems.

IALE-CZ conference

Conferences that focus on current topics, in 2018 on Cultural Landscape.

Qualitative research methods IV

A workshop for experts who are researching contemporary society while using qualitative methods.

TourWork

A tourism workshop focused on benchmarking of tourist areas and a system to support decision making in destinations.

The Faculty of Arts at the USB

V Jornadas sobre Humanismo, Edición y Cultura Digital

An international conference organized annually by the Institute of Romance Studies of the Faculty of Arts at the USB in cooperation with Instituto Cervantes and the Spanish Embassy in the Czech Republic. The event is regularly attended by experts from the fields of linguistics, literature and culture of Spanish-speaking countries.

Language and identity / Sprache und Identität

The conference was attended by representatives of three universities: The University of South Bohemia in České Budějovice, the University of Augsburg and the University of Regensburg. The theme of the conference was "Language and Identity" from the linguistic and literary perspective. Linguistic contributions focused on bilingualism and multilingualism (both from individual and social perspective), language contact and language interaction, discursive construction of various social phenomena in the media, music as an important part of cultural identity and as a semiotic system. The literary-scientific perspective focused on the possibilities and limits of literary expression in the dialect and its relation to the literary language or language specifics of Prague German authors.

5th European Summerschool in Process Thought „Aesthetics and Process Philosophy“

The international scientific conference "Aesthetics and Process Philosophy" was devoted to exploring the relation of process philosophy and aesthetic and artistic issues in general. This conference was held as the 5th year of the already established series of conferences - organized by the European Society for Process Thought and this time it was implemented with the support of the Faculty of Arts at the USB and the University of South Bohemia in České Budějovice. It was the first event of its type in the Czech Republic.

100 years since the foundation of Czechoslovakia - 1918/2018

The conference, organized on the initiative of the Faculties of Philosophy at the USB in České Budějovice and at the University of West Bohemia in Pilsen in the year of the centenary of Czechoslovakia, was devoted to interwar Czechoslovakia from the perspective of everyday culture, cultural policy or national circumstances, reflected the different Czech and Slovak views, including the issues of Slovakia and Carpathian Ruthenia.

Some of the conferences and other specialist events (co-)organized by the faculties of the USB in 2018 (continued part I)

The Faculty of Arts at the USB

The disintegration of Austria-Hungary and its consequences for Central European literature and culture

The conference, organized by the Faculty of Arts at the University of South Bohemia in České Budějovice, together with the Faculty of Arts of Palacký University in Olomouc and the Faculty of Arts of Charles University, was dedicated to artistic representation of the disintegration of Austria-Hungary in literature, film and visual arts.

Vocabulary of Modernists and Paradigms of Modernism

The conference, organized by the Faculty of Arts at the University of South Bohemia in České Budějovice, together with the Faculty of Arts of Charles University and the Moravian Library in Brno, aimed to analyse new vocabularies, metaphors and rhetorical acts that shaped various variants of modernist visions and ideas.

The Work of Josef Petráň and Contemporary Historical Science

The Institute of History of the Faculty of Arts at the USB recalled the extraordinary scientific and pedagogical merits of professor Josef Petráň at a scientific seminar in which individual participants tried to capture his personal contribution to contemporary historical science, in their papers. With this seminar entitled "The Work of Josef Petráň and Contemporary Historical Science", the Institute of History of the Faculty of Arts at the USB paid homage to one of the most important Czech historians who was awarded an honorary doctorate by the University of South Bohemia in 2005.

The USB Faculty of Education

Conference for Kindergarten Teachers

Pedagogical-didactic conference for kindergarten teachers.

Disportare Conference

A conference focused on kinanthropology.

Geodid III.

A conference focused on didactics of geography.

Fair of ideas of physics teachers

Conference focused on didactics of physics.

The USB Faculty of Science

14th Conference of Environmental Archaeology, Modena

The theme of the conference was "Humans and environmental sustainability: Lessons from the past ecosystems of Europe and Northern Africa".

Inaugural symposium and poster session to mark grand opening of new research facilities

Zooplankton identification course

A zooplankton determination course for beginners and advanced.

Advanced Computer Information Technologies 2018

A conference focused on applied informatics. All conference papers are indexed in the Scopus database.

ACIT 2018 (19th International Arab Conference on Information Technology)

International conference on advanced information technologies. The conference was focused on computers, computer systems, computer networks, security of computer systems and applications of informatics in legal and historical sciences.

Perspectives of Czech Science 2018

A conference aimed at defining the problems of science in the Czech Republic with the aim of sending the conclusions of the conference to the top management of science in the Czech Republic.

At home in Svalbard 2018 / "Doma na Špicberkách 2018"

On the occasion of the 100th anniversary of the foundation of Czechoslovakia, the 25th anniversary of the establishment of the Czech Republic and the 10th anniversary of the commencement of regular research visits of Czech scientists at Svalbard, a cultural and scientific festival called "At Home in Svalbard 2018" took place in the Svalbard administration centre of Longyearbyen and in the former Russian mining town of Pyramiden between 21 August and 13 September 2018. The project was created in cooperation with local partners and it is even planned to continue in the Czech Republic in 2019. Its name comes from the cultural centrepiece of the whole event - the concert of the avant-garde rock band "Už jsme doma" (UJD) and the release of its new CD called "Kry" (Floes). The scientific part of the project culminated on September 6-8 with a scientific conference opened at the University Centre in Svalbard (UNIS) by UNIS Rector Harald Ellingsen, Rector of the University of South Bohemia Tomáš Machula, Dean of the Faculty of Science František Vácha, Director of the Norwegian Polar Institute Kim Holmén, the Director of the Centre of Polar Ecology of the USB Faculty of Science and the head of the Czech scientific station in Svalbard Josef Elster, the representative of the Ministry of Foreign Affairs Zdeněk Lyčka and the frontman of the UJD band Miroslav Wanek. The presentation of twelve lecturers took place in the premises of UNIS, the Julius Payer House (part of the Josef Svoboda Station in Svalbard) and the Svalbard Kirke Church (all in Longyearbyen). Apart from lectures, several exhibitions were also held within the "At Home in Svalbard 2018" festival - "Inuit Myths and Legends through the eyes of Martin Velíšek"; "Sámi Fairy Tales and Legends" (illustrations by Luboš Drtina to the Czech translation of Sámi fairy tales and legends "About the Man Who Purchased Itching", Argo 2008); artistic installations in the space - "Three Women" (Dana Elsterová, Anna Leschingerová, Anežka Podzemská - Flying Message, Light Chimes, Rays of Midnight Sun), and cultural performances - continuous projection of the video clip "Czechia Has Marvelous People"; workshop of the group "Buns and Puppets" with children; mini-festival of Czech animated film (Magic Bell, Fimfarum, Rats, Brumlik and Animuk, excerpts from works by Pavel Koutský, Jan Švankmajer, Jiří Barta, etc.) and a lecture by M. Wanek on Czech animation; a musical-puppet performance "Five Shots in a Cap" (UJD, Buns and Puppets) in Norwegian for children of local art and primary schools and two kindergartens and last but not least, a concert by the rock group "Už jsme doma" together with the launch of its new CD.

A selection of conferences and other specialist events (co-)organized by the faculties of the USB in 2018 (continued part II)

The USB Faculty of Science

FEBS practical course „Advanced methods in macromolecular crystallization VIII“

A traditional course of lectures and laboratory practical classes for advanced students introduces new trends and methods in crystallization; abstracts of all lectures, laboratory exercises and poster presentations were published in a special issue of the Bulletin of Czech and Slovak Crystallographic - MATERIALS STRUCTURE in Chemistry, Biology, Physics and Technology, vol. 25, no. 3a (2018), 90 s. (ISSN 1211 – 5894 (print), ISSN 1805 – 4382 (online)).

4th German-Czech workshop on nanomaterials

The workshop was focused on nanoparticle formation and deposition using low temperature plasma.

Scientix 3

A national conference for science branch teachers, organized as part of the Scientix project to promote science education.

The Inaugural Meeting of Visegrad Group Society for Developmental Biology 2018

The conference, associated with a workshop for students, was an inaugural meeting of the Visegrad Group Society for Developmental Biology (V4SDB), with the participation of scientists also from other European countries; the next meeting is planned for 2020 in Hungary.

The Faculty of Fisheries and the Protection of Waters at the USB

Biotechnology Conference

The aim of the conference was to support international and intersectoral scientific and research cooperation in the Czech Republic by means of biotechnology and transmission technologies.

International workshop New viral diseases in Aquaculture of Cyprinid Fish

Workshops focused on CEV (Carp Edema Virus) and KHV (Koi herpes virus) and other viral diseases.

Safe Society Conference

The central theme of the conference was the “air” element and its safety implications which are reflected from different perspectives in relation to crisis management. These include, for example, dealing with the consequences of storms, the possibility of using air means for rescue work, air accidents and psychosocial aspects of coping with these situations. The conference was an opportunity to meet and exchange experiences of people and organizations involved in helping others in various contexts of emergencies and disasters. It continued the tradition of conferences organized by the Fire Rescue Service of the Czech Republic. It is the fifth sequel of the conferences “We Know about Each Other” and “Safe Society” in the South Bohemian Region.

The Faculty of Theology at the USB

In Pluribus unitas - Unity in Multiplicity

An international doctoral conference in theology and related scientific branches.

Czech and Slovak Islamology: current topics and future challenges

The aim of the conference was to reflect on topics from the broad issue of Islam which are crucial for Czech and Slovak oriental and religious studies.

Institutionalization and deinstitutionalization in diaconal, charitable and social work

Faculty of Health and Social Sciences at the USB

Non-pharmacological procedures in cardioprevention

The conference was supported by a grant project of the Ministry of Health of the Czech Republic which focuses on the role of a nurse in preventive cardiology and implementation of preventive interventions aimed at adjusting the influenceable risk factors of cardiovascular diseases in primary and secondary prevention. A practical workshop was organized as part of the conference.

5th Freybergh Days Conference

The conference was focused on prenatal psychology.

5th Student Scientific Conference FHSS USB

The conference was intended for students of non-medical health and social branches.

GLOBAL CHALLENGES IN A CHANGING WORLD – NEW ROLES AND COMPETENCIES IN THE FIELD OF NURSING

Already the 11th International Symposium, organized by partner universities from Hungary, Poland, Slovakia and the Faculty of Health and Social Sciences at the USB.

5th Budějovice Case Interpretation Conference

The congress was intended for physicians and other professionals (laboratory workers, physiotherapists and other experts from clinical practice). The focus of the congress was mainly to share experience through case reports which bring the opportunity to compare experience with other experts in the field.

International Symposium on the Ethics of Environmental Health

The symposium was focused on ethical issues of environmental health (the influence of environmental factors such as radiation, toxic substances, engine nanoparticles, etc.).

New Trends in Nursing V

Contributions in this conference were focused on current issues in clinical and community nursing. The latest results of research activities in the branch were presented both in Slovakia as well as in the Czech Republic and Austria.

Some of the conferences and other specialist events (co-)organized by the faculties of the USB in 2018 (continued part III)

Faculty of Health and Social Sciences at the USB

A Nurse in the Changes of Time (Nursing in the 100-year history of the country)

Contributions in this conference were related to the development of nursing - they returned to the roots of this branch and provided a detached view of the present and the future. For example, the papers devoted to ethics in nursing, public and media attitudes to the profession, its importance during wars and the role of nurses in contemporary society, and also to the development of the prestige of this profession.

The conference of the Association of Microbiological Laboratories

The conference is focused on microbiology.

The effect of pharmacotherapy on the risk of falls; management of administration of selected drug groups to patients

The aim of this professional meeting was to acquaint participants with the impact of pharmacotherapy on the risk of falling and with the administration of selected drug groups to patients (for example, administration of drugs into probes, crushing of drugs, administration of transdermal systems, insulins, or low molecular weight heparins).

The USB Faculty of Agriculture

Questions around CITES

A conference focused on protection and legislation of protected organisms.

Social Entrepreneurship with Overlap conference - Social Farming block (České Budějovice)

The conference Social farming in European countries – Current situation, communication and connection on rural development planes

The conference, which was organized by the USB Faculty of Agriculture, was followed by workshops "How to start a care farm" and "The effects of care farms for different clients group". The conference was organized under the auspices of the Ministry of Agriculture of the Czech Republic.

Conferences of members of academic staff at the USB: Physiology, nutrition and welfare

The conference focused on livestock breeding.

9 QUALITY ASSURANCE AND EVALUATION OF IMPLEMENTED ACTIVITIES

9.1 Significant events and facts in quality assurance and evaluation of implemented activities in 2018

The year 2018 was crucial for the University of South Bohemia in terms of quality assurance and evaluation. Following the amendment to the Higher Education Act, which came into effect on 1 September 2016, together with its implementing regulations and methodological materials and recommended procedures for preparation and evaluation, the University of South Bohemia implemented a number of organizational and legislative measures to adapt the university system and the quality assurance and evaluation processes to new legal conditions and requirements. At the same time, the University began preparations for applying for institutional accreditation, which was submitted, after completing all required documents and other supporting materials, to the National Accreditation Bureau for Higher Education (NAB) on 8 March 2018 for nine fields of education (Biology, ecology and the environment; Economic disciplines; Philology; Philosophy, religious studies and theology; History; Social work; Teaching; Health service branches and Agriculture). It was noted by the NAB that the application received from the University of South Bohemia was formally correct and complete. At the same time, it was noted that no deficiencies were found that would prevent the application to be considered. Subsequently, the NAB set up the Evaluation Committee, consisting of its chair, a four-member subcommittee on the institutional environment and nine subcommittees for the individual fields of education. As the University of South Bohemia agreed without reservation with the proposed composition of the Evaluation Committee, this committee was appointed by the Chair of the NAB on 11 May 2018. Between 5 June and 27 June 2018, visits to all subcommittees took place at the Rectorate and individual faculties of the University of South Bohemia. Subsequently, all subcommittees prepared their opinions, which were approved by the members of the individual subcommittees. Subsequently, the Chair of the Evaluation Committee prepared the opinion of the Evaluation Committee as a whole, of which the opinions of all subcommittees were an integral part. This opinion of the Evaluation Committee was sent to all members of the Evaluation Committee for distance consideration. The opinion of the Evaluation Committee was adopted by a majority of 32 votes out of 41 (no evaluator opposed the proposal and 9 evaluators abstained from voting). Based on the opinion of the Evaluation Committee, the rapporteur for institutional accreditation and the rapporteurs for the relevant fields of education prepared their reports, which served as a basis for the decision of the NAB on the application of the University of South Bohemia for institutional accreditation. Afterwards, the University of South Bohemia was informed of the possibility to consult the file and comment on the supporting documents for the decision. The University of South Bohemia sent its comments on these supporting documents on 20 August 2018. Subsequently, on 23 August 2018, the Board of NAB issued a decision at its meeting No. 8/2018, based on the aforementioned supporting documents and after extensive discussion, **granting institutional accreditation to the University of South Bohemia for all nine fields of education** with the understanding that in the case of certain fields of education, institutional accreditation is granted only for selected types of study. This decision was delivered to the University of South Bohemia on 31 October 2018. On 4 December 2018, the second part of the decision on granting institutional accreditation was delivered to the University of South Bohemia, in which the Board of NAB grants the University of South Bohemia the right to independently create and carry out doctoral-type degree programmes within the specified fields of education in cooperation with selected institutes of the Academy of Sciences of the Czech Republic. On 18 February 2019, the third and last part of the decision on granting institutional accreditation was delivered to the University of South Bohemia, which details the reasons for not granting institutional accreditation for selected types of degree programmes. More detailed information on institutional accreditation granted to the University of South Bohemia is provided in the Report on the Internal Quality Evaluation of Educational, Creative and Related Activities for 2018.

Following the institutional accreditation granted, the USB Internal Evaluation Board started discussing the submitted degree programmes proposals (full accreditation applications) and issuing the first decisions in this matter. The first faculty that was granted the authorization by the USB Internal

Evaluation Board to carry out selected degree programmes within the framework of valid institutional accreditation was the Faculty of Arts at the USB. More detailed information on the activities of the USB Internal Evaluation Board in 2018 is provided in Chapter 1.3.7 of this Annual Report, and to a greater extent in the Report on the Internal Quality Evaluation of Educational, Creative and Related Activities for 2018.

All required quality management processes were set up at the level of the individual faculties of the University of South Bohemia before applying for institutional accreditation in accordance with legal and subordinate rules and methodologies and the Rules of Quality Assurance System for Educational, Creative and Related Activities and of the Internal Evaluation of the Quality of Educational, Creative and Related Activities at the USB. Thus, the year 2018 was devoted primarily to meeting the requirements laid down by these regulations, preparing accreditation materials in the form of factual plans and full accreditation applications, preparing amendments to self-evaluation reports of degree programmes (branches) and amendments to self-evaluation reports of faculties, including dealing with comments formulated by the USB Internal Evaluation Board on the said reports during the previous evaluated period. The faculties also paid attention to clarifying the workload of the faculty quality coordinators and guarantors of the individual degree programmes/branches, evaluating possible shortcomings and comments arising from regular meetings of the Studies Boards and the Boards of Degree Programmes, where the guarantors of the degree programmes receive feedback from students, teachers and industry experts.

In 2018, the University of South Bohemia also continued to collect requirements, suggestions and examples of good practice in the area of feedback mechanisms, the question of their content and how to provide technical support was discussed. Themes for large data collections (questionnaire surveys) were also collected, the University of South Bohemia was also actively involved in some of these surveys in 2018. In terms of feedback process focused on the individual target groups, the most developed segment is the Student Assessment of Teaching system, which is monitored every semester throughout the university as well as by all faculties and the individual guarantors of degree programmes/branches, or since 2017 by the Board of the Degree Programme respectively. In particular repeated issues are monitored, as well as verbal assessments, which are often more meaningful than individual specific points given to individual lecturers and seminar facilitators. The results of the Student Assessment of Teaching serve to the students in the next years as a guide for enrolment of individual optional courses and as a feedback for teachers and heads of departments/institutes and the management of the individual faculties. The results of the assessment are discussed at meetings of the dean or the faculty management with students; they are also one of the topics of regular meetings of academic senates and academic communities of the faculties. The assessment includes student opinions on teaching, as well as on other services provided by the University as the whole, by parts of the University or by their individual units (for instance the study department, library, dormitories, refectory, etc.). At some faculties, the assessment is also used as one of the supporting materials for determining the personal bonuses of teachers, in the case of negative assessment results as a guide for an interview with the course guarantor, or as a basis for the exchange of the teacher of the given course. Beginning from the winter semester of the academic year 2014/2015, the University of South Bohemia uses a modernised system of the Student Assessment of Teaching, based on the system used for several years now by the USB Faculty of Sciences. Based on regularly collected and evaluated requirements of the individual faculties at USB, the system of the Student Assessment of Teaching is being further developed. Over the past years, several new functionalities have been installed that enhance the user experience both among students and among teachers. Some faculties also regularly carry out anonymous questionnaire surveys aimed at determining the satisfaction and degree of fulfilment of students' expectations within full-time and combined type of study.

The University of South Bohemia is also gradually launching at all faculties a new methodology of evaluation of creative activities using the IS ASE (Information System for Academic Staff Evaluation) software tool developed at Palacký University in Olomouc. In 2018, the last faculty of the University of South Bohemia joined this system (Faculty of Agriculture at the USB), making the system ready for a university-wide evaluation. The IS ASE system makes it possible to monitor the outcomes of creative activities of individual members of staff and to aggregate them at any management level. Data collection on individual members of staff takes place every year in March. The results are subsequently evaluated at the department, faculty and university levels. The outcomes of evaluations are used directly for the

allocation of funds for creative activities within certain faculties, as well as for the identification of excellent individual achievers and research teams at the University of South Bohemia. The results of the evaluation are an important basis for individual consultations of the heads of individual units with their employees, for the evaluation of fulfilment of the set tasks and planning of the main activities for the next period, it also serves as supporting material for faculty management in the evaluation of individual units. This evaluation system has been gradually finalised and optimised to take the role of the primary evaluation tool for creative activities at the University of South Bohemia starting from 2019; at the moment, faculties still partially use their existing evaluation tools to evaluate creative activities of branches (staff members). In principle, however, qualitative and quantitative criteria are always combined. In 2018, a pilot operation of a university-wide evaluation system for other i.e. non-academic staff was also launched at the University of South Bohemia. More detailed information on the feedback mechanisms used at the University of South Bohemia and on implemented projects, measures and other activities in this area is provided by the Amendment to the Report on the Internal Quality Evaluation of Educational, Creative and Related Activities for 2018.

In order to attain a higher level of professionalism of activities carried out as part of the Internal Quality Assurance and Evaluation System, units of the USB Rectorate were reinforced by specialists in the field of management reporting, procedural and personnel analyses in 2017 and at the beginning of 2018. There was a reinforcement of staff in the field of quality assurance and evaluation system at the faculties and other parts of the University of South Bohemia as well. From the second half of 2017, new positions were created for employees taking part in the development of the Internal Quality Assurance and Evaluation System, its individual processes, procedures and tools at respective parts of the University. These members of staff are managed by the Vice-Rector for Internal Evaluations, they fulfil their tasks in coordination with the quality coordinator of the part which employs them. At the same, units responsible for coordinating faculty activities in the field of quality assurance and evaluation were set up at individual faculties (if they had not been set up earlier) and faculty quality coordinators were appointed. The continual development of the Internal Quality Assurance and Evaluation System of the USB, its administrative, personnel, material and financial provisioning are one of the key goals defined within the Strategic Plan of the USB. This goal is funded, in addition to the University's own resources, from operational programmes (currently, chiefly the OP RDE of the ESF), centralized development projects of the institutional plan, institutional resources, programme funding by the MEYS, purpose-built funds outside of R&D, foreign funding, or other resources, which provides financial security for the system's development.

Significant efforts were also devoted in 2018 to the development of the university control system, infrastructure for carrying out educational, creative and related activities, as well as of services offered to students, employees and other relevant target groups by the University of South Bohemia in the field 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 relevant university-wide units and specialized units.

9.1.1 Control system

The internal control system is a set of tools and measures that are used to ensure that the set objectives are achieved while meeting the 3E principle (effectiveness, economy, efficiency). Within the University of South Bohemia, the internal control system consists of management control, which is ensured through managers or employees authorized by them, the Internal Audit and Control Unit, which focuses primarily on comparing the actual state with the desired state, and external control performed by external entities. In accordance with Act No. 320/2001 Coll., on financial control in public administration, the internal control system within the University of South Bohemia is ensured by the Rector's Ordinance R 66 of 30 October 2006 for the implementation of the internal control system and the Bursar's Ordinance K33 of 4 October 2010, which governs the circulation of documents. These ordinances provide for a system of control and set out the obligations of responsible employees required to ensure the correct, economical, efficient and effective use of public funds.

The managers of the individual parts are responsible to the Rector for ensuring the level of the setup of the internal control system and for the economical and efficient use of funds and assets of the University of South Bohemia. These managers dispose of the allocated funds in accordance with Act No. 111/1998

Coll., on higher education institutions, and with the USB Statute. Performance of the preliminary management control pursuant to Act No. 320/2001 Coll., on financial control in public administration, is further ensured through responsible employees authorized by the deans of faculties or directors of parts. The payee of the operation is the head of a unit or the project investigator within the framework of the individual parts. The function of the budget administrator is usually performed by the secretaries or economists from the individual parts. The preliminary inspection from the position of the chief accountant is carried out by accountants who are responsible for the accounting of particular accounting cases. The control environment of the University of South Bohemia is supported at all levels by an established system of regular meetings, in which interim assessments of the performance of adopted measures are carried out.

The Internal Audit and Control Unit, as part of the internal control system, focuses primarily on compliance with the Act on Financial Control in Public Administration, the Act on Accounting, the Labour Code, on compliance with internal regulations and the effectiveness of the internal control system. As part of the internal audits carried out, it ensures independent and objective review of the internal control system and subsequently formulates recommendations leading to the improvement of control mechanisms. The Internal Audit and Control Unit performs its activities on the basis of an annual plan approved by the Rector. Extraordinary internal audits are carried out on the basis of a separate Rector's order.

In 2018, four extensive internal audits and three financial audits were initiated on the basis of the Internal Audit Work Plan. Internal audits were focused primarily on the personnel and payroll area, making inventory of accounts and documents, and the functionality of support systems, processes and agendas of the University of South Bohemia. Financial audits focused on the compliance of the use of subsidies with the Decision to grant a Subsidy. Reports from internal and financial audits were subsequently discussed with the responsible employees and handed over to the Rector of the USB. In the course of 2018, 16 external inspections and one external audit were carried out throughout the University, the external audit being aimed at auditing the financial statements of 2017. The external inspections focused primarily on verifying the eligibility of expenditure, ensuring the sustainability of the project, verifying facts for determining the obligation to make a payment for breach of budgetary discipline pursuant to Act No. 218/2000 Coll., on budgetary rules, and on control of management of public funds pursuant to Act No. 320/2001 Coll., on financial control in public administration. In most cases, the shortcomings identified by audits and public administration inspections were not such as to significantly affect the performance of financial management and the activities of the University of South Bohemia. Based on the control findings, measures were taken to remedy the identified deficiencies.

9.1.2 Infrastructure and other important projects

The University of South Bohemia is committed to continuous efforts to improve the infrastructure for carrying out educational, creative and related activities. The JU Investment Programme for 2016-2020 provides a complete overview of the planned activities of the University of South Bohemia in this area. In accordance with this programme, the updated version of which is attached to the Plan for Implementation of the USB Strategic Plan for 2018, the University of South Bohemia implemented a number of infrastructure projects in 2018. Examples of some of them, together with examples of other important non-investment projects, are given in the following text. Information on other important projects investigated by the University of South Bohemia in 2018 is provided in the relevant chapters of the Annual Report.

At the beginning of March 2018, the **Physical Education and Sports Centre of the Faculty of Education at the USB** in Na Sádkách Street was inaugurated. Although it is intended mainly for teaching students, it provides facilities also for other sports clubs, including volleyball players of extra-league Jihostroj. During the reconstruction of the building for CZK 45 million, paid by the faculty with almost CZK 40 million subsidy from the Ministry of Education, Youth and Sports, a hall for combat sports, a badminton hall with a large climbing wall, a hall for spinning, a fitness gym and a small gym were added to the main hall for ball sports. In the modernized centre, there is also a classroom for regeneration, a laboratory of physiological load, a large classroom for theoretical subjects, a table tennis room and offices for teachers of physical education and sports. The university hall for ball sports, 7.9 meters high, meets the parameters for basketball and volleyball as well as for youth handball and floorball. The improved hall has

a modern laminated flooring, which is one of the best on the market. The nets around the walls were replaced by high-quality solid and flexible lining. The builders managed to complete the reconstruction of the Physical Education and Sports Centre in nine months. This reconstruction was the second stage of the modernization of this sports complex. During the first stage six years ago, the Faculty of Education at the USB took care of the renovation of the complex from the outside – for CZK 20 million, the facade of the centre was thermally insulated and the windows and the roof were replaced.

In mid-September 2018, the **K1 dormitory** was inaugurated at the campus of the University of South Bohemia in Čtyři Dvory, the reconstruction of which took place from 2017. A fundamental change is the cellular system, which results from the enormous interest in single rooms. While previously all rooms in the K1 dormitory were double rooms equipped with a washbasin only, the students now have a cellular arrangement with their own toilet, shower, refrigerator and kitchenette including cooker and sink. Moreover, all rooms have been equipped with new furniture. There are eighteen single rooms and four double rooms on each floor. The total capacity of beds decreased from 440 to 260. Together with the opening of K1, a new website of the dormitories and refectories of the USB was launched²³. The costs of repairing the K1 dormitory, which the University paid from its own resources, amounted to almost 50 million CZK. In addition to the K1 dormitory building, the reconstruction of the K5 dormitory was completed by the end of September 2018.



Accommodation standard of the newly reconstructed K1 dormitory. Photo: USB archive.

In the second half of November 2018, the last two reconstructed **classrooms of the “Pavilion F”** of the Faculty of Economics at the USB were opened. These classrooms, as well as the previous four classrooms, which were reconstructed in previous years, were equipped, in addition to new furniture and computers, also with special posters designed to commemorate important personalities of South Bohemia – this time the Zátěk and Hardtmuth families. In the same period, two important premises were handed over for use to the Faculty of Fisheries and Protection of Waters at the USB in Vodňany, namely the **installation of laboratories and offices** in the loft space of the Experimental Fish Breeding Unit and the **Recirculation Aquaculture System (RAS)** at the Genetic Fisheries Centre of the Faculty of Fisheries and Water Protection at the USB.

²³ www.kam.jcu.cz



Recirculation aquaculture system at the Genetic Fisheries Centre of the FFPW USB. Source: FFPW USB archive.

During 2018, the preparation of the infrastructure project **“Reconstruction of the Bobík building”** continued. The aim of the project is the reconstruction and modernization of the building of the USB Hall (Bobík) located at Studentská 1410/23 at the University campus in Čtyři Dvory. After completion of the reconstruction and modernization, “Bobík” will become a multifunctional cultural, social and educational university-wide centre. After preparing the complex investment plan and the architectural and verification study in 2017, works continued in 2018 on the subsequent stages of the construction project documentation, namely the combined documentation for the zoning procedure and the building permit. For 2019, the preparation of the project documentation for the selection of the contractor and the implementation of the construction is planned, with the assumption that construction works on the complex modernization of the building will be commenced in 2020.



Visualization of the architectural concept of the USB Hall building. Photo: Ateliér Velehradský, s.r.o.

Another important infrastructure project implemented in 2018 was the project “**Development of the USB – Study environment**”. The aim of the project was to improve the study environment at the University of South Bohemia and to increase the level of student satisfaction with the study environment at the University through the modernization of classrooms, study rooms, lecture halls and other education-related areas, which will improve the conditions for student learning and also extend electronic information resources. All faculties of the University of South Bohemia and the USB Academic Library were involved in the implementation of the project. The total costs of the project are almost CZK 100 million. The project will continue in 2019 in order to use up the funds efficiently.



Modernized laboratory of the Faculty of Education at the USB. Photo: USB archive.

In 2018, other important projects of the so-called soft nature were also launched. These were specifically the projects “**Development of the USB – Capacities for R&D**”, “**Development of the USB – International mobilities**” and “**Development of the USB – International mobilities – MSCA-IF**”. The first of the named projects, “Development of the USB – Capacities for R&D”, is focused on the development of capacities, knowledge and skills of managerial, research and other employees of the University in the field of strategic R&D management. Its main objective is to set up strategic management in accordance with the conditions for obtaining the **HR Award**. Other objectives are activities aimed at setting up and developing internal evaluation and popularization of R&D. The need for this university-wide strategic project is supported by a number of analyses (Dynamic Strategic Balance Sheet, Analysis of Research and Development Capacities at the USB, Simplified GAP Analysis). The shortcomings resulting from the analyses are balanced out by the recommendations, which were based on current and future trends and determined further direction of the preparation of this project, its activities and planned outputs. From January to November 2018, the so-called initiation phase of the project took place. This phase included, inter alia, feedback mechanisms concerning human resources through the organization of a focus group and a questionnaire survey. These mechanisms have been used for the first time in history at the university-wide level. The evaluation of the said feedback mechanisms was followed by the development of the GAP Analysis, the Action Plan and the OTM-R Transparent Recruitment Guide. The culmination of the year-long effort was the submission of all documentation to the European Commission (30 November 2018) together with the application for awarding the “HR Award” certificate. The “HR Award” certificate is awarded by the European Commission to research institutions that implement HRS4R (The Human Resources Strategy for Researchers) based on these principles. In January 2019, the implementation phase of the project should start. It should result in an improvement of strategic management in all activities of the University, especially in the area of human resources, internal and external evaluation of the organization, units and individuals, in the field of popularization of R&D, etc.



Work meeting of selected public higher education institutions at the University of South Bohemia within the framework of sharing experience during the initiation phase of the HR Award. Photo: USB archive.

The projects “Development of the USB – International mobilities” and “Development of the USB – International mobilities – MSCA-IF” are aimed at strengthening international cooperation and human resources development in research at the University of South Bohemia through the implementation of international mobilities of researchers. By implementing the projects, the University of South Bohemia aims to increase the quality of professional growth of researchers and to improve the development of the University of South Bohemia as a research organization. Moreover, the support from the project “Development of the USB – International mobilities – MSCA-IF” is specifically aimed at those projects that were approved at the European level under the Horizon 2020 programme and within the framework of the Marie Skłodowska-Curie actions of the European Fellowships type and that are included in the so-called “no-money” list in 2015 and/or 2016. The Faculty of Arts, the Faculty of Education, the Faculty of Science, the Faculty of Agriculture and the Faculty of Fisheries and Protection of Waters at the USB are involved in the implementation of the projects.

Strategically important projects which were implemented in 2018 include the University-wide project “**USB Development – ESF**” with a mix of non-investment (so-called soft) activities by the implementation of which the University aims to increase the quality of strategic management, to establish a transparent and clearly defined Quality Assurance and Evaluation System, to improve the pedagogical competences of the academic staff, to strengthen the internationalization of the environment, to increase the quality and profiling of educational activities, to increase their relevance for the labour market, including promoting entrepreneurship and other desirable skills of students, to increase the number of courses taught in a foreign language, to introduce a system for monitoring labour market needs and examining the ability of graduates to adapt to the labour market, including the strengthening of links with graduates.

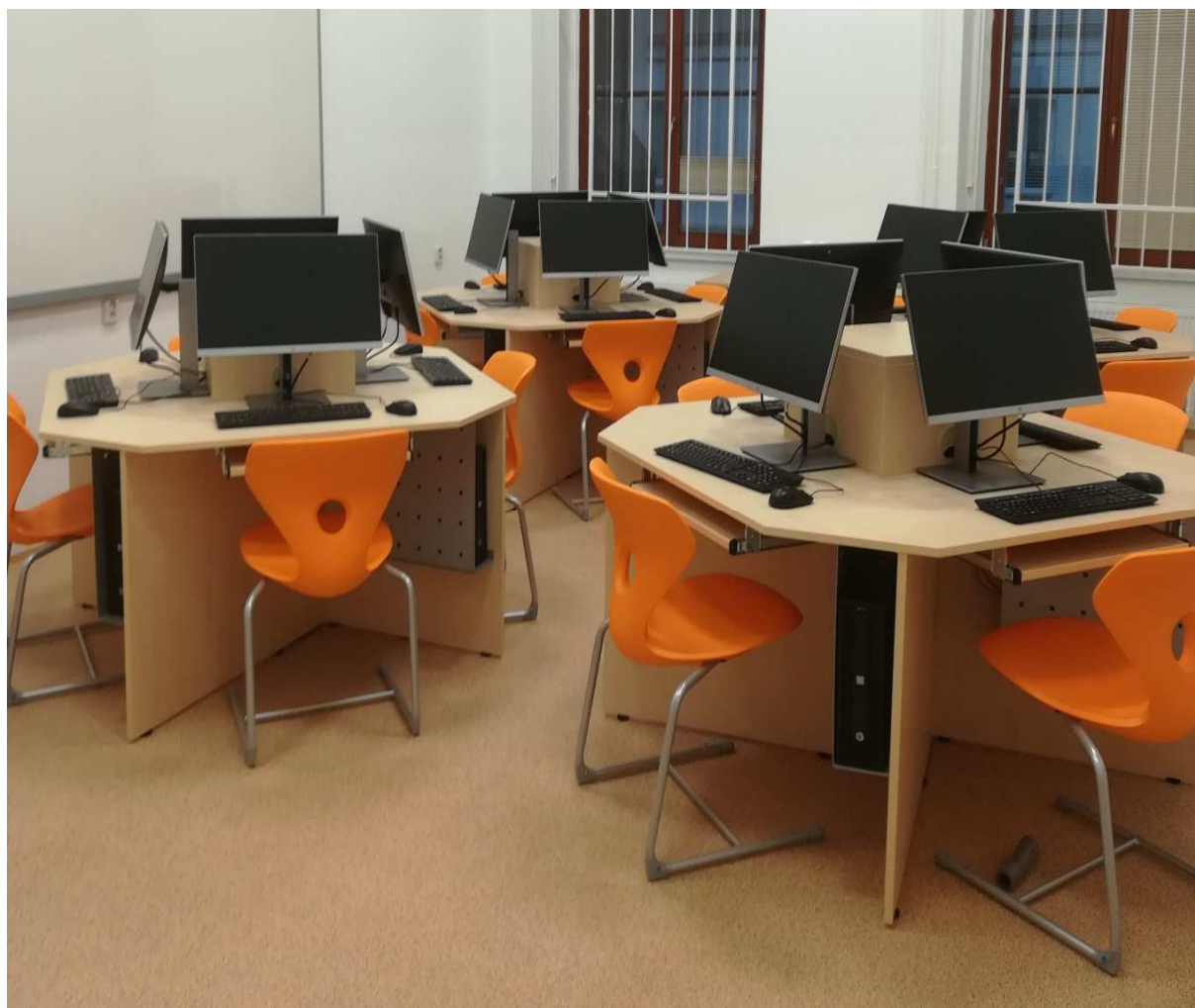
A synergistically linked project, the implementation of which started at the end of 2017 and continued in 2018, is the project “**Simulation Centre for Medical Specialisations at the FHSS USB**” (hereinafter “SLNO”). Its aim is to build a new pavilion for simulation practical teaching and to make a constructional modifications of a part of the existing university building (U Výstaviště 26, land plot No. 1088/1 in the cadastral unit of České Budějovice 2) for practical teaching of non-medical health degree programmes of the Faculty of Health and Social Sciences at the USB (Nurse, Midwife, Paramedic and others) that take into account the labour market needs and societal demand, including the acquisition of related instrumentation, technology and material equipment.



Course of construction works at the SLNO building. Photo: USB archive.

Thanks to its focus on non-medical professions, SLNO will be the first simulation centre of its kind in the Czech Republic. Within the framework of the project, specialized rooms will be created that faithfully imitate the real environment in which medical professionals work, such as an ambulance cab, control rooms, intensive care unit, delivery room, hospital rooms and other areas for monitoring and evaluation of teaching. The rooms will be equipped with medical devices and the role of patients will be performed by sophisticated computer-controlled dummies that mimic breathing, pulse or heart activity. Dummies representing newborn babies, premature babies as well as adult patients are absolutely lifelike, they can breathe, sweat, change colour or even cry. For several years, the faculty has uses a number of dummies and models in teaching, such as birthing or neonatal ones. It will also use them in the new simulation centre. The management and teachers of the Faculty of Health and Social Studies at the USB were inspired by similar centres at partner universities in Linz, Austria, as well as in Finland, Spain or Latvia. During 2018, construction works and preparation of public contracts for the supply of simulation technologies, interiors and other related equipment started.

The second synergistically linked project, the physical implementation of which started in the middle of 2017 and continued in 2018, is the project "**Development of the USB – ERDF**". Its content is primarily to improve or supplement the educational infrastructure at the University of South Bohemia through modernization of comprehensive blocks of classrooms at selected faculties, which will improve conditions for the implementation of modern teaching methods, and modernization of software and hardware equipment to support interactive e-learning technology for distance learning. Altogether five faculties are involved in the project, namely the Faculty of Economics, the Faculty of Arts, the Faculty of Education, the Faculty of Theology and the Faculty of Agriculture at the USB. In 2018, the classrooms of two faculties, namely the Faculty of Economics and the Faculty of Education at the USB, were successfully modernized. In 2019, classrooms of two other faculties, namely the Faculty of Arts and the Faculty of Agriculture at the USB, are planned to be modernized.



Modernized classroom of the Faculty of Education at the USB. Photo: USB archive.

9.1.3 Library and information services

There are two libraries at the University of South Bohemia – the USB Academic Library²⁴ and the independent Josef Petr Ondok Library²⁵ at the Faculty of Theology at the USB. Summary information for both these libraries is provided in Table 12.2.

In addition to fulfilling tasks related to the main mission of the library, i.e. information support for studies, teaching and scientific research at the University of South Bohemia, the USB Academic Library also dealt with a number of other expert tasks in 2018. In the area of securing electronic sources of information (hereinafter “ESI”), continued cooperation with the National Technical Library in centralized procurement was essential. The subject of the contract is the acquisition of ESI within the framework of the CzechELib consortium for the period 2018-2020 with an option until 2022. Under this project, access to ATLA, Oxford Journals Online STM, SpringerLink, ScienceDirect, Web of Science, InCites, Scopus and Wiley sources will be secured for 2019. Access to other ESIs is secured from the MEYS programme “Information – basis of research” (JSTOR I – IV and LION) and from the OP RDI programme (BioOne 1 and 2, CAB Abstracts, Academic Search Complete, OUP Archive and ProQuest STM).

In order to promote the efficient use of available ESIs, the USB Academic Library organized educational courses for their potential users, i.e. students and university teachers in 2018. In 2018, the USB Academic Library organized a total of 40 trainings for nearly 1,000 students and teachers of the University. The year 2018 also saw the continuation of cooperation with several secondary schools in the South

²⁴ <http://www.lib.jcu.cz/>

²⁵ <https://www.tf.jcu.cz/o-fakulte/knihovna-j-p-ondoka>

Bohemian Region, for which the USB Academic Library organizes excursions and lectures on work with professional information. Under a cooperation agreement, the USB Academic Library provided several ARPIDA centre clients with the possibility of regular work activities throughout the year 2018 with the aim to support the improvement of basic work habits for persons with reduced self-sufficiency due to disability.

However, the list of activities of the USB Academic Library in 2018 is far from over. One of the fundamental innovations of last year was the creation of an advisory body of the Rector of the University of South Bohemia – the Library Board of the USB Academic Library, which expresses itself, among other things, on the conception of individual key activities of the library.

In 2018, the library collection of the USB Academic Library was expanded by 7,813 new items. The library collection thus already has 365,560 items. In addition to purchases, the expansion of the library collection was to a significant degree due to donations. In May 2018, the Institute of History of the Faculty of Arts at the USB obtained most of the books from the estate of the prominent Czech historian Professor Josef Petráň (1930-2017). Thematic scope of hundreds of publications mainly concerns the history of Czech society in the period from the Middle Ages to the 20th century, spiritual and material culture, level of education and history teaching. All books are available to be borrowed by readers as part of the library collection of the USB Academic Library. The library of Professor Josef Petráň is the second library that the Institute of History received. The first was the library of Professor František Šmahel, acquired by the Institute of History in 2005. At the end of 2018, the USB Academic Library also made accessible a unique book collection of over 400 volumes from the estate of the Viennese lawyer Rudolf Bazil, who was a lifelong art lover and also a long-term member of the board of the Association of Friends of the Art History Museum in Vienna. His collection contains titles on art history that are not commonly available in the Czech Republic. Among them, for example, monographs of world artists from the Middle Ages to the present day. The USB Academic Library also received a donation from the Faculty of Economics at the USB, which contains more than 200 volumes of textbooks and manuals. In addition to these larger donations, the USB Academic Library also received several smaller donations.

One of the fundamental technical improvements of the USB Academic Library in 2018 was to equip two rooms with the latest audio-visual technology, with the support of OP RDE funds. In addition, two A3 book scanners were purchased and 20 new computers with modern processors were installed in the free selection area. In 2018, a two-year complete content revision of the collection was also completed, which led, for example, to the creation of several new classification lists. Regular thematic exhibitions of books were also introduced, a new service, umbrella lending, was introduced and a new group study room was opened. Last but not least, the library successfully organized the first year of the charity collection *Srdce za knihu* (Heart for a Book) at the end of the year, thanks to which it was possible to raise almost CZK 50,000.

9.1.4 Catering and accommodation services

In 2018, as in previous years, accommodation²⁶ was provided in the K1 - K5 dormitory buildings and in the Bobík hostel with a total capacity of 2,116 beds. The accommodation level changed in the K5 dormitory, due to the termination of the stage IV of reconstruction of sanitary facilities and common areas on individual floors and in individual rooms. Reconstruction of sanitary facilities and common areas of the K5 dormitory took place in four stages, always in the months of July to September, because of the possibility of using accommodation capacity during the academic year. In 2018, the total reconstruction of the K1 dormitory was completed, thanks to which the accommodation standard was significantly increased (for details see chapter 9.1.2). Furthermore, the roof on the main building of the USB Refectory, which was severely damaged by hail at the beginning of 2018, was completely repaired. In the other dormitories, the standard of accommodation remains the same in the long term and requires the necessary reconstruction with regard to the age of the buildings and the decreasing interest in accommodation in the dormitories of the University of South Bohemia. This, of course, also has an impact on the financial management of the dormitories; nevertheless, the economy of accommodation is improved by supplementary activities during the period from July to September of the relevant calendar year.

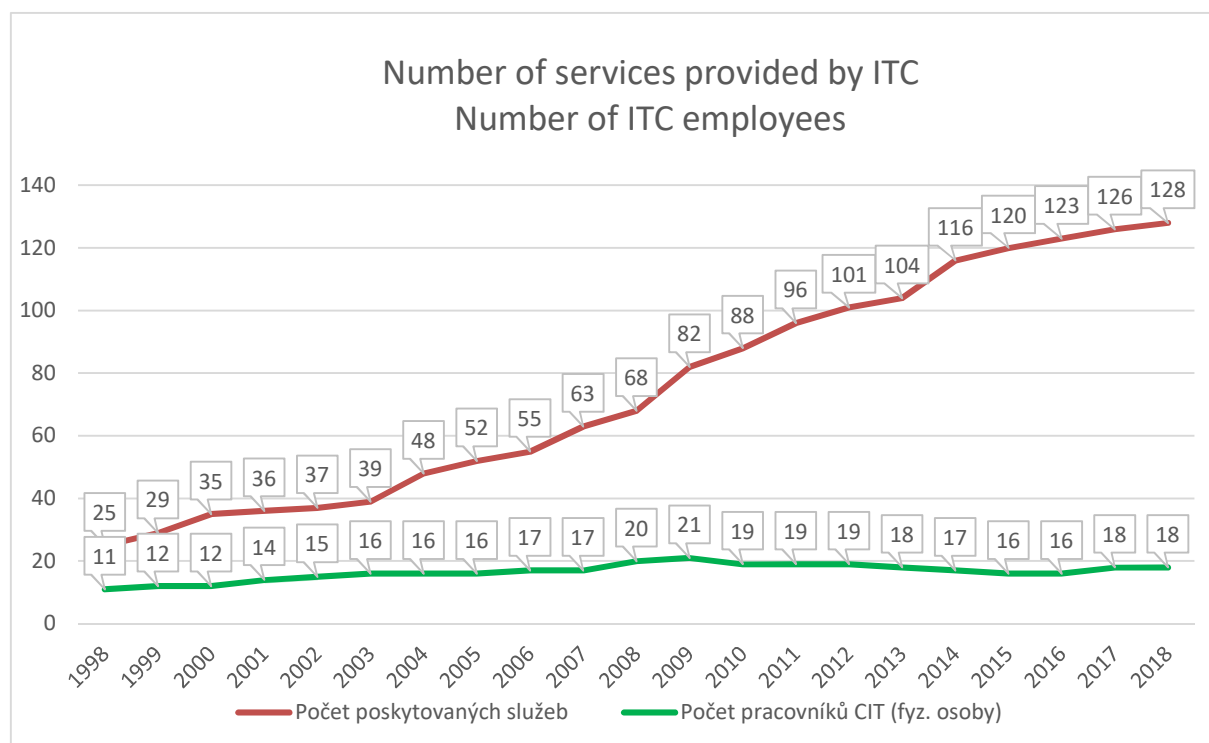
²⁶ <http://kam.jcu.cz/>

In addition to regular meals, the USB Refectory prepares dietary meals, offers preparation of short order dishes and pizzas. Café AK is also in operation and is located in the building of the USB Academic Library; it is operated by the USB Refectory and fast food is offered. In 2018, significant changes were made in Café AK. Based on students' suggestions, the opening hours have changed from 1 February 2018, starting at 7:30 am on weekdays and ending at 4:00 pm, on Friday at 2:00 pm. This ensures the possibility of refreshment before the start of lectures. In the course of 2018, the refreshments assortment offered by Café AK was gradually expanded to include innovations of its own production, such as sandwiches, baked toasts and new types of salads (with olives, feta cheese or chicken). However, the large assortment of meals and other catering services provided by the USB Refectory requires a higher overhead costs related to food preparation, especially the staffing of the refectory. For more information on accommodation and catering services, see Table 12.1.

9.1.5 Information and communication technologies

The USB Information Technology Centre (ITC)²⁷ is a university-wide unit providing management and development of centralized information systems and information infrastructure at the University of South Bohemia. ITC currently includes: Academic Computer Centre (ACC ITC), Information System Centre (ISC ITC) and HelpDesk and Card Centre (HD and CC ITC). At the end of 2018, a total of 18 persons worked in USB ITC.

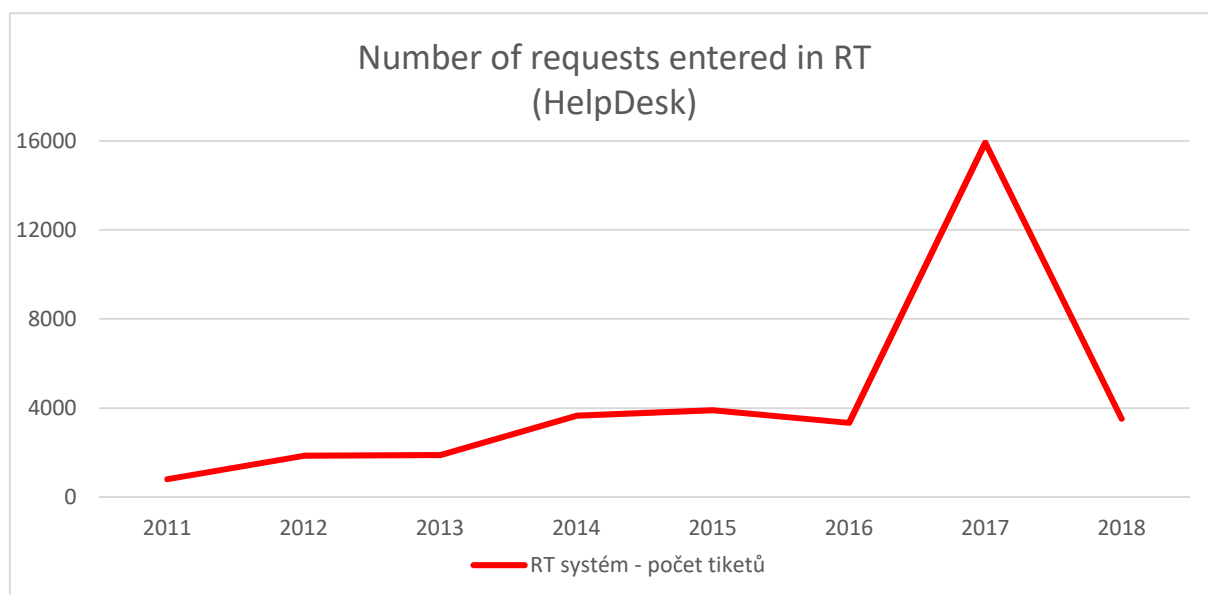
The services provided by ITC extend to all key areas at the University of South Bohemia. The increase in the number of services provided did not stop even in 2018, as shown in the graph.



Development of the number of services provided by ITC and the number of ITC employees in 1998-2018.

An increase in the number of services provided, their expansion and a continuous increase in their volume also leads to increased load placed on ITC staff. A good indicator of the increase in load is the number of tickets entered into the RT system (system for reporting requests and problems), although it does not record all requests and problems solved in ITC. See graph for details.

²⁷ http://www.jcu.cz/o-univerzite/organizacni-struktura/rectors_office/cit



Development of the number of requests entered in RT (Help Desk) in 2011-2018. The higher number of tickets in 2017 was caused by a higher number of spam tickets which, however, had to be processed as well.

In 2018, the following four projects were investigated in ITC:

- Milota, J. et al. Development of IT infrastructure and IS USB. Project IP 2016–2018 USB, PA1, No. IP16–18 09/REK, 2016–2018.
- Holý, R. et al. Synergies of technological development and implementation of new legislation in 2018. Centralized Development Program of HEI for 2018, No. CRP18 C4/REK (investigator for the USB: J. Milota).
- Bartošek, M. et al. Comprehensive solution for personal data protection in the environment of higher education institutions. Centralized Development Program of HEI for 2018, No. CRP18 C11/REK (investigator for the USB: L. Bulánová).
- Brandejs, M. et al. Cooperation in the preparation of study IS for the new structure of studies and a technical solution of inter-university permeability of studies. Centralized Development Program of HEI for 2018, No. CRP18 C10/REK (investigator for the USB: E. Krlín).

The total volume of funds obtained from these projects reached CZK 8.142 million.

Furthermore, the following project was commenced:

- Milota, J. et al. Verifying the performance and reliability of the Ceph distributed storage system in the environment of geographically isolated locations of the CESNET e-infrastructure. Project FR CESNET No. 630R1/2018.

The following was carried out in the area of network and information infrastructure in 2018 particularly from the funds of the USB Institutional Development Plan:

- 1 database server in the Rector's Office put into operation;
- 2 virtualization servers replaced at the FE;
- backup cooling installed in the server room S2 in the Rector's Office;
- 9 disks for FEd server, 1 SAS E1 backplane for server at the FE, 1 additional battery module for UPS at the FE (incl. the communication card) purchased;
- 1 air-conditioning in server room at the FE installed, 1 air-conditioning in server room at the FEd installed;
- 12 Windows Server Standard licences at the FE and 2 pcs of Altaro VM Backup SW at the FE purchased;
- 31 data backup storage expansion disks in the Rector's Office purchased;
- a new fibre optic cable (STP – FA J);

- 3 backbone switches, 2 10Gb virtualization cluster switches and 2 Gb switches at the FEd purchased;
- data distribution system in the classroom A218 at the FE built;
- a central WiFi controller and 32 HP WiFi AP licences purchased;
- 3 camera servers and 5 cameras restored;
- 24 PCs for the Rector's Office, the Academic Library and dormitories and refectories, 2 printers for the Rector's Office, 1 barcode printer for the Rector's Office, 1 scanner for the FEd, 7 notebooks for the Rector's Office, 3 monitors for the Rector's Office, 2 Acrobat Pro licences for the Rector's Office purchased;
- the classroom at the FT (28 PCs) restored, 5 projectors in FEd classrooms, 2 large-format display monitors in FHSS classrooms.

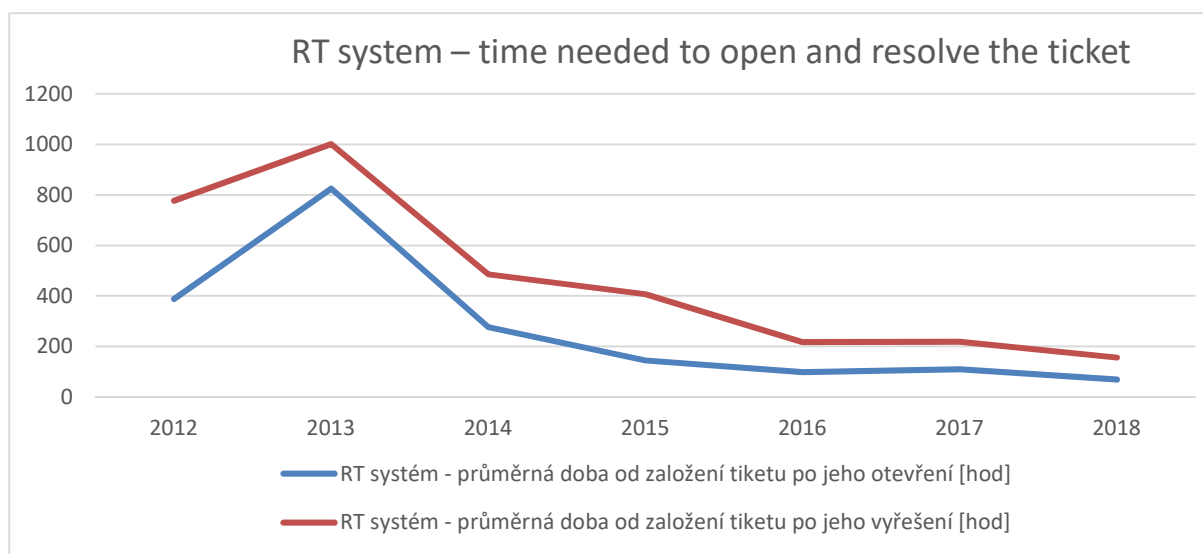
In the area of information systems, the following significant changes occurred in 2018:

- IDM modifications made (workflow modifications, deleting identities, ...);
- EGJE-IDM interface modified;
- application for the Support Centre for Students with Special Needs implemented;
- the USB central Moodle server upgraded and modified;
- the Periodic Training and Notifications modules implemented in Moodle;
- the USB Publishing System put into operation and submitted to the USB Academic Library for administration;
- e-approval extended to FFPW, FT, FHSS and FEd;
- use of Academic Staff Evaluation extended to FA USB;
- measures to implement the EU GDPR at the USB analysed and implemented;
- the Assets module implemented;
- the Request Forms module modified;
- a number of modifications to the iFIS application and its modules (GDPR requirements, extension of iFIS/Manager module functionalities, reporting modifications, harmonization with eGOVERNMENT services, Filing Service modifications, modifications to the electronic invoice approval process for multi-source orders, modifications for concurrent electronic and paper invoice approval and more).

In terms of standardization, the following, among others, was achieved in 2018:

- increasing the number of PCs included in Active Directory (by 243);
- extending the Academic Staff Evaluation (ASE) to the FA;
- launching the unified USB Publishing System;
- increasing the number of IS components using single authentication (CPSSP, Assets).

In terms of cost savings, the average time between creating a ticket in RT and starting to handle it and between creating a ticket in RT and resolving it decreased, among other things, as the following graph shows.



Development of the average time from setting up a ticket in RT to its opening and the average time from setting up a ticket in RT to its resolution in 2012-2018.

9.1.6 USB British Centre

The main aim of the USB British Centre²⁸ is to support the development and teaching of English language 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 can also boast a unique library with a collection of English literature. 17,000 titles of classical and contemporary fiction, textbooks, films, sound recordings, magazines and other materials in English are available to all visitors and are expanded every year by hundreds of other titles. In 2018, new English materials worth CZK 110,000 were purchased for the library of the USB British Centre.

The USB British Centre is a regional organizer of internationally recognized Cambridge language exams at all levels. In 2018, 814 candidates took the international exams. Thanks to the partnership established between the British Council and the University of South Bohemia, students and employees of the University of South Bohemia can enjoy a number of discount bonuses. Those who passed the exams successfully have extended opportunities to study and work in the Czech Republic and abroad. The University of Cambridge inspection authority has repeatedly confirmed the flawless and high standard of the course of examinations and their administration in České Budějovice and granted the Exam Preparation Centre status to the USB British Centre also for 2018. Thanks to close cooperation with the British Council and the University of Cambridge, the USB British Centre enables also handicapped candidates, affected e.g. by blindness, stuttering, deafness, etc., to take exams in České Budějovice. The USB British Centre, as the only centre in South Bohemia, has been accredited for organizing the IELTS (Inter-national English Language Testing System) international exams which are in high demand in the world and serve, at the same time, as proof of knowledge of the English language for visa applicants to the United Kingdom of Great Britain and Northern Ireland.

In 2018, 17 seminars and lectures in the English language were held at the USB British Centre, attended by 601 participants. Among the important visitors who visited the USB British Centre in 2018 and gave a lecture there were, for example, James Hill from the USA, Michaela Čaňková from Oxford University Press or Daniela Clarke. The USB British Centre closely cooperates with Czech and foreign lecturers from the Faculty of Science at the USB, whose interesting lectures have already been seen in the USB British Centre by dozens of visitors. On 5 June 2018, the USB British Centre was visited by the Ambassador of the United Kingdom of Great Britain and Northern Ireland, Mrs. Jan Thomson. She has become the fifteenth ambassador who has honoured the USB British Centre with visit and appreciated its work.

In 2018, the USB British Centre opened 23 semester language courses with preparation for international exams and two summer language courses. A number of courses were filled by students of the University

²⁸ <http://www.britskecentrum.cz>

of South Bohemia. In 2018, 150 students completed these language courses. The USB British Centre also offers courses accredited by the MEYS. These courses are designed for both certified and non-certified teachers from the whole South Bohemian region and for school managers.

The testing of language skills, which has been extended to include online testing, forms an integral part of the activities of the USB British Centre. This makes it possible not only for students but also for handicapped people or people from more distant parts of the South Bohemian Region to check out their level of English. In 2018, 610 interested persons were tested. Over 400 of them were students and employees of the University of South Bohemia. In addition to university students, the USB British Centre also focuses on secondary school students. In 2018, 288 secondary school students visited the USB British Centre during regularly organized excursions. During the excursion, students gain knowledge not only about the USB British Centre, but also about the possibility of studying at the University of South Bohemia.

In 2018, three full-time employees worked at the USB British Centre. All activities and operation of the centre were covered from own revenues. The capacity of the centre is fully utilized every year and due to the high interest in English and the unique offer of activities of the USB British Centre, no change in activities is expected in the next few years. The USB British Centre closely cooperates with faculties of the University of South Bohemia and this cooperation will be further intensified.

In 2018, the USB British Centre was significantly supported by the Statutory City of České Budějovice and by the British Council Prague.

9.1.7 USB Goethe Centre

The USB Goethe Centre²⁹ has been operating in České Budějovice with the support of the Goethe-Institute and the University of South Bohemia since 2005. Since its establishment, the goal of the USB Goethe Centre has remained unchanged – promoting the German language and presenting the culture of German-speaking countries in South Bohemia. It fulfils this goal by organizing various cultural and educational events, while trying to address various age and professional groups with its offer and to promote their interest in the German language. One of the basic building pillars of the USB Goethe Centre is language work. It consists of two basic areas – organizing German courses and international language examinations Goethe-Zertifikat.

The USB Goethe Centre offers standard German courses for the public as well as specialized courses, i.e. conversational, professional or preparatory courses, which, by their nature and conception, lead directly to the successful passing of the Goethe-Zertifikat exams. All courses are led by experienced German lecturers, who are regularly trained by methodologists from the Goethe-Institute based in Prague. The conception of teaching in language courses follows the standards of the Goethe-Institute, with great emphasis placed on situational teaching. All courses of the USB Goethe Centre gradually lead to passing the internationally recognized Goethe-Zertifikat exams. In 2018, a total of 18 standard courses at A0 – B1 level, 7 courses at B2 level and 2 courses at the highest C1 language level were opened in two semesters. A total of 8 courses were special. These courses include courses for children or grammar exercises for students of the University of South Bohemia, as well as courses on financial topics, courses accredited by the MEYS or preparatory courses for the Goethe-Zertifikat exams. In 2018, 227 attenders enrolled in 37 standard and special German language courses at the USB Goethe Centre. All courses of the USB Goethe Centre are held both in the original and newly rented premises of the USB Goethe Centre. Due to the increasing number of people interested in German, the premises are also rented at the Faculty of Theology at the USB. In 2018, German courses of the USB Goethe Centre were taught by a total of 10 lecturers.

The USB Goethe Centre is a licensed examination centre of the Goethe-Institute. Since 2010, the internationally recognized Goethe-Zertifikat exams for the A2, B1, B2 and C1 language levels according to the Common European Framework of Reference for Languages are held here regularly three times a year. In 2018, a total of 93 candidates took these examinations at the USB Goethe Centre, 87 of which successfully. Another 49 interested persons from the public took advantage of the opportunity to take

²⁹ <http://www.goethecentrum.cz/>

a pretest, i.e. to try these exams, which are also held here three times a year, always before the actual exam date, as mock exams. As a rule, the Goethe-Zertifikat exams take place in the USB Goethe Centre in February, May and early November. The employees of the USB Goethe Centre are professionally trained to evaluate both the written and oral part of these exams, so all corrections and printing of certificates are carried out directly in České Budějovice. A total of 5 certified trained evaluators cooperate externally with the USB Goethe Centre. In addition, attenders of standard courses of the USB Goethe Centre or preparatory courses for the Goethe-Zertifikat exams are offered reduced internal prices for the exams. Since 2018, the university licensing centre in České Budějovice can offer a new test focused primarily on business and labour-law German. This so-called GOETHE TEST PRO is designed especially for those who want to have a realistic evaluation of their own language level so that they can get impulses for their further education and for individual companies, who then easily and effectively test the language skills of their employees or applicants for jobs where a certain knowledge of business German is required. This test is also a great tool to evaluate the outcomes of further training and education and to create a reliable basis for measures in the field of further training and education and career development in the area of business German. GOETHE-TEST PRO is computer-based and quickly and reliably determines the language competence of employees in terms of understanding spoken and read text.

The USB Goethe Centre also supports, as part of its activities, further training and education of German language teachers and pedagogy students. During the year 2018, 9 different educational seminars, workshops and other events were held, mostly with the accreditation by the MEYS. These educational events were thematically focused on teaching games, phonetics, context-based grammar, and on introducing novelties on the market of textbooks and didactic materials. Examples include the workshops entitled *Němčina pro profesní uplatnění (German for career)*, *Stationenlernen in Berlin*, *Maturita z němčiny (Secondary school leaving exam from German)* and the workshop *Binnen-differenzierung* which focuses on working with a heterogeneous group within one class, learning strategies and, above all, motivating pupils to perform. At the beginning of September 2018, the USB Goethe Centre organized a two-day intensive accredited methodological workshop professionally led by Mgr. Lucie Čechová, who was awarded twice as the best teacher of German in the Czech Republic. The entire educational programme was designed to take into account methodologically all the needs of teachers of German to ensure high-quality teaching in primary schools, focusing on younger school age and children who are not yet able to read or write. At the same time, it was a great opportunity for a motivating and inspiring meeting, getting new ideas for German lessons, as well as exchanging practical professional experience. Activation and motivational games were thematized as well as web portals in German teaching and the promotion of creativity in German teaching. At the same time, possible learning disabilities were explained, providing tips on how to deal with them when teaching foreign languages and how not to discourage children from studying.

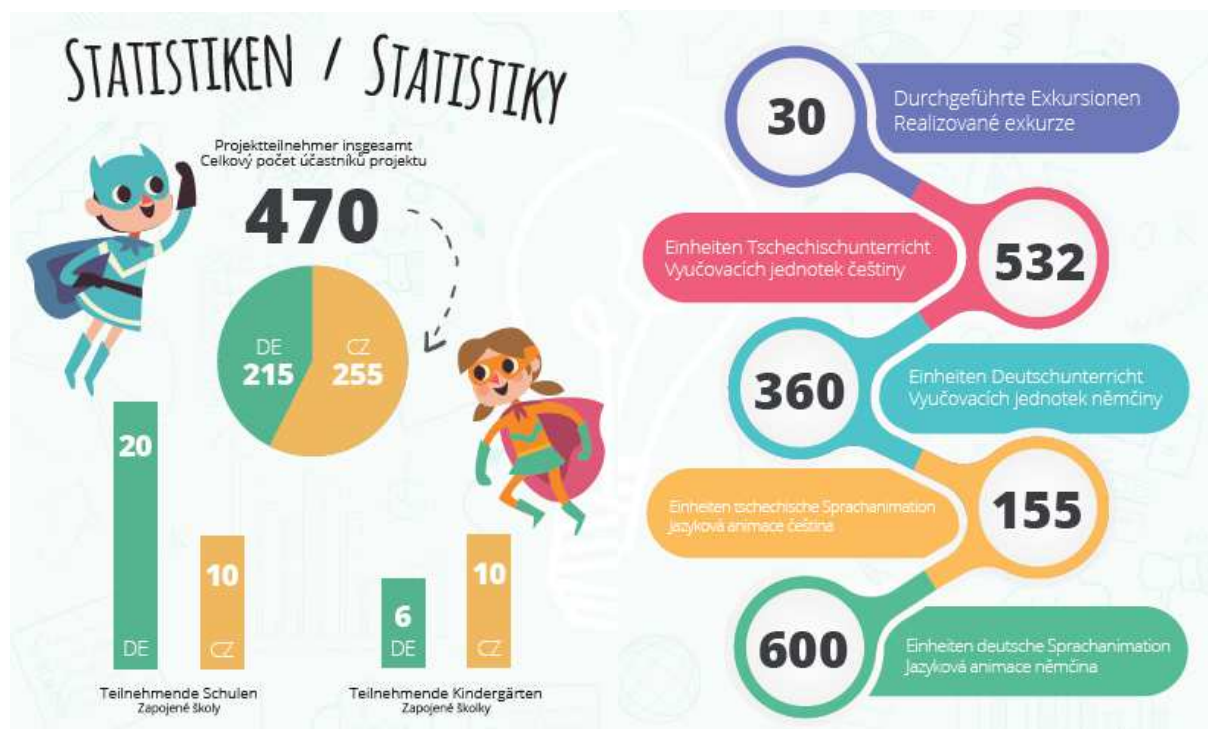
Teachers of German also took advantage of the offer of presentations and lectures of the USB Goethe Centre focused on the facts about German-speaking countries. Among others, the theme of Viennese Modernism was presented, personalities such as Karel May, Karel Marx or Adalbert Stifter and interesting places such as Zwickau, East Frisia or Berlin, the capital of the Federal Republic of Germany, were introduced. Those interested could also take part in a sightseeing tour to the Austrian Attersee and visit the house where the famous Art Nouveau painter Gustav Klimt worked, or visit a factory producing traditional Austrian gingerbread, the so-called Lebzeltaria. In cooperation with and under the auspices of the Heinrich-Böll-Stiftung Foundation, the USB Goethe Centre organized an exhibition in the premises of the USB Academic Library on the occasion of the 100th anniversary of the birth of this famous German writer, whose great international recognition was based also on his relentless struggle for freedom and human rights. The exhibition entitled *"Intervention desired" (Einmischung erwünscht)* was officially opened by the programme coordinator for the Czech Republic of the Heinrich Böll Foundation in Prague, Tomáš Bouška. For this exhibition, worksheets were available which served teacher of German involved as a guide for their pupils when they visited the exhibition.

The aforementioned educational activities of the USB Goethe Centre are followed by cultural and educational promotion of German, which is associated with other events, such as lectures, presentations, competitions, film screenings and theatre performances. The USB Goethe Centre makes German more attractive in schools particularly by organizing various themed workshops, quizzes and knowledge competitions. As usual, a film screening of German films in the original version was organized in cooperation with Cinestar multiplex at the end of the school year in 2018. In October 2018, the USB

Goethe Centre opened, again in České Budějovice and newly also in Strakonice, the popular two-day theatre festival with the visiting Munich theatre and educational company Galli-Theater. In total, Munich artists offered here 4 fairy-tale performances for pupils from South Bohemian primary and secondary schools and one evening comedy performance for an adult audience. In 2018, the third edition of *Jihočeský knihomol (South Bohemian bookworm)*, a German reading competition, was held. Its finals took place in the very premises of the USB Goethe Centre for the first time. A total of 32 best representatives of primary and secondary schools from the South Bohemian Region advanced to the finals. Their performances were judged by an expert jury composed of both native speakers and professionals from South Bohemian Television or Czech Radio. The performance of individual participants was also assessed by linguists specializing in German phonetics. In 2018, the book *Erebos* by Ursula Poznanski was read. The aim of this project is to make students familiar with German literature and to return them a bit to the reading. Not only those who speak German very well but also those who are not afraid to show what is in them have a chance in this competition. The ability to convey the read text to the audience, recitation and interpretation are evaluated. Unlike grammar, correct pronunciation is desirable. The main reward for the winners of the individual categories was, besides beautiful book prizes and little presents, a June excursion to the Goethe-Institute in Prague, where our South Bohemian finalists met with other winners from the Pardubice and Olomouc Regions, where this competition takes place in parallel. In 2018, a total of 43 educational and cultural events of the USB Goethe Centre were attended by 1,644 participants – students, teachers and representatives of the general public.

A library is available to all interested public, which included a total of 3,639 titles at the end of 2018. Its collection is regularly expanded and updated with the latest German literature, especially titles from the annual shortlist of candidates for the German Book Prize. The library offers also German textbooks for all target groups, expert publications, didactic materials for individual types of examinations, German fiction, simplified reading for language levels A1 to B1 and a series of CDs and DVDs. From the total offer of individual titles, the printed media make a total of 2,934 pieces, the audiovisual and digital media make a total of 705 pieces. The library's offer is published on the Internet portal, where it is also possible to extend the book loans or to reserve the desired title online from the comfort of one's home. In addition to library services, every interested person is also provided with information services and expert consultancy in the field of teaching methodology and when preparing for language exams. At the end of 2018, the library of the USB Goethe Centre records a total of 280 active readers. The USB Goethe Centre also has taken out a subscription to one of Germany's most read and popular weeklies – *Die Zeit*, which it regularly takes every week. Readers can thus easily get to know, right in the USB Goethe Centre, the latest developments in Germany from the field of politics, business, fashion or environmental protection. The reports and statistics presented in this newspaper are also appreciated by teachers of German who like to use them in their lessons.

As part of the continuing education of teachers of German and support for the teaching of German at primary schools, the USB Goethe Centre started a project titled *Language Competence Centre for German and Czech* two years ago. This project was approved at the beginning of 2017 as part of support of the Cross-Border Cooperation Programme Czech Republic – Free State of Bavaria (ECBC Objective 2014-2020). The main partners of this extraordinary cross-border project is EUREGIO Bayerischer Wald – Böhmerwald – e.V. on the Bavarian side, the USB Goethe Centre covers individual activities on the Czech side. Gradually, the Language Competence Centre establishes itself as a stable cultural and educational institution. Its main aim is to improve communication and understanding between people living in the Czech-Bavarian border area. To this end, a large educational event was also launched in which children in the given regions learn the language of the neighbouring country. Czech in East Bavaria and German in South Bohemia. In the period of 2017-2020, language teaching is thus intensive in a total of 160 schools and kindergartens in the Czech Republic and Germany. However, the aim of the project is to increase interest not only in German or Czech, but also in the neighbouring country itself, its culture and the lives of its inhabitants. As part of exchange programmes, trips and experience excursions to Bavaria and Bohemia are organized. Pupils can thus try their knowledge of a foreign language in practice as well as make new friends. These exchange programmes also encourage new and existing international partnerships between individual kindergartens and schools. Based on another project objective, which is to create a functional teaching conception for younger school age, contacts between professionals and teachers of German-Czech language education are initiated and developed, even outside the project scope area. This interconnection serves for mutual exchange of information, experience and above all know-how in the field of language education.



Statistics of the Language Competence Centre. Source: Evaluation Brochure 2018, the USB Goethe Centre.

As part of the project, the first educational year, full of meetings between preschool and younger school children, was successfully completed in June 2018. In September, another school year started in which the support of 17 primary schools, one secondary school, two gymnasiums and 10 kindergartens was initiated. At the occasion of the completion of the first school year of the project and the start of the next school year, i.e. the 2018/2019 school year, a large evaluation meeting was held at Svachovka near Český Krumlov in November 2018 for all stakeholders in this project. Sixty stakeholders from both sides of the border participated. The aim of this meeting was to evaluate cooperation in 2017/2018 and to initiate cooperation of newly involved institutions. A textbook of Czech language for pre-school age which is being developed on the German side of the project was also presented here. In 2018, the project employed one project coordinator and one project manager, whose activities were divided as part-time job between the employees of the USB Goethe Centre. In each educational institution involved in the project, 30 teachers of German are employed under work contracts or trade licences. Their work agenda is managed by the head of the USB Goethe Centre. The project of the Language Competence Centre for German and Czech has its own website³⁰ and Facebook profile.

Since 2018, the USB Goethe Centre has been using newly rented premises in the courtyard of Raiffeisenbank in České Budějovice. Throughout its existence, the USB Goethe Centre faces a lack of a suitable place for its activities. Thus, in conjunction with the recruitment of additional labour force, there was a need to hire another place suitable for performance of work related to the Centre's activities. The project of the Language Competence Centre and a part of the library collection (mainly didactic materials intended for younger school age, classical literature and fiction) were moved to the newly rented premises in České Budějovice. At the same time, this space becomes an integral part of regular meetings for cross-border excursions of schools supported by the project, meetings of the project team and further education of teaching staff. In the evening, some German courses from the offer of the USB Goethe Centre also take place here. An imaginary islet of German culture that has belonged to this region since time immemorial is thus being created slowly but surely in the centre of the South Bohemian metropolis.

³⁰ www.jazykovakompetence.cz

9.1.8 USB Pre-school Facility (the Kvítek Children's Group)

The USB Preschool Facility³¹ consists of two children's groups with a total capacity of 30 children, of which one group with a capacity of 20 children and the other with a capacity of 10 children. In the course of 2018, 62 children attended the USB Preschool Facility, of which 5 started compulsory education in September 2018. 14 children attended the facility during the summer holidays, otherwise they attend public kindergartens. 10 children moved to public kindergartens and employment of three parents at the University of South Bohemia was terminated. For the school year 2018/2019, 10 children were admitted. The USB Preschool Facility is designed for employees of the University of South Bohemia and offers its services so that employees can return to their professional positions as quickly and easily as possible after parental leave and reconcile their family and professional life. The USB Preschool Facility offers childcare services for children from 1 year of age up to the start of compulsory education. The facility is operated all year round every working day from 7:00 am to 7:00 pm.

Childcare is carried out according to the prepared educational plan and the education of children according to the elaborated School Education Programme titled *Kouzelný rok s Kvítkem (Magic Year with Kvítek)*. The school educational plan was developed on the basis of the Framework Educational Programme for Preschool Education, while respecting the children's individualities and specific needs related to the child's age. A Pedagogical Support Plan has been developed for children in the last year before the commencement of compulsory education.

The psycho-hygienic conditions in the USB Preschool Facility are fully satisfying and respecting the individual needs of children. Catering for the year 2018 was arranged in two ways – own meals and catering provided by the USB Refectory. The USB Preschool Facility joined the project of the Faculty of Fisheries and Protection of Waters at the USB *Fish to Kindergartens*, where it became a pilot kindergarten for testing fish products without the presence of flavour enhancers, nitrite salt, artificial colourings, phosphate and soya and with low content of table salt up to 1.5%.

The USB Preschool Facility has modern and high-quality equipment. However, the lack of air-conditioning in individual classes proved to be a negative aspect, when the existing ventilation is very inadequate in the summer months of operation. Purchase of air-conditioners for the classroom should take place in 2019, the cost of their purchase will be financed from the budget of the University of South Bohemia. The same source will also cover the replacement of the landing area under the playing elements in the garden of the USB Preschool Facility. The replacement will take place in the spring of 2019.

In August 2018, the first two projects ESF OP Employment – Priority Axis 1.2 were terminated, from which the construction and operation of the facility for the period 2016-2018 was financed. The USB Children's Group 1 was supported by the amount of CZK 4,617,480. The USB Children's Group 2 was supported by the amount of CZK 2,308,740 during the said period. During the final settlement of the subsidy, the amount of CZK 58,159 was returned for the USB Children's Group 1 and the amount of CZK 29,079 was returned for the USB Children's Group 2. The reason for the refund was a change in the VAT deduction regime. For the period 2018-2020, financial support from the OP Employment of the Ministry of Labour and Social Affairs was obtained again for the operation of the facility, namely for the USB Children's Group 1 in the total amount of CZK 3,768,000 and for the Children's Group 2 in the amount of CZK 1,884,000. For the period 2020-2022, support for the operation of this facility from ESF funds is already also prepared.

All employees of the USB Preschool Facility are fully qualified to perform their work pursuant to Act No. 247/2014 Coll., on the provision of childcare services in a children's group. Similarly, the substitute personnel under ACJ and APW are all fully qualified pursuant to Act No. 247/2014 Coll. Employees are actively participating in the *Further Training and Education of Educational Staff* programme according to their needs and interests. Two members of the educational staff study the master's branch of study Education, one member of the educational staff studies the bachelor's branch of study Kindergarten Teaching. They also actively learn English. In 2018, the USB Preschool Facility was also the centre of vocational practice for students of the Faculty of Education, the Faculty of Theology and the Faculty of Health and Social Sciences at the USB. The USB Preschool Facility faces a relatively high turnover of carers,

³¹ <https://www.jcu.cz/o-univerzite/zazemi-a-sluzby/detska-skupina-ju>

mainly due to the fact that carers are mostly female graduates who need to gain further work experience or are leaving for parental leave.

Cooperation with parents, with whom partnership was successfully established, is on a very good level. Through a questionnaire survey, parents have the opportunity to regularly evaluate the operation of the facility and to draw attention to any reserves and shortcomings that need to be worked on in their opinion. There are also meetings with parents, both individual and group ones.

The USB Preschool Facility also offers a range of hobby circles for children aged 3-7 years. In 2018, it was the *NTC Music and Physical Activity Circle*, the *NTC Logáček Circle* (logopaedic prevention circle), the *NTC Multispectral Activities Circle* (work with media technologies), or the *NTC Work and Art Activities Circle*. The *Music Therapy Circle* was also organized regularly, every first Friday of the month. In 2018, the *Angličtinka (English for Small Children) Circle*, which is partially charged, continued with a native speaker. The other hobby circles are free of charge. Other above-standard educational, cultural and sports activities for children are also regularly carried out, in which the faculties of the University of South Bohemia are also involved. Through experiential learning, visits to educational and cultural events in České Budějovice, effort is made to deepen the interest of children in the events around them.

Overview of events implemented by the USB Preschool Facility in 2018

January
Opening of "Motorácká školička bruslení" (Motor Skating School) (5 lessons).
Involvement in the Tvor Studio's project "Recyklart". Ten best schools, including the USB Preschool Facility, were allowed to present their works made from various household waste at the South Bohemian Regional Office in České Budějovice.
Participation in the project "Svět nekončí za vratky, cvičíme se zvířátky" (The world does not end at the door, we train with animals), prepared by the Czech Sokol Organization – Department of Versatility. The project is implemented under the auspices of the MEYS.
Music therapy.
Theatre performance "Pohádka o Sněhulákovi" (Fairy Tale about Snowman).
February
Music therapy.
Carnival "Brzy bude velký bál, hurá, je tu karneval" (Soon there will be a great ball, hooray, there is a carnival).
March
Music therapy.
April
Music therapy.
Visit to the Planetarium.
Project day "Čarodějnice" (Witches).
May
Music therapy.
Mother's Day party.
Open air school – Environmental Centre Dřípatka Prachatice.
Participation in the event organized by the Biology Centre of the Academy of Sciences of the Czech Republic.
Eyesight examination for children by Lions Eye.
Children's Day in Kvítek – Sleeping in Kvítek.
June
Music therapy.
Event with parents "Loučení" (Saying goodbye).
Day trip – Zeměráj adventure park.
July
Suburban camp "Cesta za pohádkou" (Journey to fairy tale).
August
Erasmus+ visiting student from Portugal – Language school Inglês 8-80.
Contest programme of South Bohemian Television – Jéčko – shooting at Hopsárium České Budějovice.

Overview of events implemented by the USB Preschool Facility in 2018 (continued)

September
Visit to the Salt Cave.
Kvítek's birthday celebration.
October
Music therapy.
Visit to the Salt Cave.
Project day "Halloween".
November
Music therapy.
Lecture "Já jsem malý mysliveček" (I am a small gamekeeper) – Chvalšiny Gamekeeper's Association. The USB Preschool Facility joined the project "My se v lese neztratíme" (We will not be lost in the forest), which was launched in the autumn of 2018 by the District Gamekeeper's Association of Český Krumlov in cooperation with Forests of the Czech Republic. This educational project introduces all life in the forests to children from kindergartens and primary schools and describes what happens in the forest.
Visit to Hluboká nad Vltavou Fish Tanks – fish harvest.
December
Distribution of presents on St. Nicolas Day in cooperation with the Faculty of Education at the USB.
Music therapy.
Christmas Day in Kvítek.

9.1.9 EPISTEME Publishing House

The task of the university publishing house Episteme³² is to publish original monographs that will cover a wide range of areas of intellectual research at the University of South Bohemia. The publishing profile consists of four basic series: Theoria, Natura, Societas and Historia. The Natura series mainly publishes the outputs of renowned South Bohemian biologists, the Societas series consists of monographs from a widely conceived field of humanities, Theoria focuses primarily on the field of the area of literary theory and Historia is focused on history. All publications are therefore subject to a thorough and independent review process involving at least two reviewers, and then the manuscripts are subjected to careful and multi-step editorial processing.

In 2018, the publishing house continued its activities, which consisted mainly of publishing already accepted and approved manuscripts, reviewing and editorial processing of new manuscripts and searching for new manuscripts for publication. Work also continued on a special series that commemorates important personalities of the University of South Bohemia. After the opening title, which was a memorial book dedicated to the personality and work of prof. Karel Beneš, the publishing house is going to publish a book by Vladimír Boublík. The publishing house successfully cooperates with the Kosmas distribution network, through which titles are sold successfully.

Titles published by Episteme Publishing House in 2018



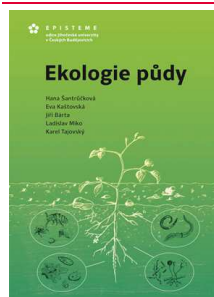
Hana Konečná, Zdeněk Půlpán, Marie Zemanová

Kvantifikace ve vědách o člověku (Quantification in human sciences). Jak moc Hanka miluje Zdeňka (How much Hanka loves Zdeněk).

The aim of the book is to provide readers in a comprehensible manner with a basic overview of some of the tools of "uncertainty mathematics" useful in human sciences. At the same time, the authors draw attention to the limits of the use of mathematics; mathematics can only work with what can be formalized.

³² <http://www.episteme.org/>

Titles published by Episteme Publishing House in 2018 (continued)



Hana Šantrůčková, Eva Kaštovská, Jiří Bárta, Ladislav Miko, Karel Tajovský
Ekologie půdy (Soil ecology)

"Ekologie půdy" is a modern textbook for university and secondary school students, primary and secondary school teachers and specialists in the field of ecology and the environment. Its aim is to give a comprehensive picture of soil as part of the terrestrial ecosystem and the environment for the life of organisms. It shows the most important processes necessary for the existence and function of ecosystems, their interconnection and dependence on the conditions of the soil environment and the function of communities of soil organisms. The main purpose of the book is to get readers to understand that soil is a lively and extremely dynamic system.



Jana Pešková

Kontrastivní analýza vybraných významů povahy slovesného děje v češtině a španělštině (Contrastive analysis of selected meanings of the nature of the verbal action in Czech and Spanish)

The monograph deals with the contrastive analysis of selected meanings of the nature of the verbal action in Czech and Spanish. Based on the corpus probe, the author tries to document the possibilities of resonance of the aforementioned meanings in fiction texts translated from Czech into Spanish, the main aim being to assess the nature of the means of expression of two typologically different languages in relation to the nature of the verbal action.



Petr A. Bílek, Bohumil Jiroušek, Lukáš Novotný (eds.)

Československo 1918-1938/2018 (Czechoslovakia 1918-1938/2018)

The collective monograph, which deals not only with the birth of the new republic but, from distance of the 21st century, follows a number of facets of the first twenty years of Czechoslovakia, especially from the perspective of everyday life, cultural policy or education, and also raises the issue of national conditions in Central Europe.

In addition to publishing new titles, the publishing house is also dedicated to reprints to ensure that books will be on the market for a longer period of time. The fourth reprint of the publication *Biostatistika (Biostatistics)* and the first reprint of *Ekologie půdy (Land Ecology)* and *Počátky zemědělství (The Dawn of Agriculture)* have been issued.

10 NATIONAL AND INTERNATIONAL EXCELLENCE

10.1 Activities in the field of research, development and creative activities at the international or significant national level, integration of research infrastructure in international networks and participation in professional and artistic networks

In 2018, University of South Bohemia had 720 entries in the Web of Science database, including publications in high-profile scientific periodicals. The most noteworthy achievements include three publications in the renowned *Proceedings of National Academy of Sciences of USA* (PNAS), four publications in *Science* and two publications in *Nature Group* periodicals. Creative activities and their extent at national and international levels vary depending on the field of each faculty.

In 2018, **Faculty of Economics at USB** was awarded the high-profile international research project H2020 „POWER4BIO: emPOWERing regional stakeholders for realising the full potential of European BIOeconomy“. Furthermore, the implementation of the international project COST EU “Environmental Citizenships: Visions of Future and Their Acceptance Among Students“ has commenced. As part of projects aimed at developing new applications in the field of innovations, Faculty of Economics at USB has implemented an INTERREG project entitled „Service Innovation Processes for Small and Medium sized Enterprises“ in cooperation with South Bohemian Science and Technology Park, corp., Business Upper Austria – OÖ Wirtschaftsagentur GmbH and University of Applied Sciences Upper Austria, School of Management Steyr. The output of the project consists in designing a tool to support the innovation process in SMEs in the Czech Republic and Austria. Over the long term, **Faculty of Arts at USB** has been focusing on scientific research with international reach. Due to its close ties with the Czech-Bavarian-Austrian region, the faculty emphasises cooperation with universities in Passau and Vienna. The faculty has also been successfully developing professional cooperation with Polish, French and Italian bodies. The Erasmus+ programme is the foundation of international cooperation in education. International cooperation in various fields of activity is developed primarily with similarly oriented universities and academic institutions mainly in Germany (Tübingen, Constance, Augsburg, Regensburg), Great Britain (Glasgow) and Austria (Vienna, Salzburg). Scientific cooperation with scholars from France (Paris, Bordeaux, Montpellier), Poland (Warsaw, Opole, Krakow and Potsdam), and Italy (Rome, Padua, Milan, Venice) has also been intensifying. These ties have yielded benefits in the form of co-hosting scientific conferences and assemblies and participation in international projects. Creative activities of USB Faculty of Arts staff members also yield results in the form of artistic activities, particularly translations of work of fiction, which are also reflected in the syllabus of certain courses. Such outputs by academic staff or students of the faculty are included in the database of artistic outputs (RUV) every year. In 2018, **Faculty of Education at USB** has reinforced the development of international cooperation networks for projects (particularly INTERREG), focusing on developing cooperation in the international network of experts in the field of inquiry-based learning and the STEM concept for training of prospective teachers. **Faculty of Science at USB** has long been a renowned research institution not only for its activities in the Czech Republic, but also for its research projects as part of a broad international network of other academic and research institutions. Such integration in the international environment can best be demonstrated by an array of scientific publications by international teams of authors, organisation of major international conferences and a number of stays of students of various degree levels at international institutions. **Faculty of Fisheries and Protection of Waters at USB** is a part of the Consortium Project “AQUAEXCEL2020” supporting the sustainable growth of the aquaculture sector in Europe. The “AQUAEXCEL2020” Consortium is formed by leading European universities or research institutions. The project aims to offer services and support research implementation in the field of aquaculture at global level. The principle of these European infrastructure projects consists in sharing infrastructures enabling the development of a system to access and share data and publish articles. As a follow-up to these projects, the Faculty of Fisheries and Protection of Waters at USB has developed and is currently

implementing its own system for sharing significant experimental data together with metadata to provide comprehensive information to the public (bioWES). The system is being developed in cooperation with experts belonging to a major research infrastructure entitled "ELIXIR – oblast standardizace a modelových příkladů využití služeb" (ELIXIR – the area of standardisation and examples of the use of services"). As a major research infrastructure in the Czech Republic, the faculty is also connected to the European Research Area via the Danubius – RI fragmented infrastructure. These platforms bring together leading bodies in the domain of environmental sciences. The faculty is also a part of a number of international and national networks. Some of these international networks include the European Thematic Network in aquaculture, fisheries and aquatic resources management (AQUA-T-NET), European Aquaculture Society (EAS) or the World Sturgeon Conservation Society (W.S.C.S.). In 2018, several internationally recognised experts in the field of Aquaculture and Protection of Waters accepted the invitation and gave their lectures at the Faculty of Fisheries and Protection of Waters at USB. **Faculty of Theology at USB** takes part in the project of excellence of Czech Science Foundation (GA ČR) entitled "Between Renaissance and Baroque: Philosophy and Knowledge in the Czech Lands within the wider European Context". The Faculty is also involved in publishing the *Studia neoaristotelica* journal published by the German publishing house Editiones scholasticae, Heusenstamm/Frankfurt. Faculty of Theology at USB is a member of the Association of Educators in Social Work, Association of Educators in Pedagogy of Leisure and the Joint Research Study Group of Post-Middle Ages Scholastics in cooperation with the Institute of Philosophy under CAS. In 2018, **Faculty of Health and Social Sciences at USB** was a member of a number of international organisations and networks, such as the European Association of Schools of Social Work (EASSW), Childwatch International, European Transcultural Nursing Association, European Violence in Psychiatry Research Group, Institute on Family and Neighborhood Life (Clemson University, USA), European Association of Centres of Medical Ethics (EACME) or Multidisciplinary European Low Dose Initiative (MELODI). Memberships in national professional networks include the Czech Association of University Educators in Paramedical Professions or the Association of Educators in Social Work. **Faculty of Agriculture at USB** participates in a number of national and international professional networks. At national level, these include Czech Technology Platform for Organic Agriculture (CTPEZ), bringing together educational and research institutions and private domain members (professional associations and corporations) with a view to strengthen their mutual ties and promote research with practical applications. The ENOAT (European Network of Organic Agriculture Teachers), a network developing and coordinating international educational activities, international summer schools etc., is an international network worth noting. Yet another one is the Agroecology Europe Association, bringing together representatives of the educational/research sector, private and social domain. Faculty of Agriculture at USB has representatives in the management committees of these organisations and is actively involved in their activities.

10.2 National and international awards

Just like in previous years, several students, graduates members of staff and other persons involved with USB received distinguished individual and group awards in 2018. Several projects of the university and associations closely cooperating with the university or associations in which the university is actively involved have also received awards.

The growing interest in establishing cooperation with University of South Bohemia regarding national and international projects, studies and research, as well as the interest in benefitting from expert knowledge of university staff members by having them at expert panels and juries, national and international committees and other professional bodies also demonstrate how sought-after the university is. The position of University of South Bohemia and its faculties in national and international rankings, surveys and studies provides further evidence of its significance. USB keeps track of these rankings as part of its benchmarking activities.

Awards accorded to members of staff and other persons associated with USB in 2018

American Association for the Advancement of Science (AAAS) elected **prof. Julius Lukeš** of the **Faculty of Science at USB** and Institute of Parasitology at the CAS Biology Centre as one of its Fellows. The fellowship is a way of recognizing life-long contribution of scientists with extraordinary achievements in the development of science. In 2018, AAAS nominated 416 laureates for this distinguished award, most of whom are at prestigious American universities. Professor Julius Lukeš was nominated for the award by his American colleagues who are also AAAS Fellows. The Czech parasitologist was elected under the Biological Sciences, Section G, for his longstanding contribution to evolution studies in protistology and molecular parasitology, focusing on kinetoplastidae and apicomplexae. AAAS announced all the 2018 laureates in the latest edition of *Science* at the end of November 2018. At the AAAS Annual Meeting in Washington in February 2019, the newly-elected laureates were presented with the official certificate and a rosette pin with its gold and blue colours to signify science and engineering. The American Association for the Advancement of Science (www.aaas.org), founded in 1848, is the world's largest multidisciplinary scientific society. It includes nearly 250 associated organisations and academies of sciences and publishes the acclaimed *Science* journal (www.sciencemag.org). The AAAS Fellows tradition commenced nearly one hundred and fifty years ago, in 1874.

Prof. Libor Grubhoffer, the Director of the CAS Biology Centre and former Rector of **University of South Bohemia**, was awarded his honorary doctoral degree in natural science at Johann Kepler University in Linz in November 2018. Professor Grubhoffer is a major collaborator of Linz University and promotes joint Czech and Austrian teaching in modern biotechnological fields of study. 11 years ago, he co-founded the cross-border specialisation Biological Chemistry, a joint bachelor and master's degree of University of South Bohemia and Linz University. Scientists of the CAS Biology Centre have made significant contributions to the specialisation, too. This was not professor Grubhoffer's first award, as he had already received a honorary doctoral degree in natural science at Arizona University in USA. The cooperation has been going on since the early 1990s.

In 2018 **Professor Miloš Velemínský**, an eminent scientist in the field of Czech paediatrics and neonatology, a teacher, scientist and a long-standing Dean of the **Faculty of Health and Social Sciences** at USB, was awarded First Grade Medal of Merit, presented to him by the President of the Czech Republic at the ceremony at the Prague Castle at the occasion of State Decorations as part of the Celebrations of 100th anniversary of the Czechoslovak Republic. Eight years ago, Professor Velemínský was accorded the Purple Heart in Prague, awarded for the first time in the Czech Republic on the World Prematurity Day. In 2014, he was awarded the Golden Scale Award, presented to him by the Governor of the South Bohemian Region. In 2015, he received the Award of the City of Třeboň for his lifetime achievement.

Dr. Vladimír Vochozka, a member of staff at the Department of Applied Physics and Technology of the **Faculty of Education at USB** and a physics teacher at Planá nad Lužnicí elementary school, was awarded the "2018 Amos Physics Teacher Award" in the Zlatý Amos Popularity Survey in 2018. The Planá nad Lužnicí elementary school, whose students nominated Dr. Vochozka for the award, received 200 thousand Czech Crowns as prize money from CEZ Group to fund a technical subjects classroom. By funding the contest, CEZ Group, as a partner of the survey, is trying to acclaim teachers who are trying to teach physics in exciting new ways and engage the next generation of students in physics.

Dr. Marie Šabacká of the Centre for Polar Ecology at the **Faculty of Science at USB** succeeded in the scientific expeditions competitions of the Neuron Foundation in 2018, taking part with her project aiming to describe the yet unknown biodiversity and productivity of African glaciers in Rwenzori, Uganda. By comparison of temperate (Norway, the Alps) and polar (Svalbard) glaciers, it can be established whether the tropical glaciers are just southern outposts of extended polar ecosystems or whether these host unique and isolated communities of organisms. Doctor Šabacká has also been selected by the government section for science and research for the project "Scientists under Microscope", consisting of ten twenty-minute interviews with prominent scientists and successful young scholars. These interviews are available at the Věda, výzkum, inovace Facebook profile. The project aims to promote science and research among the general public and encourage young people to be interested in science and learning.

Mgr. Jiří Kratochvíl of Laboratory of Plasma Physics at the Institute of Physics at the Faculty of Science at USB was accorded the Young Scientist Award in July 2018 at the prestigious science conference organised by the European Materials Research Society in Strasbourg, France. The featured paper, entitled „Antibacterial thin films with tailorable release of antibacterial agents“, the result of close cooperation of the Faculty of Science at University of South Bohemia and Faculty of Mathematics and Physics at Charles University, addresses reservoir / diffuse barrier surfaces, capable of gradually releasing antibacterial agents, such as antibiotics or metal ions released from nanoparticles. Mgr. Jiří Kratochvíl is thus building on his last year's achievement, when he was awarded the „MICHAEL CANTAREL STUDENT GRANT“ for his lecture at the international conference in Nancy, France. At the age of 29, Kratochvíl has authored 11 scientific publications in renowned impacted periodicals with over 70 citations.

The publication "The History of New Modernism – The Age of Horizontals. Czech Literature in 1935–1947" by a team of authors headed by prof. Vladimír Papoušek, Dean of the **Faculty of Arts at USB**, received the Bedřich Hrozný Award for the best creative work in 2017. This distinguished award was accorded to the publication by the Rector of Charles University at the ceremonial event commemorating the 670th Anniversary of Charles University in April 2018. The Bedřich Hrozný Award is presented by the Rector of Charles University for a significant and original creative work. The principal award criteria include authenticity, quality and significance of the creative work. A commission composed of representatives of the university and other institutions is an advisory body to the Rector on the assessment of award nominations. The Commission considers submitted nominations and proposes no more than three award nominations to the Rector. The above-mentioned publication also received an award from the Union of Interpreters and Translators for the best historical encyclopaedia in 2018. This award was presented at the Book World Prague 2019, the 24th international book fair and literary festival. The winning team of authors comprised **prof. Vladimír Papoušek, doc. Jan Wiendl, prof. Michal Bauer, prof. Petr A. Bílek, doc. Jiří Brabec, doc. Libuše Heczková, Dr. Veronika Veberová and prof. Josef Vojvodík.**

Awards accorded to members of staff and other persons associated with USB in 2018 (continued)

In 2018, the book entitled "Wetlands - Ecology, protection and sustainable use" won the Josef Hlávka Award for professional and scientific literature for 2017. The publication is a collective work of thirty Czech experts involved in the field of research, use and protection of wetlands, headed by **prof. Hana Čížková, Mgr. Libuše Vlasáková and Dr. Jan Květ**. The specialised publication is the first original Czech comprehensive work in the field of wetlands. Apart from a general description of wetlands, it includes a description of principal types of coastal and inland wetlands, including shallow waters and wet forest habitats, mainly focusing on Czech wetlands. Separate chapters are dedicated to functional and structural characteristics of wetland ecosystems and interactions between the wetlands and people. The book is a source of fundamental information on ecology, protection, restoration and use of wetlands. It refers to over a thousand original information sources and can therefore be a source of in-depth information on wetlands. The book, published by University of South Bohemia as part of the Episteme edition, was written and published as part of the project "Protection, research and sustainable use of Czech wetlands", implemented in 2015–2017 and funded using the EEA funds in the 2010–2014 programming period. The project, involving the Ministry of the Environment of the Czech Republic along with seven other partner organisations, was coordinated at the section for nature and landscape protection, thus making a major contribution to increasing knowledge and raising awareness regarding the significance and function of wetlands in the landscape and to fulfilling the commitments of the Czech Republic to the Ramsar Convention on Wetlands. The 2018 Josef Hlávka Award was presented at the Lužany u Přeštic castle in the presence of the laureates and the invited guests, including representatives of the Norwegian Embassy and the Ministry of the Environment of the Czech Republic.

The article „Global envelope tests for spatial processes“, co-authored by **doc. Tomáš Mrkvička** of the **Faculty of Economics at USB**, was acclaimed as the 5th most cited article on statistics by the leading publishing house Wiley. As part of its ranking, Wiley compared those articles from their periodicals which were co-authored by at least one European.

Awards accorded to USB students and graduates in 2018

Fresh graduates of Management of Commerce at **Faculty of Economics at USB**, **Adéla Velíšková** a **Barbora Valtrová** represented USB in the finals of the national competition for the best degree thesis in the field of tourism, organised by CzechTourism. The University of South Bohemia was the only university with two finalists out of five in the master's degree theses category. Several dozens of bachelor and master's theses from around the Czech Republic have enrolled in the competition, organised by the CzechTourism National Agency for the 7th time, for the best student thesis in tourism. **Adéla Velíšková** ranked third in the master's theses category with her work on the use of geographic information systems for the development of tourism.

Aneta Hájková and **Eliška Kopecká**, students at the Institute of Romance Studies at the **Faculty of Arts** at USB, have successfully completed their studies at Université de Lorraine. Last year, both students graduated from the Master's degree programme Sciences du langage et Didactique des Langues: Lexique, Texte et Discours, a part of cotutelle implemented by the Institute of Romance Studies at the Faculty of Arts at USB and Université de Lorraine. The students were presented with their master's degree certificates early in May 2018 by prof. Guy Achard-Bayle of Université de Lorraine.

Barbora Gubáni and **Marie Košinová**, students in the first year of the consecutive Master's Degree Programme at the **Faculty of Education at USB**, took part in the 12th year of the Olympiáda Techniky conference in Pilsen in May 2018, where they ranked first in the section of didactic papers on technology with their teaching material "Maths Tangle". The students developed their teaching material as part of the Didactics of Mathematics course under the supervision of doc. Koldová, who also encouraged the students to present their teaching material at the Science in the Countryside event or at the Open Day of the Faculty of Education at USB. The teaching material was also featured at the 7th year of the Student innovation contest, where it ranked first in the teaching materials category.

Petra Vaščilková, student at the **Faculty of Education at USB**, came second in the piano category as part of the national music interpretation contest of education faculties in the Czech Republic, which took place in 2018 at the Faculty of Education at the University of Hradec Králové. Just like in previous years, the 2018 competition also featured international participants.

František Linduška, a triathlete and student at **Faculty of Education at USB**, finished fifth in sprint at the European Championship in Athletics in Tart, Estonia. He took part in the competition under number 25, but finished competing for the top ranks and managed to achieve a great result. Right after the start of the race, he was among the front runners. Running at a steady pace, he managed to hold onto the best runners in the race. 200 m to the finish, František Linduška was at the third position, having the bronze medal within reach. However, his rivals stepped up the pace and Linduška had no choice but to be content with the fifth spot.

Miroslav Bartyzal, a graduate of the **Faculty of Science at University of South Bohemia**, came third in the IT SPY competition (Competition for the best student IT degree certificate project of the year), succeeding in the competition of over 1600 degree theses. The expert panel was impressed by his master's thesis entitled "Server module for personal information recognition from identity documents". Miroslav Bartyzal first studied Information Technology, a non-pedagogical specialization at the Faculty of Education, and then went on to study Applied Information Technology at the Faculty of Science at University of South Bohemia.

Kateřina Marková, a student at the **Faculty of Fisheries and Protection of Waters at USB**, won the World Cup and Czech Grand Prix in Casting sport (fishing techniques) at the end of June 2018 in České Budějovice. 75 top contestants from around the world took part in the race, competing in overall multicontest disciplines (pentathlon, heptathlon).

Awards accorded to USB students and graduates in 2018 (continued)

The team representing the **Faculty of Health and Social Sciences at USB** came second in the indoor soccer tournament of schools held in December 2018 at the HoSport spots premises in Staré Hodějovice near České Budějovice. The team consisted of first and second year students of the Physiotherapy major, including one girl. The tournament featured four teams. The winning team was one of the two teams of the Secondary School of Civil Engineering in České Budějovice, which organised the event. The tournament also included a team of VSTE.

Martin Stošek, a student in the third year of the Physiotherapy major at the **Faculty of Health and Social Sciences at USB**, won the bronze medal at the World University Championship in Cycling, held at the beginning of August 2018 in Braga, Portugal. Stošek achieved this outstanding position in the mountain bike race. He also took part in the road race, where he finished in a very good fifth position, even though this was not his usual discipline. Martin Stošek also succeeded in the 15th year of MTB Spoke mountain bike marathon in Kralovice, where he came first in the main marathon-length stretch of 40 km. The MTB Spoke mountain bike marathon was a part of the Czech Sports Union project entitled "Sportuj s námi", with the Deník daily as a media partner.

Tomáš Hermann represented the **University of South Bohemia** in karate under 25 years of age at the World University Championship held in June 2018 in Kobe, Japan. Only 6 Czech contestants took part in the championship, selected by the university sports association based on their results in previous 2 years. Tomáš Hermann competed in the full-contact kumite section – pair fights under the rules of the World Karate Federation above 84 kg, finishing with the fifth best score.

The University Female Firefighter Team represented the **University of South Bohemia** in the open academic championship in firefighting held in April 2018 in Ostrava. 15 universities took part in the female category. USB firefighters finished in the ninth spot.



Barbora Gubáni and Marie Košinová, students of the Faculty of Education at USB, with their teaching material "Maths Tangle". Photo: Faculty of Education at USB archive.

Other awards in 2018

Since 2015, the **Faculty of Agriculture at USB** has held the title of “Excellent Organisation” conferred by the National Quality Award of the Czech Republic. The title was awarded to the faculty based on the EFQM Excellence Model evaluation, describing in detail the condition of the organisation in its fields of activity, revealing both its strengths and weaknesses. The faculty is now authorised to use the international title „Recognised for Excellence 4 ****”, bestowed by EFQM. In 2018, the Faculty of Agriculture at USB obtained another award, this time for the “Second Grade Socially responsible organisation” and the international certificate „Committed to Sustainability (**)”, which was bestowed to the Faculty of Agriculture at USB as part of the National Award of the Czech Republic for Social Responsibility in the public sector category. The ceremonial presentation of this award was held in November 2018 in the Spanish Hall at the Prague Castle. The National Award of the Czech Republic for Social Responsibility in the Czech Republic has been organised since 2009.

In 2018, the **USB British Centre** was graded as Excellent by Cambridge English Language Assessment in 2018. This is the highest grade which can be awarded to a Cambridge Exams organiser. Established in April sixteen years ago, the USB British Centre is the only centre of its kind in South Bohemia. Its principal activities include library services, methodology seminars, sessions with English writers and native speaker lectures.

In mid-June, the international expert jury of 13 members in the Baumit Life Challenge 2018 announced the winners in specific categories at the Life Challenge Award ceremony. 325 structures from 26 countries entered the competition for the best European facade of 2018. The final stage of the competition began at the end of March, when the expert jury picked six best facades for each of the six categories by online voting. The Czech Republic scored four nominations in this year’s Life Challenge Award finals. **The University of South Bohemia** won in the Non-residential premises category with its project for **the Centre for disabled students with a Student Club**. The Atelier Dvořák architects created the project. The international jury of Life Challenge Award appreciated the elegant architectural concept of the ground-floor pavilion incorporated in the natural park environment. The combination of various materials, such as raw concrete, glass or plastered walls, in this unusual project was the right way to go.

10.2.1 Benchmarking

University of South Bohemia also conducts regular benchmarking comparisons with research organisations and universities with similar focus in the Czech Republic and abroad. The comparisons with universities in the Czech Republic are mainly based on data on the success rate of projects applying for aid with grant agencies, comparisons of publication performance, data on graduates unemployment, in particular regarding public universities, and their professional opportunities on the labour market and other results of university activities, evaluated externally. Some of these results are regularly monitored by specialised institutions or agencies and the data collected is subsequently published in public media or publicly available publications and studies (e.g. rankings of universities/faculties according to selected criteria, rate of graduate employment, comparison of performance in the field of research activities of comparable institutions, etc.). Regular comparisons of basic qualitative indicators among faculties of the same or similar focus, not only within the Czech Republic, but also at the international level, are also aided by regular meetings of associations of deans from selected Czech university faculties.

Certain USB faculties, particularly the **Faculty of Fisheries and Protection of Waters** and the **Faculty of Science at USB**, have been ranking at top positions in studies focused on comparing publishing performance of research bodies in the Czech Republic, regularly drawn up by the IDEA think-tank at CERGE-EI. The above studies demonstrate that USB has a considerable scope of excellent research in selected branches and that selected USB units focus on publishing in the world’s most renowned journals.

University of South Bohemia has achieved impressive results in the TÝDEN magazine annual surveys, featuring universities and faculties which are at the top of benchmarking rankings based on set criteria, such as the entrance exam success rate, teaching and science quality, RIV score obtained by the university for expert articles, publications, grants and other scientific activity. The position of the university in international rankings and the evaluation of National Accreditation Bureau for Higher Education are two newly introduced criteria. In the 2018 evaluation, the **Faculty of Fisheries and Protection of Waters** achieved the best position again, having won in the category of Agricultural, Forestry and Veterinary Science, thus building on its success in the previous three years. **Faculty of Arts** and **Faculty of Science at USB** have repeatedly ranked among the top five in their category. Faculty of Arts at USB came third in the Humanities category, Faculty of Science at USB ranked fourth in the Natural Science category. In the expert survey published at the beginning of 2019, taking into account the results achieved in previous years, the **Faculty of Fisheries and Protection of Waters** came first again in its category. **Faculty of Arts at USB** also did very well, ranking second, as well as the **Faculty of Science**, which defended its last year’s fourth position.

The University of South Bohemia also keeps track of rankings based on votes by university students and graduates. These include the rankings of the Association of students and graduates as part of the "Faculty of the Year" competition, in which USB faculties have been achieving very good results. As part of the competition, students and graduates vote online to assess the attractiveness of subjects, the teaching skills of teachers, training for practical applications and future jobs, opportunities to engage in student projects and the study environment, i.e. the overall quality of the university as seen by students and graduates. The results of the vote are then used to put together the ranking sorted by aspects of studies and type of university (public, private). **Faculty of Theology** and **Faculty of Science at USB** have also enjoyed great success, ranking at top positions in their categories each year. The **Faculty of Arts** and the **Faculty of Agriculture** at USB have been ranking very high, too. In 2018, the Faculty of the Year competition was not held.

Alongside the national rankings, University of South Bohemia also follows international rankings, regardless of whether USB is featured in these rankings or not. University of South Bohemia has been regularly featured in the URAP (University Ranking by Academic Performance), SIR (Scimago Institutions Rankings), NTU (National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities), QS World University Rankings or U. S. News Best Global Universities. In 2018, USB managed to appear in the prominent ARWU ranking (Academic Ranking of World Universities), and it also made an effort to be featured in the ranking (Times Higher Education World University Rankings).

University of South Bohemia international rankings (in order of the position in the rank)

International ranking	2017	2018
ARWU (Academic Ranking of World Universities)	-	901th–1000th (4th–6th in the Czech Republic)
Academic Ranking of World Universities – Subject Ranking for "Agricultural Sciences"	-	151th–200th
Academic Ranking of World Universities – Subject Ranking for "Veterinary Sciences"	-	151th–200th
Academic Ranking of World Universities – Subject Ranking for "Ecology"	-	151th–200th
Academic Ranking of World Universities - Subject Ranking for "Biological Sciences"	-	401th–500th
Academic Ranking of World Universities – Subject Ranking for "Environmental Sciences & Engineering"	-	401th–500th
URAP (University Ranking by Academic Performance)	906th (5th in the Czech Republic)	933th (6th in the Czech Republic)
SIR (Scimago Institutions Rankings)	596th (8th in the Czech Republic)	677th (10th in the Czech Republic)
NTU (National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities)	-	-
NTU – ranking for the Field "Agriculture"	282th (2nd in the Czech Republic)	301th–350th (4th in the Czech Republic)
NTU – ranking for the Field "Plant and Animal Science"	174th (2nd in the Czech Republic)	192th (2nd in the Czech Republic)
NTU – ranking for the Field "Environment/Ecology"	276th (3rd in the Czech Republic)	-
NTU – ranking for the Field "Agricultural Sciences"	451st–500th (3rd in the Czech Republic)	451st–500th (2nd–4th in the Czech Republic)
QS World University Rankings – EECA regional ranking (Emerging Europe and Central Asia)	146th (15th in the Czech Republic)	122nd (13th in the Czech Republic)
U. S. News Best Global Universities	868th (5th in the Czech Republic)	816th (5th in the Czech Republic)
U. S. News Best Global Universities – ranking for „Plant and Animal Sciences“	210th (4th in the Czech Republic)	189th (4th in the Czech Republic)
U. S. News Best Global Universities – ranking for „Microbiology“	-	194th (2nd in the Czech Republic)
U. S. News Best Global Universities – ranking for „Environment/Ecology“	-	167th (2nd in the Czech Republic)

More details on the ranking of University of South Bohemia in international rankings of QS World University Rankings and ARWU (Academic Ranking of World Universities) are available in the Addendum to the internal quality evaluation report on educational, creative and other related activities for 2018.

Although USB regularly monitors these international rankings, it is also aware of certain negative aspects associated with some of the existing rankings (e.g. focusing on scientific performance and/or reputation of the rated institution, ranking based on the number of Nobel Prize winners, inaccuracy of input data, inconsistency of methodology over time, annual expansion of the number of institutions included in the evaluation etc.). With this in mind, the University of South Bohemia works with these rankings with discretion and interprets their results with caution.

10.3 International awards

The evaluation of activities, carried out by a team of international experts, is regularly organised at the **Faculty of Fisheries and Protection of Waters** at USB. As early as in 2015, the Faculty established the International Council of the Faculty of Fisheries and Protection of Waters and the CENAKVA (South Bohemian Research Center of Aquaculture and Biodiversity of Hydrocenoses)". The Council serves as an independent consultation and evaluation body. It comprises of seven prominent foreign experts (French National Institute for Agricultural Research; Norwegian University of Life Sciences; Leibniz-Institute of Freshwater Ecology and Inland Fisheries; Umea University in Sweden; Szent István University, Hungary; Wageningen University, the Netherlands), holding a meeting at least once a year. Another meeting took place in 2018.

In 2018, the Faculty of Fisheries and Protection of Waters at USB also underwent the international evaluation process connected with the Faculty's position among large research infrastructures in the Czech Republic, or in the pan-European distributed research infrastructure Danubius, operating within the pan-European research infrastructure (the European Strategy Forum on Research Infrastructures).

In 2018, the Biological Chemistry specialisation, administered by the **Faculty of Science at USB** and the Johannes Kepler Universität Linz, Austria, has successfully renewed its accreditation. Furthermore, the existing cooperation continued with international universities regarding the implementation of double degree and joint degree programmes continued (the list of sch degree programmes is given in the attached table), as well as cooperation under cotutelle agreement, i.e. an agreement on double supervision of doctoral degree students. Recently, this type of agreement has been concluded between the **Faculty of Agriculture at USB** and the Faculty of Agrobiological Sciences in Nitra, Slovakia. The cotutelle program is implemented through identical doctoral study programs, primarily in the field of zoo-technical science, accredited at both institutions.

11 THIRD ROLE

11.1 Transfer of knowledge into practice

All phases of the process of transfer of knowledge into practice are administratively and professionally managed by the Technology Transfer Office at the USB as the central unit of the University of South Bohemia responsible for protection of intellectual property and commercialisation of the results in the field of R&D. The whole process of commercialisation of results from research, development and innovations, from the rules for selecting the results to the review of the course of the implementation of the individual phases of the commercialisation and use of the result in practice, is governed by the "Rector's Ordinance on Dealing with Intangible Assets at the USB". The Ordinance is supplemented with the guideline *How to deal with results from applied research and development*. Besides the Czech version, the guideline is available in English so that our colleagues from abroad and host academic staff and researchers can use it as well. The conditions of entry of the University of South Bohemia into contractual relations, the subject of which is research conducted at the University, are then regulated by the "Rector's Ordinance on Contracts on Research". Results showing a commercial potential are identified by individual faculties of the University of South Bohemia through selected and well-trained employees, the so-called technological scouts. The Technology Transfer Office at the USB in collaboration with an external company are in charge for the protection of the result. The Commercialisation Board at the USB, which supervises the use and effective spending of funds allocated for the commercialisation of research and development outcomes, makes decisions on the proper form of commercialization. The Chairperson of the Commercialisation Board at the USB is the Vice-Rector for Science and Research. In addition, the Commercialisation Board at the USB is also in charge of managing the license fund. This license fund was established for funding the licence strategy implemented by the University of South Bohemia the Technology Transfer Office at the USB and/or other organisational units of the University.

The Technology Transfer Office at the USB regularly publishes offers of the South Bohemian University regarding cooperation and technologies for licensing in the Bulletin Board System (an international database of innovative technologies, a part of the Enterprise Europe Network). In addition, the Technology Transfer Office at the USB operates a multi-purpose platform to support and popularize R&D and innovation - the Bridge4Innovation - which includes, among other things, a complete offering of R&D results with commercial potential and services that individual faculties can offer to those interested in the application sector. Since 2015, the complete offer of selected research and development results of the University of South Bohemia has been available in the printed, bilingual form. Based on the initiative of the Technology Transfer Office at the USB, the range optional courses at the University of South Bohemia has been recently extended by a specialized one, dealing with protection of intellectual property. Students can use the knowledge gained in this course in their future businesses as well.

There are also other activities aimed at transferring knowledge into practice, organized at individual faculties of the University of South Bohemia. In 2018, the **Faculty of Economics at the USB** organized the *Invest Day*, a contest presenting business ideas, inviting students at all faculties of the University of South Bohemia, and supported a foundation of two student start-up businesses. More specifically, they were the "Lendito" start-up – a share economy platform established by Management and Business Economics students; and the "Guide Group" start-up – a system integrating various segments of tourism (travel agencies and travel operators, cultural institutions, guides and students), established by Business Studies students. At the **Faculty of Arts at the USB**, due to its orientation mainly to basic research, the transfer of knowledge to the practice is rather marginal, and to a greater extent it is connected with certain specific disciplines studied at the faculty (archaeology, archival studies, preservation of monuments, museum science, library science, gallery and media practice, translation, etc.). The very essence of the work at the **Faculty of Education** at the USB implies that the knowledge gained in professional activities is subsequently applied in teaching practice. The Faculty cooperates, for instance, with Fraus publishing house, important author of original textbooks for primary and secondary schools. In 2018, several projects of TA ČR GAMA were solved at the **Faculty of Science at the USB**. Applied research projects were also solved within the cross-border cooperation programme; furthermore, there was the NATO project called "Ultra-Sensitive Opto-Electrochemical Detection of Liquid Explosives"; and

the contracted research for Robert Bosch companies. **Faculty of Fisheries and Protection of Waters at the USB** is one of the largest research and educational institutions in the Czech Republic and Europe focusing on freshwater fishing, aquaculture and freshwater management. The Faculty has the appropriate competencies, broad scientific expertise, unique infrastructure with modern laboratory facilities, instruments and capable management, which are the main engine of disciplinary and interdisciplinary research, education and training with a strong link to the application sphere with international reach. The transfer of knowledge into practice takes place primarily through licensing of technologies developed by the Faculty staff. The vertical transfer of knowledge and information into practice is further ensured by own R&D outputs (publications, books, methodologies, technologies, etc.) and by organizing professional conferences and seminars for professionals from the application sphere. Another way is the contracted research agreed for the purpose of solving concrete and actual problems in practice. Currently, the Faculty does not have its own incubator or spin-off company; in 2018, a business contract concerning a distribution of cosmetic products within the "CZECH CAVIAR" brand using the "Sturgeon Friendly Caviar" know-how, was concluded.



Exclusive cosmetic products made from caviar, the CZECH CAVIAR brand. Photo: USB archive.

The Faculty of Theology at the USB in collaboration with clinical centres organized seminars focused on *Linking the theory and practice in the field of accompanying students in practice*. Students in the Pedagogy of Leisure Time courses, within one-off or regular projects that are part of credit-valued teaching, facilitate one- and multi-day events for class groups from primary and secondary schools. Within these projects they test new methodologies and approaches developed at individual Departments of the Faculty of Theology at the USB. In 2018, the Faculty won the TA ČR project to map leisure time competences in older school age children so that new methodologies aimed at developing the so-called leisure time competence of this target group could be devised. The methodologies will be verified in practice by specific facilities in the coming years. Furthermore, the Faculty of Theology at the USB is successful in fulfilling the third role of the university, namely in the field of senior education in the region. Not only the Faculty offers a wide range of U3A courses in the building of the Faculty of Theology, but it

also cooperates with the Municipal Library in Prachatice to organize a three-year U3A course *Šumava without borderline*. This opens up an opportunity for leisure education in some seniors for whom the regional capital city is difficult to access. In 2018, **the Faculty of Health and Social Sciences at the USB** continued its cooperation with the City of Třeboň to build a senior housing complex. Experts from the Faculty of Health and Social Studies at the USB will advise on how to organize this complex efficiently and practically, how to equip it, and what services and activities should be integrated there. In the future, there should also be a model clinical facility of the Faculty where students could undergo practical training under the guidance of teachers, across different fields of study. The **Faculty of Agriculture at the USB** operates a mini-brewery and a contractual cooperation with Budvar company has been established. In the experimental mode, alternative technological processes in brewing beer are verified. Further adjustments are under way so that the brewery can better serve the experimental purpose in the future. To a reasonable extent, milk and meat processing facilities have been developed in a similar way.

11.2 Operation in the region, collaboration with various regional subjects

The University of South Bohemia is an important and stable educational and research organization in South Bohemia, and it is also one of the largest employers in České Budějovice and the South Bohemian region. It is thus part of a very extensive network of diverse relationships and their effects on society-wide events. The University has at its disposal a wide range of well-functioning partnerships, working communication platforms connecting it with the political establishment at the national, regional and municipal levels, a high-class network of partnerships with higher-education, research or other institutions in the Czech Republic and abroad, and at the national level, it is worth highlighting our cooperation with a range of institutes from the Czech Academy of Sciences, including the Biology Centre of the Czech Academy of Sciences with its seat in České Budějovice, as well as a range of other humanities and social studies institutes in CAS based in Prague, as well as cooperation with a number of universities around the Czech Republic, with various forms of cooperation - membership on doctoral studies boards, membership on scientific boards of faculties and universities (vital for collecting best practices for creating degree programmes), membership on boards of academic institutes, invitations to give lectures at other universities and inviting teachers and researchers from other universities and other research units at the University of South Bohemia to give lectures, as well as organising lectures focusing on practical issues, including lectures by notable alumni. The mutually beneficial nature of cooperation with CAS institutes is reflected in lectures by invitees at individual faculties/departments, and there is also significant cooperation with other universities and companies (such as Bosch, collaborating with the Faculty of Sciences at the USB regarding technical specialisations).

Due to a very diverse nature and focus of individual components of the University of South Bohemia, partner organisations and forms of cooperation are very diverse. The faculties work with their own group of organisations that differ both in the type of activity and in the possibilities of engaging students in such cooperation. In general, cooperation with the regional application sphere at the University of South Bohemia can be divided into several forms – involvement of industry experts in degree programmes; solving practical problems in semestral, bachelor and diploma projects; traineeships for students in enterprises and other institutions; student practicums in primary and secondary schools; contractual implementation of professional work of a service or research character; provision of expert consultations and consulting; implementation of joint projects; organisation of professional lectures and seminars; provision of training to representatives of state administration and self-government; working in a wide range of work groups, professional bodies and platforms shaping events in the region; cooperation on the preparation of regional development strategies and plans; and involvement in projects, strategies and studies aimed at tackling environmental, social and societal challenges, including projects of a charitable nature regarding development of hospice care.

This collaboration and the operation and activities within the region are described both in general and in detail in the Annual Activity Report of the University of South Bohemia in České Budějovice 2017; the third role is further reflected by individual faculties within separate annual activity reports; however, as regards the regional role, also non-faculty parts of the university are involved, for instance the Academic Library at the USB allows for studying or lending of professional and popular literature to those interested

outside the academic community of the university, and organizes small exhibitions as well. The university as a whole also enters into a number of contacts (such as the cooperation on the preparation of the Science Centre in České Budějovice; but there is also the popular Representative Ball of the USB, which is often attended by prominent personalities from the region, etc.).

Significant concrete examples of cooperation with the region in 2018 include the fact that the **Faculty of Economics at the USB** acted as a member structure of the South Bohemian Region Food Bank and actively supported its development through the implementation of student professional projects, elaboration of theses, involvement of the students in food collections (e.g. the National Food Collection in November 2018), etc. In addition, the Faculty and its students actively participated in supporting of activities facilitated by social and non-profit organizations. The Faculty also facilitated a questionnaire survey focusing on visitors' satisfaction to support decision-making of destination management institutions in the areas of Písek and České Budějovice-Hluboká; and there was a very intensive collaboration with Local Action Groups (LAGs) of the South Bohemian Region and municipal representatives, for example in the preparation of strategic documents. The **Faculty of Arts at the USB** is irreplaceable in the field of humanitarian education in the city of České Budějovice and in the South Bohemian region, including the popularization of science and culture in the region and in the media. Along with that, the Faculty cooperates with self-governing, state, regional, educational, cultural or media organizations in the region such as archives, museums and galleries (refer to 8.6.). The **USB Faculty of Education** cooperates at the regional level with the Magistrate Office of České Budějovice to create a conceptual system of mapping the needs of school assistants at primary schools. At the municipality level, the Faculty representative is a member of the MAP ORP (continuation of the local action planning project for development of education in the territory of the municipality with extended competence of České Budějovice); this representative participates in the creation and development of the local action plan. At the regional level, a cooperation was established with the Regional Authority of the South Bohemian Region to map the personnel needs of secondary schools and secondary vocational schools. In cooperation with the Faculty of Education at the University of Western Bohemia, joint planning of further training and education courses for pedagogical staff in relation to the needs of the South Bohemian, Pilsen and Karlovy Vary regions is implemented. In 2018, together with the Magistrate Office of České Budějovice, a strategic *Sport Development Plan of the city of České Budějovice* was prepared, which became a valid document of the city. The **Faculty of Science** at the USB operates as the most important educational institution in natural sciences and informatics in the South Bohemia, with an overlap into technical fields; it performs expert activities in the fields of nature protection and landscape development for the government as well as for the local authorities and has long been involved in the development of the Protected Landscape Area of Šumava (especially the local part of Květušín within the part of the former Boletice military area), etc. The **Faculty of Fisheries and Protection of Waters at the USB** cooperates with the local self-government, the South Bohemian Region and important structures and institutions in the preparation and implementation of a number of projects, strategies and studies, especially in Vodňany, where the Faculty's headquarters are located. Thanks to the MEVPIS Faculty Centre, the Faculty's activities have been extended to include various types of training and educational programs for the general public and residents of Vodňany and the surrounding area. The Faculty actively participates, also in the form of membership, in diverse platforms and clusters forming events and activities within the region in the areas of fisheries, water protection and the environment. The **Faculty of Theology at the USB**, mainly through the practical training of the students in the Pedagogy of Leisure Time study program and their projects, connects important schools in the region (Primary School and School of Arts Bezdrevská, Bishop Grammar School etc.) and the USB Faculty of Theology. The Faculty teachers also collaborate with experts from non-profit organizations (such as Junák, Youth Information Centre) to organize certain lifelong learning courses. The Faculty of Theology at the USB is also a contact centre for readers of the *Gymnasion* magazine focused on experiential education. Within its activities, the **Faculty of Health and Social Sciences** collaborates with relevant departments of the regional self-government, as well as with the statutory city of České Budějovice and the institutions established by those authorities and forming a significant part of clinical workplaces of the Faculty (especially the Jihočeská nemocnice, a.s. holding). The cooperation with the non-governmental non-profit sector providing social services in the form of the network of clinical workplaces of the Faculty is also important. The **Faculty of Agriculture at the USB** has been cooperating on a long-term basis with a number of entities in the region that are focused on working with environmental data for research purposes and research applications, monitoring the environmental impact of the Temelín Nuclear Power Plant. Contracts with the Šumava PLA and the Šumava Regional Development Agency have both regional and

national significance; it is a scientific cooperation in the field of environmental protection. Furthermore, the Faculty has concluded an agreement on the application of experimental treatment of tree species, an agreement on expert consulting and cooperation with the Museum of Moldavites, an agreement on linking agricultural education, training and applied research with business practice in the South Bohemia Region (with the Secondary Veterinary School and the Regional Agrarian Chamber of the South Bohemian Region). The Faculty is also an active member of the South Bohemian Food Cluster.

In addition to activities of lifelong training, the University of the Third Age, the Children's University and the like, popularization lectures not requiring regular attendance are also popular among the public, as well as events linked to various anniversaries. Thus, the University, through the theatre performance *Dear Alice*, the ceremonial opening of the academic year associated with a lecture on T. G. Masaryk or a scientific conference *100 years since the foundation of Czechoslovakia* (organized jointly with the University of West Bohemia, faculties of arts of both universities) celebrated the establishment of Czechoslovakia in the autumn of 1918. Lectures of the Philological Club are also popular, mainly the *Academic Half-Hour Lectures*, whose tradition was established in 2013. This lecture cycle, in which personalities from the University of South Bohemia and the Biology Centre of the ASCR are involved, presents interesting topics and results of their scientific work in a simple and engaging way, continued in 2018 as well. In the past years the lectures took place in the unusual space of the Holy Family Student Church in České Budějovice; in 2018 the lectures moved to the historical building of the South Bohemian Museum in Dukelská Street in České Budějovice.

List of lectures within the cycle "Academic Half-Hour Lectures 2018" (by the date of the event)

Jindřich Šrajber: *Aktuální význam kritických výzev sociální encykliky Populorum progressio (1967)*

Ondřej Lenz: *Viry. Máme se jich bát?*

Ondřej Chvojka: *Co všechno přinesla dálnice aneb archeologické výzkumy v trase D3 na Českobudějovicku*

Miloslav Jirků: *Šakal – nový obyvatel české krajiny*

Marie Janečková: *Kazatelské umění českých barokních kazatelů*

Jan Hrček: *Život s bakteriemi, aneb co člověka děsí, hmyz umí využít*

Martin Weis: *Střípky z historie roku 1918*

Milan Říha: *Kdepak ty ryby asi jsou? Rozmístění a chování ryb ve velkých stojatých vodách*

Martin Palus: *Válka v mozku, aneb co víme o viru klíšťové encefalidity*

Kamila Vránková: *Láska a odpovědnost v Shakespearových sonetech*

Jaroslav Vrba: *Není sucho jako sucho – aneb hrozí Jihočechům nedostatek vody?*

Věra Vlasáková: *Nemoc pohybového ústrojí u seniorů*

Zdeněk Faltýnek Fric: *Motýli jako indikátor proměn české krajiny*

Dalibor Kučera: *Hledání osobnosti mezi slovy*

Václav Krišťufek: *Fenomenální včely*

Adéla Mojžíšová: *Sociální práce – cesta k lidem*

The academic staff of the University of South Bohemia and also the students (primarily in doctoral degree programmes) regularly participate in various popularization events organized by municipal museums, galleries, information centres, libraries, professional and civic associations or specialised societies in and outside the region, where they not only present the results of their own scientific work, but also their alma mater. These events include, for instance, lectures facilitated by invited lecturers, focusing on various professional and current social topics, as well as discussions, workshops, exhibitions (especially own photographs), film projections, excursions or walks with an expert guide (such as natural science walks or trips focused on botany, entomology, zoology or ornithology). In the course of 2018, the University of South Bohemia also organized a number of other thematic events related to the fields of study, science and research, and internationalization. These events are described in detail in the relevant chapters of this Annual Report. The University of South Bohemia also fulfils its third role in the field of lifelong and senior education in the region, for which the University offers a range of activities within the University of the Third Age (for more details on these activities, refer to Chapter 2.3).

As in previous years, in 2018 the University of South Bohemia organized, co-organized or provided support and facilities to dozens of other events of various types. Many of these events were prepared or co-prepared by the employees and the students in the faculties of the University of South Bohemia, a

number of which being their own idea. What is more, the staff and the students were also organizationally involved in charitable events, the proceeds of which were donated to support civic associations or institutions taking care of people with mental, physical or social disorders, to children's homes and asylum centres, to support gifted children with health handicap or social background that does not allow for the further development of the talents, or to support civic associations taking care of abandoned or handicapped animals. Also important is the emphasis of the University of South Bohemia put on Christian, ethical and social values. A selection of the events implemented in 2018 is provided in the following text and tables.

The University of South Bohemia, for instance, participates every year in the popular *Kabelkový veletrh Deníku* (Deník Newspaper Handbag Fair), whose goal is to raise funds for specific projects linked with gifted children whose health handicap or social background does not allow further development of the talents. Due to the fund raising event, the supported children can attend, for instance, specialised clubs or buy the necessary equipment. Every year, the University of South Bohemia is also involved in the pre-Christmas collection event *Radost dětem v Nemocnici J. Hradec* (Joy to the Children at the Hospital in J. Hradec) whose purpose is to raise funds for the purchase of Christmas presents for the children who, because of illness or injury, have to spend their Christmas holidays at the hospital. In 2018, the USB Academic Library organized the first year of the charity collection *Srdce za knihu* (A Heart for a Book), the purpose of which is to raise funds through the sale of donated books to support disabled children, seniors and abandoned animals. The interest in the donating and buying books surpassed expectations. More than 2,400 books were donated in less than a month of the collection. 2,050 of them were gradually put on sale. Thanks to the sale of 991 books, we managed to raise nearly CZK 50,000, which was divided equally by the ARPIDA Centre, the Retirement Home Máj in České Budějovice and the Shelter for Abandoned and Handicapped Animals in České Budějovice. At the end of 2018, the Faculty of Theology at the USB organized a lecture connected with a fundraising event to support bone marrow donation. The speakers were a long-term bone marrow donor and a renowned doctor and her team; a cured patient also shared his story with the audience. The USB dormitories provide accommodation to 25 clients of the Libníč Home and the Empathy Social Service Centre from České Budějovice due to the reconstruction of one of the departments of that facility. Because of strict requirements of the Regional Hygiene Centre, out of all options only the University of South Bohemia was found suitable. In 2018, the University of South Bohemia announced a public collection for a student at the USB Faculty of Science, who lost his momentum after a spinal cord inflammation. The collection was organized in order to raise funds to cover the costs of neurorehabilitation procedures not covered by the health insurance company.

In 2018, some seventy students at the USB Faculty of Economics implemented an original project called *The Positive Wave*, whose main goal is to promote positive mindset, connect people from all over the world, as well as spread positive awareness of the University of South Bohemia, by means of positive T-shirts showing the 7 positive values for 7 billion people from 7 continents. This idea originated in the Logistics course led by Eng. Radek Toušek. Not only the project positively motivated the students; it also encouraged the development of their skills such as fundraising in an inventive manner, production and distribution of T-shirts, as well as communication and social interaction with various people from all over the world. The impact of the positive wave was more than successful and still continues. People around the world share their photos in the positive shirts with this positive story. For more detailed information about this project, refer to the April issue of the EFektiv (the Faculty bulletin).

On 15 May 2018, the USB Faculty of Education commemorated the 70th anniversary of its foundation at the Ceremonial Meeting of the Scientific Council of the USB Faculty of Education. The invitation to the Baroque Hall of the South Bohemian Museum was accepted by a number of prominent personalities and guests associated with the Faculty, as well as by the management of the University of South Bohemia in the head with the Rector, Assoc. Prof. Tomáš Machula. The Dean of the Faculty of Education, Michal Vančura LL.M., recalled the history of the Faculty that is absolutely essential from the point of view of the development of higher education in the South Bohemia region. He recalled two fundamental facts that illustrate the position of the USB Faculty of Education. Firstly, it should be pointed out that the Faculty of Education is the oldest modern-type university unit in the South Bohemian region with nearly 15,000 graduates in a wide range of teaching fields. It is worth noting that a significant and determining part of the teachers within the region of the South Bohemia are graduates of this Faculty. The second fact is the well-known fact that the Faculty of Education together with the Faculty of Agriculture stood at the birth of the University of South Bohemia and thanks to its tradition and experience it gave the

space and the possibility to establish other faculties and develop the whole university. After his speech, the Dean of the Faculty of Education, University of South Bohemia, together with the Rector of the University of South Bohemia, presented awards and commemorative certificates to long-term employees and co-workers who significantly contributed to the development of the Faculty of Education of the University of South Bohemia. The awards were proposed by individual departments and approved by the Dean's College.

After the Award Ceremony and the performance of the choir from the J. N. Neumann Bishop Grammar School, Assoc. Prof. Tomáš Machula, the Rector of the University of South Bohemia, took the floor. In his ceremonial speech he emphasized the pedagogy and the education as the key to the future. Tomáš Machula wished the Faculty to become a faculty that will set the course in educational research and methods of education and training. The Ceremonial Meeting of the Scientific Board of the USB Pedagogical Faculty was concluded by the student anthem *Gaudeamus Igitur*, performed by the choir of the USB Pedagogical Faculty. On Tuesday, 15 May 2018, a gala concert was held to mark the 70th anniversary of the founding of the USB Faculty of Education. The event was organized by the Department of Music of the Faculty of Education at the USB, in the Otakar Jeremiáš Concert Hall. Students of the University of South Bohemia and famous guests performed not only compositions created by famous authors but also e.g. a mix of folk songs.

The celebration of the 70th anniversary of the foundation of the USB Faculty of Education was not limited just to the Ceremonial Meeting of the Scientific Board of the USB Faculty of Education; throughout the year 2018 various events took place in honour of seventy years of its existence. The year-long celebrations culminated in a big Christmas concert featuring Christmas carols and songs performed by the choir of the University of South Bohemia, the ensemble of the Department of Music at the USB Pedagogical Faculty played carols from the 17th and 18th centuries, František Lejsek, the laureate of a number of international piano competitions, performed compositions by Bedřich Smetana, and children from a partner school in Freistadt sang as well. The concert took place on 12 December 2018 in the Assembly Hall of the Pedagogical Faculty at the USB in Dukelská Street. Interestingly, the date of the concert coincides almost seventy years later with the music festival that took place in the Sokol Hall in České Budějovice on 10 December 1948 in honour of the opening of the Faculty of Education.

Personalities awarded on the occasion of the 70th anniversary of the Faculty of Education at the USB

For Development

Rostislav Černý, MSc. Ph.D.

Mgr. Černý has worked at the Faculty since the mid-1980s and has been still cooperating with the Department of Biology as an external teacher. In 1998–2007 he was the head of the Department of Biology. He is a respected teacher among students and colleagues, specializing in botany, ecology and protection of environment. During his time at the Faculty, he was a key employee of the Department and also its distinctive personality, whom he remains thanks to the continued cooperation.

PhDr. et PaedDr. Jiří Dvořák, Ph.D.

Employee of the Institute of History, Faculty of Arts, University of South Bohemia; he has been cooperating with the Department of Geography for a long time as a researcher and teacher. He lectures on Historical Geography for Geographers and is one of the respected and popular teachers of the Department of Geography. At the same time, he has long been involved in the qualification works of students of the Department of Geography as the Supervisor or Reader. Along with that, his activities at departmental seminars are appreciated.

PhDr. Miloslava Dvořáková, Ph.D.

She has worked at the faculty since 1977 and after retirement she is still involved in teaching as an external teacher. She has long focused on pedagogical-psychological diagnostics. This course, dealing with the internal conditions of teaching, intertwines with all teaching branches; the students have always highly appreciated her teaching. Her publication activity also focused on the issue of pedagogical-psychological diagnostics; she elaborated this topic for the national textbook of school didactics published in 2002. Her approach to teaching and leading students and her long-term work for the Faculty are exemplary.

Assoc. Prof. PhDr. Jan Hondlík, Ph.D.

At the Department of Physical Education and Sport, he significantly formed its pedagogical and scientific focus from 1955 to 1994. He supervised the teaching of the theory of physical education, sports games, skiing and health physical education. His lifelong hobby was volleyball, which he played for a long time on the professional level.

Assoc. Prof. PhDr. František Man, Ph.D.

Professor Man is a long-standing supporter of the Department of Education and Psychology. He is a highly respected expert in the field of motivation psychology, and has written numerous books on anxiety and stress in school and sports. In 2018 he was awarded the Professor Emeritus of the University of South Bohemia.

Personalities awarded on the occasion of the 70th anniversary of the Faculty of Education at the USB (continued)

Assoc. Prof. PaedDr. Zdeněk Šebrle, Ph.D.

He worked at the Department of Physical Education and Sport for a total of 40 years (1972–2012). Very dedicated teacher and an excellent didact. He taught didactics of physical education, skiing, handball, tennis and squash. Graduated in Physical Education and Biology at the Faculty of Education in České Budějovice. He was appointed associate professor of didactics of physical education in 1989. He has specialized in the didactics of school physical education, especially in the didactics of children skiing at elementary school. From 1 August 1991 to 31 January 1992, he briefly served as Vice-Dean of the USB Faculty of Education.

Milada Vondráčková Ph.D.

Germanist and literary scientist, she is one of the founding members of the Department of German Studies at the Faculty of Education at the USB. She became a lecturer for German literature on 1 March 1971 and remained faithful to the Faculty of Education throughout her professional life. She focused mainly on the newer German literature and the facts of German-speaking countries. Thanks to her professional knowledge, the art of engaging and in the role of mentor she has influenced many generations of future German teachers and co-created the professional and pedagogical profile of the Department.

For Collaboration

Assoc. Prof. RNDr. Miroslav Brzezina, Ph.D.

Associate Professor Brzezina works at the Department of Applied Mathematics at the Faculty of Science, Humanities and Education of the Technical University of Liberec, and was the Dean of the Faculty. In 2018 he was elected the Rector of the university. He is a member of the Scientific Board of the Faculty of Education at the USB. He has been cooperating with the Department of Mathematics of the Faculty of Education at the USB in the field of educational and creative activities, focusing on development of teacher training in the CR.

Professor Martin Křížek, Ph.D.

The Vice-Dean for Science and Research at the USB Faculty of Agriculture and Head of the Department of Applied Chemistry at the same faculty. He has long been involved in teaching chemistry in the branch study at the USB Faculty of Education. He is also a member of the Scientific Board of the Faculty of Education at the USB.

Mag. Roswitha Stütz

The Head of the Department for International Cooperation and Degree Programmes at the Pedagogical College of the Upper Austria in Linz. Her scientific work deals with linguistic and cultural heterogeneity. She has been cooperating with the USB Faculty of Education since 2010 and participated in a number of diverse projects. One of the most successful projects is the "Cross-border Teamwork" project, in which Czech students regularly teach at Linz schools and Austrian students at České Budějovice schools. Ms Roswitha Stütz's commitment and range of expertise in intercultural communication significantly contributes to the reputation of the Department of German Studies in the field of internationalization.

Professor PaedDr. Radka Wildová, Ph.D.

Professor Wildová served as the Dean of the Faculty of Education at Charles University in 2009–2017, and currently holds the position of Vice-Rector of Charles University for the concept and quality of educational activities. She has long been involved in cooperation between the Faculty of Education at Charles University and other institutions responsible for the development of teacher education and training in the Czech Republic and abroad, including the USB Faculty of Education. She is a member of the USB Scientific Board of the Faculty of Education.

Every year, the academic Opening Ceremony takes place in the Auditorium of the University of South Bohemia. In 2018 it was no different. This time the Opening Ceremony of the academic year 2018/2019 was held in the spirit of the 100th anniversary of the founding of Czechoslovakia. The ceremonial arrival of academic officials of the University and of its Faculties was followed by a lecture by Professor Ctirad Václav Pospíšil *Masaryk and Czech Higher Education*. After the lecture, Assoc. Prof. Tomáš Machula, Rector of the University of South Bohemia, awarded Commemorative Medals of the University of South Bohemia to 17 important personalities who have participated in the development of our alma mater.

The Rector then gave a ceremonial speech in which, among other things, he thanked all the awardees for their work. The festive atmosphere of the gathering was enhanced by the music program of pianist František Lejsek, a student of the Department of Music at the USB Faculty of Education. The second part of the program took place in the central part of the campus, where the Tree for Olga Havel was planted with the participation of representatives of the Committee of Good Will - Olga Havel Foundation. After her speech, Ms Monika Granja, Foundation Director, handed over a memorial plaque to the Rector to commemorate this important event. The part of the program under the open air was accompanied by the String Quartet of the South Bohemian Philharmonic Orchestra.



The ceremonial planting of the Tree for Olga Havel at the USB campus in Čtyři Dvory, attended by the representatives of the Committee of Good Will - Olga Havel Foundation. Photo: USB archive.

Personalities awarded with the Commemorative Medal of the University of South Bohemia in 2018

Prof. Libor Grubhoffer, for merit in the development of science and higher education in South Bohemia; Head of the University of South Bohemia in 2012-2016.

Eng. Hana Kropáčková, for her long-term personal contribution to the development of the University of South Bohemia as Bursar, since 2001.

Prof. Valérie Tóthová, for her long-term contribution to the development of the Faculty of Health and Social Studies, which she led for two terms; the Dean until January 2019.

Prof. Vladimír Papoušek, for his long-term contribution to the development of the Faculty of Art, which he managed for two terms; the Dean until January 2019.

Prof. František Vácha, for his long-term contribution to the development of the USB Faculty of Science, Head of the Faculty for two terms; the Dean until March 2019.

Assoc. Prof. Ladislav Rolínek, for his long-term contribution to the development of the Faculty of Economics, which he managed for two terms; the Dean until February 2019.

Prof. Otomar Linhart, for his long-term contribution to the development of the Faculty of Fisheries and Protection of Waters at the USB, which he led for two terms in the years 2009-2017.

Dr. Michal Vančura, for his long-term contribution to the development of the Faculty of Education at the USB, Head of the Faculty for two terms from 2010 to August 2018.

Dr. Helena Landová, for merit in the development of the USB Academic Library, which she managed from its founding in 2009 until the end of 2018.

Assoc. Prof. Josef Elster, for his merits in building the Polar Science Station of the University of South Bohemia and for the long-term development of polar research.

Eng. Jan Kubeš, for his long-term development and support for the cooperation of the University of South Bohemia with the industrial sector in the South Bohemian region, in particular in his capacity as Chairman of the Board of Trustees of the University of South Bohemia in 2013-2017.

Prof. Martin Weis, on the proposal of the Dean of the USB Faculty of Theology, for long-term research in the field of ecclesiastical history of the 20th century.

Marta Ryněšová MA, on the proposal of the Dean of the USB Faculty of Theology, for a significant contribution to building the relations of the USB Faculty of Theology with German and Austrian partners.

Assoc. Prof. Jiří Šimek, on the proposal of the Dean of the USB Faculty of Health and Social Sciences, for his long-term work in the field of ethics in assisting professions.

Personalities awarded with the Commemorative Medal of the University of South Bohemia in 2018 (continued)

Prof. Pavel Kalač, on the proposal of the Dean of the USB Faculty of Agriculture, for many years of successful academic work.

Prof. Vlasta Kroupová, on the proposal of the Dean of the USB Faculty of Agriculture, for many years of successful academic work.

Dr. Jan Hůda, on the proposal of the Dean of the USB Faculty of Agriculture, for his long-term support to the cooperation of the University of South Bohemia with practice.

Examples of exhibitions held in 2018 (by the event start date)

Christmas exhibition of students of the Art Therapy Studio (Na chodbě Gallery, USB Faculty of Education; 9 Dec 2017 – 7 Jan 2018).

For the third consecutive year, students of the Art Therapy Studio of the USB Faculty of Education were given the opportunity to choose from three options; the themes of Advent 2017 were the Miracle, the Coming and the New Human. The artistic techniques were also optional. There was a desire to express the atmosphere and the feelings inside us at Christmas in impressive colour creations.

Limits (D9 Gallery, USB Faculty of Education; 12 Dec 2017 – 7 Jan 2018).

Exhibition of ceramic figures by painter and graphic artist Petr Sládek, porcelain design by Lukáš Urbanec, paintings on a wooden base by Jiří Poustevník, and examples of mushrooms, in particular polypore and chanterelle, by Eva Pelechová.

Schoolboy in the Wartime (Foyer of the USB Faculty of Art and Rectorate building; 13 Dec 2017 – 5 Jan 2018).

The theme of the nationwide project "Schoolboy in the Wartime", which involved 19 schools from all over the Czech Republic, was the school environment in the Protectorate of Bohemia and Moravia and in border areas in 1938–1945. The only school from the South Bohemian Region, Oskar Nedbal Primary School, participated in the project. Six nine graders from this school were searching the archives for information about the Czech town German school in Čtyři Dvory.. The results of their search, and also of the work of other involved primary and secondary schools from the Czech Republic, was developed into a travelling exhibition consisting of 34 panels, presenting not only the work of individual school teams; the organizers contributed to it as well, providing information on the general situation in education and leisure activities of youth during the Protectorate. From the University of South Bohemia, the exhibition was moved to Příbram, the setting of the well-known story *Vyšší princip*.

HoBohemia: The Town of the Homeless (USB Faculty of Theology, Kněžská Street; 1 Jan – 30 Jan 2018).

The exhibition was created as one of the outputs of the research project "The Time and the Space of Homeless People in the Post-Socialist City: Comparison of Prague and Pilsen" (Hoboehemia). Several dozen homeless people took pictures of their day - the places where they move around and spend their time. Thus a unique collection of more than a thousand photographs was created, in which homeless people captured their relationship with the city, people, the way they move around the city, and also their emotions, both positive and negative. The places in the pictures refer to violence, suffering, but also to joy. A total of ten photographers were presented at the exhibition.

To the Borderline, over the Borderline (USB Faculty of Theology, Kněžská Street; 5 Feb – 28 Feb 2018).

Students of the University of South Bohemia went to the refugee camps Adaševci and Principovac in Serbia. As volunteers, they travelled mainly with the desire to help, and with the intention to understand better the situation of immigrants. They documented what they experienced upon their arrival and afterwards, which resulted in a photographic exhibition "To the Borderline, Over the Borderline".

I Draw, therefore I Am (Na chodbě Gallery, USB Faculty of Education; 10 Feb – 10 March 2018).

The exhibition of drawings of the visually impaired was organized by the USB Faculty of Education in collaboration with the Artevide Foundation, whose mission is to support the artistic and social activities of the blind children, the youth and the socially weak.

Hraniční prostor – Grenzraum – Border space (D9 Gallery, USB Faculty of Education; 14 Feb – 27 March 2018).

The international exhibition, which was a part of the exhibition programme on the anniversary of founding of Czechoslovakia in 1918, presented authors focusing on author writing, free graphic or experimental graphic, including conceptual approaches. The exhibited works were created at organized symposiums held in the period of five years in 1999–2004. The organizer was a free group of artists from Germany, Sweden, Ukraine and Czech Republic named "Hraniční prostor (Border Space) – Grenzraum"; the activity continues in collaboration with the Edition Grenzraum, led by Ivo Sedlacek in Frankfurt a/M. The participants in the creative symposiums included Jaromíra Němcová, Andrea Tachezyová, Lenka Vilhelmová, Irmgard Flemming, Beate Rosenbrog, Petra Lorenz, Ivo Sedlacek, Thomas Konitschke, Jan Měříčka, Roman Karpaš, Vladimír Stočes and Pavel Makov. The main focus of the exhibition "Hraniční prostor – Grenzraum – Border space" were author books, in which all participants of artistic meetings participated. This presentation of author books was accompanied with contemporary graphic creations by some of the mentioned authors – Jan Měříčka, Jaromíra Němcová, Ivo Sedlacek, Roman Karpaš, Pavel Makov, Irmgard Flemming, Andrea Tachezyová and Lenka Vilhelmová. A guided tour around this international exhibition took place on 20 February 2018.

Pavla Tichá – Kristýna Krabatschová (D9 Gallery, USB Faculty of Education; 27 Feb – 20 March 2018).

The exhibition presented paintings created by two authors – Pavla Tichá and Kristýna Krabatschová – significantly connected with South Bohemia. Kristýna Krabatschová lives in the neighbouring Germany, however, she has family background in Rožmberk. When she finished St. Agnes of Bohemia Secondary School of Art and Design in Český Krumlov, she continued her studies at the Kunstuniversität Linz, with internships in Germany, Italy and Serbia. At the exhibition she presented her works from the last two years. Also Pavla Tichá graduated from St. Agnes of Bohemia Secondary School of Art and Design in Český Krumlov. Then she graduated from the Faculty of Fine Arts at the University of Technology in Brno. She currently lives in Řimov near České Budějovice, working as a teacher.

Examples of exhibitions held in 2018 (by the event start date; cont. 1)

Miroslav Huptych – Projective Set of Collages (Na chodbě Gallery, USB Faculty of Education; 7 April – 31 May 2018).
An exhibition of author collages by the famous poet, artist and art therapist Miroslav Huptych. In his therapeutic practice at crisis centres and drug treatment communities, Miroslav Huptych sought adequate and non-invasive approaches to clients and found them, among other things, in collages that metaphorically portrayed the problems that clients would come to him with. The set of projective collages can be used for group work in art therapy.

Krásná a divoká - Beautiful and Wild (Nahoře Gallery, České Budějovice; 24 April – 20 May 2018).
An exhibition of photographs of Czech nature with the story of the author, Jan Kopecký, professor at the Faculty of Science, University of South Bohemia.

The Nomads of the Night (D9 Gallery, USB Faculty of Education; 24 April – 22 May 2018).
The Nomads of the Night exhibition presented wall drawings by Kateřina Dobroslava Drahošová and a selection of her works on paper. Kateřina Dobroslava Drahošová (1988) currently lives in České Budějovice. She graduated from the painting studio of Daniel Balaban at the Faculty of Arts, University of Ostrava. Her diploma thesis was selected by the jury of the StartPoint 2014, Award for European Art School Graduates, and in 2018 she was nominated for the Young Painting Critics' Prize.

Anticardia (D9 Gallery, USB Faculty of Education; 23 May – 20 June 2018).
Exhibition of works by Marie Hladíkové. Marie Hladíková (1978), the graduate from the studio of all sculpture of Kurt Gebauer at the Academy of Arts, Architecture and Design in Prague, is a sculptor and video artist, working with installations, materials, light and sound. Initially, she created marvellous, cute and somewhat scary anthropomorphic beings that starred in her films. One of her first sculptural works was a set of figures of musicians, a music band stylized in simplified shapes and black basic colour. Later she focused on landscapes and sceneries that can be found in the world beyond a river, behind a door, or a keyhole.

Sleva na šelmu - Discount on the Beast (Prácheň Museum in Písek; 2 June – 24 June 2018).
An exhibition of areal, spatial and intermedia works created by members of the Department of Art of the USB Faculty of Education (Petr Brožka, Roman Kubička, Josef Lorenc, Aleš Pospíšil, Karel Řepa, Dominika Sládková-Paštěková, Lukáš Urbanec, Petra Vichrová and Lenka Vilhelmová). The exhibition focused on issues of identity, interaction and interpersonal communication. It also somehow touched on reminding and judging in relation to the anniversaries of 2018 (100 years since the founding of the republic, the seventieth anniversary of the founding of the USB Faculty of Education, etc.) Each of the authors offered a different artistic and intellectual approach to the chosen theme. Thus the visitors had the opportunity to encounter various types of creations, from traditional painting, graphics, photography to spatial and intermedia works. The exhibition also included examples of works created by students of the Department of Art of the USB Faculty of Education. In the presence of the authors, the exhibition opened with the Museum Night on 1 June 2018 at 7 pm. In addition to a tour of the exhibition, the participants of the Museum Night could take part in six interactive workshops led by students - teacher trainees from the Department of Art of the USB Faculty of Education. Under their supervision, the visitors could try out both well-known and less-known art techniques, took part in a drawing marathon, or could put themselves in the role of architects and urban planners and project their visions on an interactive map of the city of the future.

Einmischung erwünscht! / Vměšovat se je žádoucí! (It is a good thing to interfere!) (Foyer of the USB Academic Library; 7 June – 28 July 2018).

The Czech-German "Einmischung erwünscht! / Vměšovat se je žádoucí!" (It is a good thing to interfere!) exhibition was held on the occasion of the 100th anniversary of the birth of the writer Heinrich Böll, Nobel Prize in Literature. Heinrich Böll (1917–1985) was one of the most important German writing authors of the 20th century. His novels, short stories, essays, letters and interviews are considered an important testimony to the social and political life in Germany for almost half a century. They focus on the war, reconstruction, reconciliation, restoration and the journey of Germany towards liberal democracy. Böll's great international recognition was based namely on his relentless commitment to freedom and human rights.

Temná komora - Darkroom (Kampa Student Club; 18 Aug – 1 Sep 2018).
An exhibition of black and white photographs by Markéta Dadáková, taken between 2015 and 2018.

Vem si ještě okurku (Have Another Cucumber) (D9 Gallery, USB Faculty of Education; 13 Sep – 12 Oct 2018).
An exhibition of the works by Jitka Petrášová. The opening of the exhibition was accompanied with a concert of the bands Oswald, Důlní pes and Or in the Velbloud Music Club near the gallery.

Srdce jako symbol (The Heart as a Symbol) (D9 Gallery, USB Faculty of Education; 23 Oct – 19 Nov 2018).
The centenary of the founding of Czechoslovakia was celebrated by the Department of Art of the USB Faculty of Education with lectures - "Situation in Fine Arts after the Foundation of the Republic" (Zuzana Duchková) and "70 Years of the Department of Art in South Bohemia" (Aleš Pospíšil), presentations of open air and extra-curricular projects (Lenka Vilhelmová, Karel Řepa), and in particular with two openings, one of which was titled "Srdce" (Heart), based on a group exhibition of the teachers of the Department, while the other - called the "Symbol" - became an independent exhibition of Josef Lorenc. That is why this remarkable range of activities has been referred to as "The Heart as a Symbol", which combines the presentation of the heart as a cultural phenomenon and as an important organ of the human body and the intellectual existence of the human.

Znamení víry v krajině (Signs of the Faith in the Landscape) (USB Faculty of Theology, Kněžská Street; 30 Oct – 30 Nov 2018).
A photographic exhibition of the works by Michaela Vlčková, Zdenka Paloušová, Miloš Kruml and Vladimír Nemann, accompanied by the music played by Vít Zeman, presented sacral monuments with special regard to their location in the landscape.

Examples of exhibitions held in 2018 (by the event start date; cont. 2)

AMAZONÍA PERUANA (Foyer of the USB Faculty of Art and Rectorate building; 30 Oct – 18 Nov 2018).

A travelling photographic exhibition capturing through the lenses of the world leading photographers the natural and cultural diversity of the Peruvian part of the Amazonia. The exhibition was held in collaboration with the Embassy of Peru in the Czech Republic.

Pohádková (archetypální) témata, jejich obsahy a interpretace (Fairytale (archetypal) Themes, their Contents and Interpretations) (Na chodbě Gallery, USB Faculty of Education; 19 Nov – 30 Nov 2018).

An exhibition was conceived as an insight into art therapeutic practice with people addicted to drugs and pathological gambling who are patients at the Červený Dvůr hospital. The authors of the pictures commented on the topics that should help them in the group therapy to trace the crossroads of their life that led them "astray". The pictures highlighted the roles that - consciously or unconsciously - were accepted by them and that fatally affected their lives. As for the themes, there were art interpretations of interpersonal relationships (e.g. Adam and Eve) and fairy tales (e.g. Sleeping Beauty, Snow Queen).

Masaryk a Svatá země (Masaryk and The Holy Land) (Foyer of the USB Faculty of Art and Rectorate building; 3 Dec – 17 Dec 2018).

In the spring of 1927, President Thomas G. Masaryk arrived in the Holy Land. It was the very first visit of the official head of state to the then mandated Palestine. Although Masaryk declared his journey private and took it secretly and under a different name for the reasons of security, for the local leading thinkers, politicians and ordinary people it was very important. Surprisingly, this journey was almost forgotten by historians, but the people of Israel have never forgotten it. The enthusiasm of the local people at that time was also visible at the exhibition of the photographs "Masaryk and the Holy Land". Many of those photographs have not been published yet. In addition to the memorable visit of TGM, another part of the exhibition was focused on groundbreaking historical milestones in mutual relations, namely the establishment of the State of Israel, in which Jan Masaryk and Czechoslovak diplomacy played an irreplaceable and key role in the international environment. The exhibition at the University of South Bohemia was opened by His Excellency Daniel Meron, Special and Plenipotentiary Ambassador of the State of Israel in the Czech Republic, who also gave an interesting lecture at the University of South Bohemia.

Překvapení, vysněné Vánoce, vánoční kalamita (Surprise, Dream Christmas, Christmas Calamity) (Na chodbě Gallery, USB Faculty of Education; 14 Dec – 30 Jan 2019).

An exhibition of students of the Art Therapy Studio of the USB Faculty of Education, inspired by Jan Skácel's poem "Christmas of adults", where visitors could recall their own childhood Christmas experiences persisting in us until adulthood, or realize that in addition to Christmas wishes and dreaming, nearly all of us associate the Christmas time also with comic and "calamity" situations.

Examples of other activities in 2018 (by the start date of the event)

Open Day (12 Jan 2018)

All eight faculties of the University of South Bohemia provided the visitors of this traditional event with information about the studies and their contents, offered fields of study, conditions of the admission procedure, possibilities of finding employment on the labour market, and also about the possibilities of internships abroad. Throughout the day, the visitors could also move around the facilities of the faculties, laboratories and classrooms and get acquainted with scientific projects and research that the experts from the university deal with. In addition to the facilities of the faculties, the Academic Library was opened to the public at the campus in Čtyři Dvory. Visitors could enjoy a rich accompanying program consisting of attractive laboratory experiments, exhibitions, language workshops, thematic lectures, film projections, creative competitions, demonstrations of fish processing procedures and tasting of healthy nutrition products and fish specialties. For a moment, visitors could become supermarket managers, take advantage of getting recommendations provided by physiotherapy and healthy lifestyle experts, have their blood pressure, body fat and cholesterol measured, or try out the procedure of blood sample taking on exercise dummies. They could also visit a micro-brewery and a mini-dairy plant, admire live crayfish, aquarium fish, snakes, seals or farm animals, learn about forensic investigations using IT technology, the popular 3D printing, they could try out contactless control over a computer, done only through gestures and a special program, or listen to a lecture on "The Game of Thrones and Fantasy in the Contemporary British Literature". People interested in modern technologies could participate in an unconventional tour of one of the faculties of the University of South Bohemia, using mobile phones with a special QR code reader installed.

Jubilee 25th Representative Ball of the University of South Bohemia (9 Feb 2018)

The Representative Ball of the University of South Bohemia has again moved its limits. Every year people say that the Ball of the University of South Bohemia is the liveliest throughout the ball season and in 2018 it was no different. The evening was hosted by Jan Sigmator, singer and presenter. In addition to speaking entries, Jan also sang well-known swing songs, accompanied by the Metroklub Big Band. The main guest of the Ball was the Abba World Revival Band. This musical group performed an unprecedented show. DK Metropol, which is the traditional venue of the South Bohemian University Ball, was completely full, and so it looked in the Main Hall, too. The guests danced until the very end of the Ball. The Chamber Hall hosted the Swing Trio Avalon, while the Circular Hall was adapted for a quiet relaxation with a soft musical background. The Ball also featured the StandardKlub from Prague that surprised everyone with its own choreography of the Valse de Vienne. One could also see a confetti cannon, cold fireworks and a large LED screen with live cameras. A record number of visitors attended the Ball. In 2018, there was the Afterparty, which was held for the first time. It took place at the Imperial Club in the city centre.

Examples of other activities in 2018 (by the start date of the event; cont. 1)

St Patrick Mini Festival (14 March 2018)

The Kampa Student Club, based at the university campus in Čtyři Dvory, prepared a concert of the Naked Professors Band for all lovers of folk-rock and Irish folk songs.

The Third Ice- Hockey Derby (21 March 2018)

The hockey derby between the University of South Bohemia and the University of Technology and Economics (VSTE) is on the way to become a tradition and the public awareness of this event raises every year. The third year of the Derby was no exception, the attendance in the ice-hockey Budvar Arena was enormous. The match was held in the spirit of fair play and one could see quality interventions and actions of both teams. The spectators created a wonderful atmosphere. The match was very even. The first third ended without a goal, a turning point came in the second period, when the hockey team of the University of South Bohemia took the lead. The Black Dogs team from VSTE also scored a nice goal in the third period. The score at the moment was 3:1 for the University of South Bohemia, the lead was confirmed with the fourth goal. The winner of the third year of the hockey match was the University of South Bohemia with the score of 4:1. The Student Union of the University of South Bohemia in collaboration with the Student Union of VSTE took care of the smooth course and the whole organization of the event.

The World Water Day (23 March 2018)

The USB Faculty of Fisheries and Protection of Waters organized a fun afternoon for families with children on the occasion of the World Water Day. The children could enjoy various contests and a rope park. The project of the rope park was co-developed by the Faculty staff together with the contractor, the company Hřiště pod květinou. The park consisted of eight sports stations such as rope nets, vertical nets, suspended beam, bridges or ladders. The project of the rope park worth 70 thousand crowns was fully covered from the Faculty funds.

Theatre performance "Mistr" (Master) (17 and 18 April 2018)

After a year, the students of the Institute of Czech-German Area Studies and German Studies of the USB Faculty of Art came back to the theatre stage, this time with the performance called "Master", which is a modern adaptation of the play written by German writer J. M. R. Lenz originally called "Der Hofmeister". The play was adapted and directed by the founder of the theatre society and pedagogue Jan Václav König, who brought the play to a more modern environment of the 1960s. The original performance in German was performed at the studio stage of the South Bohemian Theatre "Na půdě". The theatre society of the Institute of Czech-German Area Studies and German Studies is no newcomer to the theatre scene. It was founded in 2017 when, for the first time, a romantic comedy Leonce und Lena was performed on the stage of the South Bohemian Theatre. At the beginning of 2018 the original ensemble was extended with a theatre band accompanying the performance with live music. Also in 2018 this theatre society represented the University of South Bohemia at the German student theatre festival called Drehbühne, which took place at the Barka Theatre in Brno.

The American Spring 2018 (23 April – 27 April 2018)

For the last week of April the University of South Bohemia was a part of the American Spring national festival again. Also this year a program of lectures and discussions with interesting personalities connected with American culture, literature and politics was prepared. People keen on literature could take part in a discussion called "Exile, literature and translation" at the Horká Vana Club, with Pavel Dominik, the laureate of the State Prize for Translation, translator of the works by Vladimir Nabokov, Salman Rushdie and many others, and with Mike T. Baugh, American lecturer in Czech studies, pedagogue and translator of the works by Jan Čep into English. Other interesting parts of that program included a discussion with the former Czech Ambassador to the USA and Russia, Mr. Petr Kolar, and with the leading Czech journalist, expert in Czech-American relationships, Mr. Daniel Anýž. The festival culminated in a concert by the world-renowned pianist Eric Zuber, who performed in the Czech Republic for the first time. The New York Times called him a prominent figure in the new generation of American pianists. Eric Zuber graduated from The Juilliard School of Music under the lead of Boris Slutsky, Leon Fleisher, Claude Frank and Robert McDonald. In just a few years, Eric Zuber won the main awards at the ten most prestigious piano competitions. The concert took place in the auditorium of the USB Faculty of Education.

Erecting the Maypole 2018 (25 April 2018)

As every year, students of the USB Faculty of Agriculture organized the now seventh year of celebrations linked with erecting of a maypole and the so-called burning of witches at the campus of the University of South Bohemia in Čtyři Dvory, near the dormitories. Visitors could enjoy the music program, maypole, "witch stake", as well as refreshments. In addition to a large stake, a small fire was established as usual, where the youngest visitors could roast meat treats. Children and their parents came to the campus and together they enjoyed erecting the maypole, burning the "witch", and then roasted sausages. Again, the USB Faculty of Agriculture prepared for the visitors several pigs roasted on fire and offered tasting free of charge. The Erecting of Maypole 2018 was attended by nearly a thousand visitors.

Anifilm at the University of South Bohemia (2 May – 3 May 2018)

The University of South Bohemia is a partner of this important festival that presents current trends, procedures, technologies and animation techniques. A part of the festival takes place at the campus of the University. In 2018, film projections took place at the Kampa Student Club. The Anifilm - International Animated Film Festival provides space for positive confrontation and networking among film professionals from around the world. It is intended for filmmakers and film professionals, students, educators, film theorists and all fans of animation, including children. Every year, the festival is visited by thousands of visitors who can watch dozens of contest films and computer games.

Examples of other activities in 2018 (by the start date of the event; cont. 2)

“Zavírák” or University Semester Closing (8 May – 9 May 2018)

In 2018, the fourth year of the two-day festival took place on the occasion of the end of the summer semester and the whole academic year at the University of South Bohemia. On the first day of the festival an open air film projection took place, featuring the film “Jumanji: Welcome to the Jungle” accompanied with barbeque organized by the USB Student Union (“Barbeque with USB SU”). Despite the fine rain and strong wind, everything went good. The film projection and the barbeque were attended by more than 200 visitors. The second day of the festival was organized as workshops, lectures, sports activities and concerts. Visitors also had the opportunity to taste traditional meals prepared by international students from the USB International Student Club or to fight in the gladiator arena. During the workshops, self-defence course, moderating on the K2 radio, filming with NSTV (Independent Student Television led by students from the University of South Bohemia) or a game of bumperball were offered. The program also included an interesting lecture on self-motivation with Leoš Kubiček or news from the crime environment and criminal law facilitated by Petr Kolban LL.M. As usual, the festival was concluded by the Open Air Concert, which is the most frequently visited part of the program every year. In 2018 it was no different. Despite the Dean Day Off and the Bank Holiday, a thousand of visitors arrived. The concert was opened by the performance of the Killa Fettu band, followed by the Na Hraně band that contributed to the program with their own rock creations. The third band was the ATD, whose punk rock impressed a lot of visitors. The program was concluded by marvellous singer James Harries. James comes from England but he has been living in the Czech Republic for several years already. His songs such as Salvation or Lights are known also from Czech radio broadcast stations. The ultimate end of the festival was an official afterparty, which took place at the K2 Club. The University Closing festival was organized by the USB Student Union in collaboration with other student societies and with support of the University of South Bohemia.

The Night of Churches (25 May 2018)

In 2018, the USB Faculty of Theology joined the traditional Night of Churches, allowing visitors to visit the school chapel dedicated to John Nepomuk Neumann, a Czech Catholic missionary, the Bishop in Philadelphia and the first canonized saint in the United States who, in this building, then priest seminar, completed a part of his studies. This chapel is mainly used by students, academic staff and other employees of the Faculty of Theology. They meet here every day at noon to pray the Psalms together, and once a week the Holy Mass is celebrated. The chapel is open to the general public only at the Night of Churches. Information on the faculty, its history and study courses is available on that occasion, and visitors can browse the books published by the Faculty teachers in the past year.

Mattoni Half-Marathon České Budějovice 2018 (2 June 2018)

Both the participants of the 5th “Rector’s Cup” and the three thousand half-marathon runners stood at the start line of the Mattoni Half Marathon in České Budějovice 2018. Jan Flašar from the USB Faculty of Education finished the race in an admirable time 1:16:25 and thus became not only the Rector’s Cup holder but also a record holder of this category. In the overall count of the Mattoni Half-Marathon České Budějovice 2018 he ranked 28th. As regards the women category, Nela Küffner from the USB Faculty of Agriculture ran the fastest at 1:22:37, outperforming her fastest time from previous years. The University of South Bohemia has been the partner to this largest sporting event in the region since its inception in 2012. Due to this cooperation, runners and guests can enjoy, for example, the services offered in the University booth at Přemysl Otakar II Square. They can have the blood pressure, BMI, blood sugar, and cholesterol measured and get recommendations on healthier lifestyle.

JAZZpicnic (3 July 2019)

A floral jazz picnic featuring Peter Ernyei Quartet took place at the Úhoří trail in Vodňany. The event was organized by the MEVPIS Vodňany.

USB “Seznamovák” 2018 (20 Sep – 23 Sep 2018)

In 2018, the USB Student Union organized another year of “Seznamovák” - an introductory adaptation course for newly admitted students of the University of South Bohemia. The program of this event, which regularly takes place at the Vranovská pláž Campsite, not only included the “training” regarding the studies at the University of South Bohemia facilitated by older students, but there was also a busy sports-adrenaline program full of teambuilding games, sports and cultural activities, trips, workshops, campfires with guitars and a DJ party. Already on the way from České Budějovice the students had the opportunity to get to know one another on the buses. After arrival to the campsite, the first part of teambuilding games and activities took place. There was the first meeting and a registration of the activities for the second day, followed by a welcome party, which was facilitated with support of Jägermeister, including their DJ Forrest Pin who, among other things, competed in the Red Bull 3style on the second day. The second day included teambuilding, sports, adrenaline and cultural activities. Freshmen could do swing jumping off the bridge, play paintball, participate in a volleyball tournament or water football. In the evening they could enjoy the performance of Fabián Berka, a folk singer from the South Bohemia, who impressed the audience by his original creations. After that, there was a show performed by stand-up comedian actors known from “Na stojáka” performances, Karel Hynek, Arnošt Frauenberg and Adéla Elbel. The evening was concluded by a party facilitated by DJ Endis from Rádio K2. On Saturday morning, the freshmen got familiarized with procedures and requirements established at the University of South Bohemia, including information on the possibility of studies abroad and the functioning of the university systems STAG and WEBKREDIT. Instructors then helped with checking enrolled subjects or provided more details on the STAG functionalities. Students’ societies also prepared their presentations, inviting new students to join and showing them what they organize at the University of South Bohemia. This was followed by sports tournaments and adrenaline experiences through activities in a rope park, another swing jumping, paintball, self-defence course led by experienced instructors from the Be Brave Academy who, among other things, demonstrated defence techniques in case of attack involving a firearm. On Saturday evening, the freshmen were ceremonially accepted into the USB community, there was a campfire and a music performance of Janchi and Band, playing their new Slovak songs, and then there was a fireworks. At the very end, there was a farewell party, and on Sunday morning buses took the students back to České Budějovice. The USB “Seznamovák” 2018 was attended by 250 freshmen students from all faculties of the University of South Bohemia.



The Jubilee 25th Representative Ball of the University of South Bohemia Photo: Petr Zikmund.



The "Seznamovák" - an extended weekend giving opportunity to get to know the people at the USB. Photo: Lenka Kollerová.

Examples of other activities in 2018 (by the start date of the event; cont. 3)

The Soccer Derby (22 Oct 2018)

The soccer derby, organized between the University of South Bohemia and VSTE for the third time, took place at the sports stadium at Střelecký ostrov, the home stadium of SC Dynamo České Budějovice. The rosters offered a number of names well-known from the third league, division or regional championship. The match was originally scheduled to take place in the spring, but it had to be terminated in the 20th minute due to the heavy rainfall that flooded the stadium. The team of the University of South Bohemia won 2:0 on the alternative date, thus continuing their victory from the 2016 premiere.

Planting the Legionary Tree of Liberty (28 Oct 2018)

In the central part of the campus of the University of South Bohemia in České Budějovice in Čtyři Dvory, The Legionary Tree of Liberty (linden tree) was planted on the occasion of the celebration of the 100th anniversary of the founding of Czechoslovakia. The event of the planting of the Tree of Liberty was organized by the Czechoslovak Community of Legions in České Budějovice. It is obvious from historical sources how important the legionnaires were in the establishment of the Czechoslovak Republic, as well as in the actual planting of the Trees of Liberty, which was a great celebration and reminder for the generations to come.

Flying Kites at the USB Campus (4 Nov 2018)

The second year of the Flying Kites event took place at the USB campus in Čtyři Dvory again. A part of the event, which was intended for the general public, was the Best Kite contest. In addition, the participants could roast sausages and enjoy the pleasant afternoon at the university campus. The event was organized by the Kampa Student Club Kampa.

Scenic reading from the letters of Alice and Charlotte Masaryk (6 Nov 2018)

As a part of the celebrations of the 100th anniversary of the founding of Czechoslovakia, the USB Faculty of Education hosted the performance "Dear Mama/Dear Alice!", which the Faculty prepared in collaboration with the Institute for Czech-American Relationships and the American Spring festival. The performance is a dialogue between two exceptional women, a mother and a daughter (performed by Daniela Kolářová and Máša Málková), bravely overcoming the hardships of forced separation and reflecting in their letters on issues of freedom, humanism, sociology, art, literature and healthy lifestyle. The performance was followed by a discussion with Vice-Rector Prof. Bohumil Jiroušek – an expert on modern Czech and Czechoslovak history.

The Adult Learners' Week 2018 (12 Nov – 18 Nov 2018)

The Adult Learner's Week (ALW) is not only a nationwide but also a global event to promote the participation of the adult population in their learning during the adult life. Hundreds of events take place within the ALW in dozens of cities and towns in the Czech Republic, including demonstration courses, knowledge and skills testing, and a lot of other activities. The University of South Bohemia and its faculties participated in the ALW again (for more information, refer to chap. 2.3).

"One Hundred Years of Student Life" (17 Nov 2018)

The "One Hundred Years of Student Life" event took place on November 17 2018 at the campus of the University of South Bohemia. It was a celebration of the International Student Day. Among other things, the participants planted a memorial tree with a time box in front of the Faculty of Economics at the USB. The time box should be opened by future generations of students over the next hundred years. If they do so, they will find things that symbolize this time and student life. Together, the students and the teachers also bowed to the colleagues who fought for freedom and democracy in the history of our country and made the highest sacrifice for these ideas. To commemorate their memory, they created a large heart from lighted candles at the Václav Havel bench at the university campus. This event was organized by Petr Hojdánek from the Faculty of Economics at the USB together with other students.

The Advent Concert of the University of South Bohemia (11 Dec 2018)

In 2018 the traditional Advent Concert of the University of South Bohemia again took place in the cathedral St. Nicholas Church in České Budějovice. The program was prepared in the spirit of choral music. After the opening speech by the Rector of the University of South Bohemia, Assoc. Prof. Tomáš Machula, the audience enjoyed the performance of the children's choir Carmína from České Budějovice conducted by Jitka Šimková. The choir was accompanied by excellent pianist Sergey Perepeliatnyk and cellist Teodor Brcko. After the Carmína, the vocal ensemble Dyškanti, founded in 1982, continued the performance. The repertoire of the Dyškanti ensemble is very varied; their performances included, for instance, the sacred music of the Czech Renaissance or Baroque periods. The evening was hosted by presenter Irena Mikšochová.

Christmas concert of the choir of the USB Faculty of Health and Social Studies (11 December 2018)

The pleasant atmosphere of Advent was enhanced by the traditional Christmas concert of the Choir of the UCB Faculty of Health and Social Studies, with Christmas songs and carols performed by the students and teachers of the Faculty. Numerous audience filled up the entire space of the lecture hall A, which was festively decorated and offering also some refreshments. The Choir of the USB Faculty of Health and Social Studies had numerous opportunities to perform in the pre-Christmas period, singing, for instance, at a charity concert for the HAIMA association, which took place at the Máj Centre in České Budějovice. The proceeds, exceeding 15,000 crowns, will be used to make the children haemato-oncology station in the hospital in České Budějovice more pleasant and comfortable. In December the choir also performed at the opening of the conference of the Association of Nurses with University Degree; then they visited the hospice in Prachatic to perform Christmas music.

The Kampa Student Club, located at the campus of the University of South Bohemia in Čtyři Dvory, greatly contributes to the cultural life of the University of South Bohemia through regular lectures, exhibitions and music parties. Every Monday, music events take place, where students' bands and DJs can also be given opportunity to perform for the public. There is now a traditional program, the *Travel Tuesdays*, where travellers present their travel experiences. Every Tuesday, visitors can also taste the student beer "Čtyrák", which is supplied to the Kampa Student Club by the mini-brewery of the Faculty of Agriculture at the USB. On Wednesdays there is a regular cycle called *Psychotalks*, in which students of psychology bring the topics of the field to the public. Regular events include lectures by the Philology Club. The

Kampa Student Club strives to engage the students in the program as much as possible. Any student can try to initiate an interesting event at the Kampa Student Club. Last year, the Club hosted, for instance, an exhibition of Tomáš Břínek and his TMBK project that regularly feed social networks with original satirical collages reflecting the public and political affairs. Along with Břínek, whose collages will be returned to the Kampa Student Club in 2019, also Martin Pohl exhibited his illustrations. For a number of years, his *Mártyho frky* (Marthy's jokes) have been controversially showing the flexibility and ambiguity of the Czech language both on the Internet and in Pohl's books. Other exhibitions, which took place last year, include e.g. the exhibition of paintings created by Jack Reyes (stencil art).

11.3 Supra-regional activities

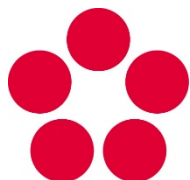
In many branches, the University of South Bohemia belongs among leading educational and research units not only in South Bohemia, but also in the Czech Republic and Central Europe, which is also evidenced by the results of various studies, charts and comparisons that are regularly published in Czech and foreign periodicals, special issues of newspapers and magazines, and on the Internet. The international status of the University (university ranking) is described in detail in the Appendix to the Report on Internal Evaluation of Educational, Creative and Related Activities of the University of South Bohemia in 2018; the position of the University of South Bohemia in some recent domestic and foreign rankings is also shown in chapter 10.2.1. In a number of scientific areas the University of South Bohemia belongs to the TOP 10 research institutes in the Czech Republic; in several areas, especially in the natural sciences, it compares to the world top university institutions. Within the Czech Republic, the University of South Bohemia ranks among the best 5 - 7 universities according to various criteria; and it ranks among the best Czech universities established after November 1989. The geographic location of the University in the region of South Bohemia implies widely used favourable circumstances for establishing and developing cross-border cooperation with partner universities and universities in Upper and Lower Austria, Vienna, Lower Bavaria, Upper Palatinate and within the European Danube-Vltava Region that is attractive for cross-border partners as well; thus in several cases, unique cross-border degree programmes with double or joint degree certificates already work; nevertheless, such programs are also being developed with other European universities.

Within the framework of the supra-regional activities it is necessary to mention individual faculties and "The Bioeconomy Platform"³³ created by the USB Faculty of Economics together with the Faculty of Science and the Faculty of Agriculture. The USB Faculty of Science is a major scientific player on the European scale, cooperating among others in a number of projects with the Technical University of Deggendorf, its research field stations in Svalbard or Papua New Guinea mean engaging in worldwide research topics. The Faculty of Fisheries and Protection of Waters of the USB or the Faculty of Art at the USB also show a supra-regional character, as evidenced, besides the interests of applicants from other parts of the Czech Republic and abroad, by the university ranking. The faculties are placed at leading positions, the former one significantly entering European discussions in the framework of fisheries, aquaculture, management and protection of fresh water, while the Faculty of Arts at the USB is profiled mainly in the region of Central Europe and the European region Danube - Vltava; among other things it is engaged in projects - "History as a Meeting Space - Extracurricular Learning at the Czech-Bavarian Borderland" or "From the Tradition to the Future. The Linguistic and Literary Heritage of East Bavaria and South Bohemia as the Focus of University Cooperation", although it has strong links to other (West) European regions, in particular through the Institutes of Romance Studies and English Studies. In 2018, a prestigious international research project H2020 "POWER4BIO: emPOWERing Regional Stakeholders for Realising the Full Potential of European BIOeconomy" was acquired by the Faculty of Economics at the USB; an international project COST EU "Environmental Citizenships: Visions of Future and Their Acceptance Among Students" was started. As regards projects aimed at developing new applications in the field of innovation, the Faculty implemented the INTERREG "Service Innovation Processes for Small and Medium sized Enterprises" project in cooperation with the South-Bohemian Technologic Park, Business Upper Austria – OÖ Wirtschaftsagentur GmbH and the University of Applied Sciences Upper Austria, School of Management Steyr. The output of this project is to propose a tool to support the innovation process in small and medium-sized enterprises in the Czech Republic and Austria. In order to support interconnecting of innovative activities of students in the Czech Republic and Bavaria, the INTERREG project "Kompetenzen-steigerung von Studenten – bessere Berufsaussichten auf dem Arbeitsmarkt im bayerisch-tschechischen Grenzraum" was solved and as a part of which the International *Invest Day* took place as well. Other faculties of the university find international cooperation very important; however, they see their mission primarily in the Czech Republic; the main objective of the Faculty of Education at the USB is to prepare teachers for the South Bohemian region. Nevertheless, the Faculty shows its supra-national character in many aspects of its activities (summer schools etc. whose impact goes beyond the region of South Bohemia); in terms of the cross-border collaboration, the cooperation with schools in the border area is also essential (German as a foreign language). The USB Faculty of Theology participates in the development of Islamological studies at Czech Faculties of Theology (including the organization of the second year of the international symposium *Czech and Slovak*

³³ <http://bei.jcu.cz>

Islamology 2018: current topics and future challenges), participates in the project of excellence of the GA CR "Between Renaissance and Baroque: Philosophy and Knowledge in the Czech Lands within the wider European Context" together with the AS CR and the Faculty of Art of Palacky University in Olomouc. In addition, it is also a member of the so-called university and catechetical commission of the Czech bishops' conference. The staff of the Department of Ethics, Psychology and Charity Work, the staff of the Department of Philosophy and Religious Studies and the staff of the Department of Theological Sciences are members of the think-tank Working Group on Social Issues of the Czech Bishops' Conference. The Faculty also participates in the publishing of the magazine *Studia neoaristotelica*, which is published by the German publishing house Editiones scholasticae, Heusenstamm/Frankfurt. Due to its activities, the USB Faculty of Health and Social Studies appeals not only to the South Bohemian Region at the regional level, but it is also important for the adjacent areas of the Vysočina Region and the Pilsen Region. It is of supra-regional importance as one of the centres of development of the branch Nursing in the whole Czech Republic (habilitation and inauguration proceedings). As the only one in the Czech Republic, the USB Faculty of Health and Social Studies strives to connect health and social areas. The USB Faculty of Agriculture is engaged, for instance, in the ENOAT or Agroecology Europe, cooperates with a number of research organizations and companies throughout the Czech Republic, participates in expert activities primarily for the Ministry of Agriculture, also facilitates a variety of testing procedures for the Central Institute for Supervising and Testing, whose results are used by entities from all over the Czech Republic.

Technology transfer projects are also an important example of cross-border cooperation. A concrete example of this is the project "Developing the Knowledge and Technology Transfer in the Border Area of the South Bohemian Region and Lower Bavaria", which interconnects the Technology Transfer Offices at the University of South Bohemia and at the University in Passau. Another evidence of the supra-regional character of the University of South Bohemia is the fact that the faculties of the University of South Bohemia and individual faculty teams deal with dozens of educational, scientific and other projects in which they work closely with the professional community around the world, their outputs are often published in most renowned world journals, the faculties also publish their own journals or participate in their publishing; experts from the faculties of the University of South Bohemia are also members of various national and international professional organizations, boards, editorial boards of scientific journals and professional networks, organize or co-organize dozens of professional conferences, workshops and seminars focusing on various professional and social topics, and participate in expert activities not only for the application sphere, but also for public and state administration institutions, including ministries. As leading experts, they are also often sought by various media asking for expert advice and opinions on current topics related to their scientific research, and they are regularly invited as guests to educational and popular radio and television programs. All faculties are also involved in a variety of international mobility programs used by students, academic workers and other university staff. In the course of the year, the faculties also organize dozens of various summer schools, special seminars and courses, which are attended by foreign students and staff and are actively involved in hundreds of other events of a professional and popular character. For more information on these events and their reach beyond the region, refer to the previous chapters of this Annual Report.



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

The 2018 Annual Activity Report

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Tab. 2.1 Accredited degree programmes (number) – USB total

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	14	1			11		9	9	44
technical science	21-39	3	3			1	1			8
agriculture and forestry and veterinary sciences	41,43	4	4			5	5	5	5	28
health care, medical and pharmaceutical sciences	51-53	5	4			3	2	2	2	18
social sciences and services	61,67, 71-73	24	4	1		15	1	8	8	61
economics	62,65	3	3			3	1	1	1	12
law, legal and public administration work	68									0
education, teaching and social care	74,75	7	5	2	1	9	5	2	2	33
psychology branches	77	1	1					1	1	4
sciences about culture and arts	81,82	3				2		1	1	7
Total		64	25	3	1	49	15	29	29	215

Note: KKOv – the classification of study branches, P – on-site mode of study, K/D – combined/distance mode of study. The table also includes degree programmes that have been newly accredited under a valid institutional accreditation and under programme accreditations awarded by the NAB and that were published in the MEYS Register of Higher Educational Institutions and Degree Programmes as of 31 December 2018. The notes apply to tables 2.1 and 2.1.1 through 2.1.8.

Tab. 2.1.1 Accredited degree programmes (number) – the Faculty of Economics

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	1	1							2
economics	62, 65	3	3			3	1	1	1	12
Total		4	4			3	1	1	1	14

Tab. 2.1.2 Accredited degree programmes (number) – the Faculty of Arts

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
social sciences and services	61, 67, 71-73	18				13		5	5	41
education, teaching and social care	74, 75					1				1
sciences about culture and arts	81, 82	3				2		1	1	7
Total		21				16		6	6	49

Tab. 2.1.3 Accredited degree programmes (number) – the Faculty of Education

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	1								1
social sciences and services	61, 67 71-73	1								1
education, teaching and social care	74, 75	3	1	2	1	4	2	1	1	15
psychology branches	77	1	1					1	1	4
Total		6	2	2	1	4	2	2	2	21

Tab. 2.1.4 Accredited degree programmes (number) – the Faculty of Science

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	11				11		7	7	36
technical science	21-39	2	2							4
education, teaching and social care	74, 75					1		1	1	3
Total		13	2			12		8	8	43

Tab. 2.1.5 Degree programmes accredited in a foreign language (number) – the USB Faculty of Fisheries and the Protection of Waters

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	1								1
agriculture and forestry and veterinary sciences	41, 43	1	1			2	2	1	1	8
Total		2	1			2	2	1	1	9

Tab. 2.1.6 Accredited degree programmes (number) – the Faculty of Theology

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
social sciences and services	61, 67, 71-73	4	3	1		2	1	3	3	17
education, teaching and social care	74, 75	3	3			3	3			12
Total		7	6	1		5	4	3	3	29

Tab. 2.1.7 Accredited degree programmes (number) – the Faculty of Health and Social Sciences

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
technical science	21-39	1	1			1	1			4
health care, medical and pharmaceutical sciences	51-53	5	4			3	2	2	2	18
social sciences and services	61, 67 71-73	1	1							2
education, teaching and social care	74, 75	1	1							2
Total		8	7			4	3	2	2	26

Tab. 2.1.8 Accredited degree programmes (number) – the Faculty of Agriculture

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18							2	2	4
agriculture and forestry and veterinary sciences	41.43	3	3			3	3	4	4	20
Total		3	3			3	3	6	6	24

Tab. 2.2 Degree programmes accredited in a foreign language (number) – USB total

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	3				4		7	7	21
technical science	21-39									0
agriculture and forestry and veterinary sciences	41,43					2	1	1	1	5
health care, medical and pharmaceutical sciences	51-53	1	1			1	1	1		5
social sciences and services	61, 67 71-73							3	3	6
economics	62, 65	1				2	1	1	1	6
law, legal and public administration work	68									0
education, teaching and social care	74, 75									0
psychology branches	77									0
sciences about culture and arts	81, 82							1	1	2
Total		5	1			9	3	14	13	45

Note: K KOV – the classification of study branches, P – on-site mode of study, K/D – combined/distance mode of study. The table also includes degree programmes that have been newly accredited under a valid institutional accreditation and under programme accreditations awarded by the NAB and that were published in the MEYS Register of Higher Educational Institutions and Degree Programmes as of 31 December 2018. The notes apply to tables 2.2 and 2.2.1 through 2.2.7.

Tab. 2.2.1 Degree programmes accredited in a foreign language (number) – the USB Faculty of Economics

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
economics	62, 65	1				2	1	1	1	6
Total		1				2	1	1	1	6

Tab. 2.2.2 Degree programmes accredited in a foreign language (number) – the USB Faculty of Arts

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
social sciences and services	61, 67 71-73							1	1	2
sciences about culture and arts	81, 82							1	1	2
Total								2	2	4

Tab. 2.2.3 Degree programmes accredited in a foreign language (number) – the USB Faculty of Education

In 2018, the Faculty of Education did not have any accredited degree programme in a foreign language.

Tab. 2.2.4 Degree programmes accredited in a foreign language (number) – the USB Faculty of Science

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	3				4		7	7	21
Total		3				4		7	7	21

Tab. 2.2.5 Degree programmes accredited in a foreign language (number) – the USB Faculty of Fisheries and the Protection of Waters

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
agriculture and forestry and veterinary sciences	41, 43					1	1	1	1	4
Total						1	1	1	1	4

Tab. 2.2.6 Degree programmes accredited in a foreign language (number) – the USB Faculty of Theology

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
social sciences and services	61, 67 71-73							2	2	4
Total								2	2	4

Tab. 2.2.7 Degree programmes accredited in a foreign language (number) – the USB Faculty of Health and Social Sciences

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
health care, medical and pharmaceutical sciences	51-53	1	1			1	1	1		5
Total		1	1			1	1	1		5

Tab. 2.2.8 Degree programmes accredited in a foreign language (number) – the USB Faculty of Agriculture

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
agriculture and forestry and veterinary sciences	41, 43					1				1
Total						1				1

Tab. 2.3 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – USB total

Degree programme type	Bachelor's degree programmes	Master's degree programmes	Consecutive Master's degree programmes	Doctoral degree programmes	Total
The number of degree programmes	3	0	6	0	9
The number of active studies under the programmes	184	0	36	0	220

Tab. 2.3.1 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Economics

Programme name	Regional and European Project Management
Partner organisations	Université Bretagne-Sud (UBS), France Westfälische Hochschule Zwickau (WHZ), Germany
Associated organisations	
Commencement of programme implementation	2015
Programme type (Joint/Double/Multiple Degree)	Joint Degree
Lengths of study (terms)	4 terms
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	consecutive master's
The description of the organization of studies, including student admission and graduation	<p>Students complete their studies in a multicultural multilingual environment in courses provide by three different universities from Western and Central Europe. The basis and specifics of education under this degree programme is international teamwork in groups composed of students from different countries, with a different mother tongue and a different culture. The degree programme consists mainly of subjects that already exist and are taught under current degree programmes organised in the national environment and are sufficiently secured at the professional level. Education is provided in English (USB, UBS, WHZ), French (UBS, WHZ) and marginally also in German (WHZ). The educational form corresponds to what is common at the relevant universities, especially in terms of teaching with an active student involvement. Communication in team projects can take place in all three languages. International students also take a Czech language course. State final examinations take place after the end of the examination period of the third semester in the language of the degree programme. Each partner is responsible for one subject of the state final examination; state final examinations from subjects guaranteed by UBS and WHZ take place in writing, the examination in the third subject is taken orally in accordance with habitual practice at the USB Faculty of Economics. UBS and WHZ compile written assignments of their subject of the state final examination and their assessment takes place abroad. Similarly, partners participate in the supervision of diploma theses. These are defended at the end of the fourth term of study, after completing traineeship. Students write their theses in English, Czech, French or German. In addition, they prepare a thesis abstract in English or in the language of one of the partner countries if the thesis is written in English. The admission procedure is governed by applicable ordinances issued by the Dean of the USB Faculty of Economics for the given year. A pre-requisite of the admission procedure is proper completion of studies in the Bachelor's degree programme (see Article 48 (1) of Act No. 111/1998 Coll.) with a specialisation in social science and humanities. Graduates from foreign universities demonstrate educational attainment with a certificate – proof of recognition of foreign higher education and qualifications in accordance with Act No. 111/1998 Coll.</p>
How are degree certificates and diploma supplements issued?	Graduates of this program will receive degree certificates and diploma supplements at the University of South Bohemia.
How are student exchanges organised?	Student exchanges are organised under a contract signed by participating universities in 2014.
The number of active studies as of 31 December	21

Tab. 2.3.2 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Arts (I)

Programme name	Langues étrangères appliquées – anglais et espagnol ou anglais et allemand, spécialité „Commerce international” / Philology – French language for European and International Trade; Spanish language for European and International Trade
Partner organisations	Université Bretagne-Sud, Francie
Associated organisations	
Commencement of programme implementation	2006
Programme type (Joint/Double/Multiple Degree)	Double Degree
Lengths of study (terms)	6 terms, out of that 2 terms at a partner organisation
Programme type (Bachelor’s, consecutive Master’s, Master’s, doctoral)	bachelor’s
The description of the organization of studies, including student admission and graduation	The study is divided into six terms (180 credits). Students spend two terms of their third year at the partner university. The admission and selection of students is always done by the home institution with the partner in the role of a consultant.
How are degree certificates and diploma supplements issued?	Students receive degree certificates from both universities under the relevant accredited study programme.
How are student exchanges organised?	Students exchanges are organised under an agreement on bilateral cooperation between universities and under an agreement of dual degree between the universities. Mobilities are funded under Erasmus+.
The number of active studies as of 31 December	1

Tab. 2.3.3 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Arts (II)

Programme name	Sciences du langage: Linguistique et sémiologie générales / Philology – the French language
Partner organisations	Université Paris-Descartes, France
Associated organisations	
Commencement of programme implementation	2009
Programme type (Joint/Double/Multiple Degree)	Double Degree
Lengths of study (terms)	4 terms, out of that 2 terms at the partner organisation
Programme type (Bachelor’s, consecutive Master’s, Master’s, doctoral)	consecutive master’s
The description of the organization of studies, including student admission and graduation	The study is divided into four terms (120 credits). During the first year, students study at the USB Faculty of Arts and the second year at Université Paris-Descartes. The admission and selection of students is done by the home institution with the partner in the role of a consultant.
How are degree certificates and diploma supplements issued?	Students receive degree certificates from both universities under the relevant accredited study programme.
How are student exchanges organised?	Student exchanges are organised under a special agreement on cooperation between universities. Mobilities are funded from the Erasmus+ programme, or from projects under the USB Institutional Plan and scholarship programmes of French administration (government, regions).
The number of active studies as of 31 December	0

Tab. 2.3.4 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Arts (III)

Programme name	Sciences du langage et Didactique des Langues: Lexique, Texte et Discours Philology – the French language
Partner organisations	Université de Lorraine, France
Associated organisations	
Commencement of programme implementation	2014
Programme type (Joint/Double/Multiple Degree)	Double Degree
Lengths of study (terms)	4 terms, out of that 1 term at the partner organisation
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	consecutive master's
The description of the organization of studies, including student admission and graduation	The study is divided into four terms (120 credits). Students spend the first two terms at the USB Faculty of Arts, the third term at Université de Lorraine and the fourth term according to their choice (it is focused primarily on the completion of the thesis). The admission and selection of students is done by the home institution with the partner in the role of a consultant.
How are degree certificates and diploma supplements issued?	Students receive degree certificates from both universities under the relevant accredited study programme.
How are student exchanges organised?	Student exchanges are organised under international contracts on cooperation between universities. Mobilities are funded under Erasmus+.
The number of active studies as of 31 December	0

Tab. 2.3.5 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Arts (IV)

Programme name	Lingue, letteratura e culture straniere – Scienze del linguaggio, terminologie e tipologie dei testi / Philology – the Italian language
Partner organisations	Università Cattolica del Sacro Cuore (UCSC), Italy
Associated organisations	
Commencement of programme implementation	2015
Programme type (Joint/Double/Multiple Degree)	Double Degree
Lengths of study (terms)	4 terms, out of that 2 terms at the partner organisation
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	consecutive master's
The description of the organization of studies, including student admission and graduation	The study is divided into four terms (120 credits). During the first year, students study at the USB Faculty of Arts and the second year at Università Cattolica del Sacro Cuore. The admission and selection of students is done by the home institution with the partner in the role of a consultant.
How are degree certificates and diploma supplements issued?	Students receive degree certificates from both universities under the relevant accredited study programme.
How are student exchanges organised?	Students exchanges are organised under an agreement on bilateral cooperation between universities and under an agreement of dual degree between the universities. Mobilities are funded from the Erasmus+ programme, or from projects under the USB Institutional Plan.
The number of active studies as of 31 December	1

Tab. 2.3.6 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Arts (V)

Programme name	Enseñanza de Español como Lengua Extranjera; Literatura Española e Hispanoamericana. Teoría de la Literatura y Literatura Comparada; Gestión del Patrimonio Textual y Humanidades Digitales / Philology – the Spanish language
Partner organisations	Universidad de Salamanca, Spain
Associated organisations	
Commencement of programme implementation	2016
Programme type (Joint/Double/Multiple Degree)	Double Degree
Lengths of study (terms)	4 terms, out of that 2 terms at the partner organisation
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	consecutive master's
The description of the organization of studies, including student admission and graduation	The study is divided into four terms (120 credits). During the first year, students study at the USB Faculty of Arts and the second year at Universidad de Salamanca. The admission and selection of students is done by the home institution with the partner in the role of a consultant.
How are degree certificates and diploma supplements issued?	Students receive degree certificates from both universities under the relevant accredited study programme.
How are student exchanges organised?	Students exchanges are organised under an agreement on bilateral cooperation between universities and under an agreement of dual degree between the universities. Mobilities are funded from the Erasmus+ programme, or from projects under the USB Institutional Plan.
The number of active studies as of 31 December	4

Tab. 2.3.7 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Science (I)

Programme name	Biochemistry / Biochemistry – branch Biological Chemistry
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Commencement of programme implementation	2007
Programme type (Joint/Double/Multiple Degree)	Double Degree
Lengths of study (terms)	6 terms
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	bachelor's
The description of the organization of studies, including student admission and graduation	Students enrolling in the programme at the USB Faculty of Science are admitted in a standard admission procedure the details of which are published every year in the Dean's Decision on Admission into Degree Programmes. The organization of studies: <ul style="list-style-type: none"> • 1st and 2nd term at Johannes Kepler Universität Linz – chemistry courses, • 3rd and 4th term at the USB Faculty of Science – biology courses, • 5th and 6th term – partially at Johannes Kepler Universität Linz, partially at the USB Faculty of Science. Students prepare to final graduation theses and sit a state exam at the USB Faculty of Science.
How are degree certificates and diploma supplements issued?	Degree certificates and diploma supplements are issued at the USB Faculty of Science in a standard manner as in other branches of study; the diploma supplement lists all completed courses.
How are student exchanges organised?	Student exchanges are organised under international contracts on cooperation between universities. Mobilities are funded under Erasmus+.
The number of active studies as of 31 December	137

Tab. 2.3.8 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Science (II)

Programme name	Applied Informatics / Informatics – branch Bioinformatics
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Commencement of programme implementation	2012
Programme type (Joint/Double/Multiple Degree)	Double Degree
Lengths of study (terms)	6 terms
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	bachelor's
The description of the organization of studies, including student admission and graduation	<p>Students enrolling in the programme at the USB Faculty of Science are admitted in a standard admission procedure the details of which are published every year in the Dean's Decision on Admission into Degree Programmes.</p> <p>The organization of studies:</p> <ul style="list-style-type: none"> • 1st and 2nd terms at the USB Faculty of Science – mathematics, information science, chemistry and biology courses, • 3rd and 4th terms at Johannes Kepler Universität Linz – mathematics, information science and chemistry courses, • 5th and 6th terms – partially at the USB Faculty of Science (mathematics, information science, chemistry and biology courses), partially at Johannes Kepler Universität Linz (computing science). <p>Students prepare to final graduation theses and sit a state exam at the USB Faculty of Science.</p>
How are degree certificates and diploma supplements issued?	Degree certificates and diploma supplements are issued at the USB Faculty of Science in a standard manner as in other branches of study; the diploma supplement lists all completed courses.
How are student exchanges organised?	Student exchanges are organised under international contracts on cooperation between universities. Mobilities are funded under Erasmus+.
The number of active studies as of 31 December	46

Tab. 2.3.9 Joint/Double/Multiple degree programmes provided in conjunction with a foreign university – the USB Faculty of Science (III)

Programme name	Biochemistry / Biochemistry – branch Biological Chemistry
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Commencement of programme implementation	2010
Programme type (Joint/Double/Multiple Degree)	Double Degree
Lengths of study (terms)	5 terms
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	consecutive master's
The description of the organization of studies, including student admission and graduation	<p>Students enrolling in the programme at the USB Faculty of Science are admitted in a standard admission procedure the details of which are published every year in the Dean's Decision on Admission into Degree Programmes.</p> <p>The organization of studies:</p> <ul style="list-style-type: none"> • 1st and 2nd term at Johannes Kepler Universität Linz – chemistry courses, • 3rd and 4th term at the USB Faculty of Science – biology courses, • 5th and 6th term – partially at Johannes Kepler Universität Linz, partially at the USB Faculty of Science depending on the topic of their thesis. <p>Students prepare one graduation thesis and sit for a state exam.</p>
How are degree certificates and diploma supplements issued?	Degree certificates and diploma supplements are issued at the USB Faculty of Science in a standard manner as in other branches of study; the diploma supplement lists all completed courses.
How are student exchanges organised?	Student exchanges are organised under international contracts on cooperation between universities. Mobilities are funded under Erasmus+.
The number of active studies as of 31 December	10

Tab. 2.4 Accredited degree programmes organised jointly with another university or a public research institution based in the Czech Republic – USB total

Degree programme type	Bachelor's degree programmes	Master's degree programmes	Consecutive Master's degree programmes	Doctoral degree programmes	Total
The number of degree programmes	1	0	0	3	4
The number of active studies under the programmes	30	0	0	25	55

Tab. 2.4.1 Accredited degree programmes organised jointly with another university or a public research institution based in the Czech Republic – The USB Faculty of Education (I)

Degree programme name	Specialization in education – the branch of Information and Communication Technologies in Education
Group K KOV	74, 75 education, teaching and social care
Partner university / institution	The University of Ostrava in Ostrava, The Faculty of Education The University of Hradec Králové, The Faculty of Education The University of West Bohemia in Pilsen, The Faculty of Education
Commencement of programme implementation	2007
Lengths of study (terms)	6 terms
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	doctoral
The description of the organization of studies, including student admission and graduation	A pre-requisite for admission is proper completion of studies in a master's degree programme. The level of the applicant's knowledge, his/her knowledge of relevant professional literature (including foreign), his/her ability to acquire deeper theoretical knowledge and perform independent creative professional activities are tested in the admission interview. In the admission interview, the applicant further presents his/her professional and pedagogical practice and publishing activities to date and also submits an initial justifying the choice of his/her specialization and presenting a suggesting topic his/her intended dissertation. The admission interview also tests the knowledge of a foreign language. During his/her studies, the student must complete the required number of theoretical fundamentals and specialised courses; at least one subject of the theoretical fundamentals or a branch specialisation must be completed at the partner faculty; the student must pass a foreign language examination, actively participate in mandatory joint workshops for all doctoral programme students, speak at conferences (including international ones). Furthermore, publication activities, completion of traineeship abroad and participation in teaching (for full-time students) are required. The study is completed with a state doctoral examination and the defence of a dissertation. The state doctoral examination has three parts – Information science (general part), Information and communication technologies in education (special part) and Defence of a doctoral thesis.
The number of active studies as of 31 December	7

Tab. 2.4.2 Accredited degree programmes organised jointly with another university or a public research institution based in the Czech Republic – The USB Faculty of Education (II) and the USB Faculty of Science (I)

Degree programme name	Specialisation in education – the branch of Education in Biology
Group KKO V	74, 75 education, teaching and social care
Partner university / institution	Charles University in Prague, The Faculty of Education
Commencement of programme implementation	2011
Lengths of study (terms)	8 terms
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	doctoral
The description of the organization of studies, including student admission and graduation	The applicant must be a graduate of a Master's degree programme with specialisation in the teaching of biology, natural history or biological science, or engineering biologically. If the applicant is not a graduate of a teaching degree, pedagogy and pedagogical psychology must be part of his/her undergraduate study or LLL study, at least to a minimum extent. During his/her study, the student completes three compulsory courses (at the FEd and FSc) or four courses (FEd CU) and chooses at least three courses from the selection of compulsory elective courses, at least one of which is from block "C" (courses dealing with the methods of research, evaluation and data interpretation). Depending on his/her interest or the need to develop an individual curriculum (in relation to the topic of the student's dissertation and previous curricula), the student chooses additional optional courses either from the range of optional courses (see above) or courses accredited under other doctoral degree programmes at participating faculties (i.e. FEd and FSc USB, and FEd CU). These courses either provide a deeper knowledge or methodological background for a specialised topic of the student's dissertation, or in a necessary way, complement the absence of some part of the expected curriculum from the undergraduate level (excluding foreign languages). The student must also fulfil other prescribed obligations (e.g. presentation of partial/final results of his/her dissertation at annual seminars, cooperation on research activities of a training or other workplace, completion of traineeship abroad, presentation of the results of his/her research at international conferences, publication activities, participation in teaching, and the completion of teaching practicums). The study is completed with a state doctoral examination and the defence of a dissertation.
The number of active studies as of 31 December	4

Tab. 2.4.3 Accredited degree programmes organised jointly with another university or a public research institution based in the Czech Republic – The USB Faculty of Science (II)

Degree programme name	Mechatronics – the branch of Mechatronics
Group KKO V	21–39 Technical sciences
Partner university / institution	The Czech Technical University in Prague
Commencement of programme implementation	2014
Lengths of study (terms)	8 terms
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	bachelor's
The description of the organization of studies, including student admission and graduation	If the condition of studying mathematics at a secondary school for at least three years is met, students are admitted based on their secondary school results; otherwise they take an entrance examination in mathematics. The first three terms of studies are focused on mathematics and physics. The other three terms are focused on applied electrical engineering and automation, applied physical sciences, engineering and applied informatics. The last two terms are of an application nature and are set in the framework of a real production process.
The number of active studies as of 31 December	30

Tab. 2.4.4 Accredited degree programmes organised jointly with another university or a public research institution based in the Czech Republic – The USB Faculty of Theology (I)

Degree programme name	Philosophy – the branch of Philosophy
Group KKO V	61.67.71–73 Social sciences and services
Partner university / institution	The Institute of Philosophy of the Academy of Sciences of the Czech Republic
Commencement of programme implementation	2016
Lengths of study (terms)	8 terms
Programme type (Bachelor's, consecutive Master's, Master's, doctoral)	doctoral
The description of the organization of studies, including student admission and graduation	An applicant for admission to study in the doctoral degree programme of Philosophy is a graduate of the same or similar Master's degree program. As a rule, knowledge of philosophy in the extent of a master's degree programme, two world languages and Latin are expected. The applicant must successfully complete the admission procedure. Together with his/her application, the applicant also submits a proposal for a topic and objectives of his/her own research. Student completes 3 seminars: A basic doctoral seminar (4 terms), a specialization doctoral seminar (4 terms), and an individual doctoral seminar (dedicated to the topic of dissertation, throughout the study). Other duties include an adequate publication and conference activity; other duties of the student are determined by the supervisor or the branch board.
The number of active studies as of 31 December	14

Tab. 2.5 Accredited degree programmes organised with a higher professional school

In 2018, the University of South Bohemia did not provide any accredited degree programmes jointly with a higher professional school.

Tab. 2.6 Lifelong learning courses at the USB – numbers of courses

Groups of accredited degree programmes	KKOV	Courses oriented towards vocational performance			Interest 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		
natural sciences	11–18	27	10		105	1	2	7	152
technical science	21–39	13						2	15
agriculture and forestry and veterinary sciences	41.43	25	1		2				28
health care, medical and pharmaceutical sciences	51–53		2		20	1		2	25
social sciences and services	61, 67 71–73	6	2		12	24	2	21	67
economics	62, 65	1	5						6
law, legal and public administration work	68								0
education, teaching and social care	74, 75	16	17	45	36	12		46	172
psychology branches	77								0
sciences about culture and arts	81, 82							2	2
Total		88	37	45	175	38	4	80	467

Tab. 2.7 Lifelong learning courses at the USB – numbers of attendees

Groups of accredited degree programmes	KKOV	Courses oriented towards vocational performance			Interest courses			U3A	Total	Attendees under Section 60 of the Higher Education Act ¹
		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			
natural sciences	11–18	619	165		3592	42	29	185	4 632	
technical sciences	21–39	144						18	162	
agriculture and forestry and veterinary sciences	41,43	433	65		6				504	
health care, medical and pharmaceutical sciences	51–53		9		296	100		41	446	
social sciences and services	61, 67 71–73	30	84		110	326	23	839	1 412	
economics	62, 65	4	17						21	
law, legal and public administration work	68								0	
education, teaching and social care	74, 75	187	211	1123	514	202		445	2 682	999
psychology branches	77								0	
sciences about culture and arts	81, 82							132	132	
Total		1 417	551	1 123	4 518	670	52	1 660	9 991	999

1) Lifelong learning participants who were admitted in accredited degree programmes under Section 60 of the Higher Education Act.

Tab. 3.1 Students in accredited degree programmes (number of studies) – USB total

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11–18	660	4			177		209	37	1 087
technical science	21–39	84	87			42	72			285
agriculture and forestry and veterinary sciences	41.43	553	160			262	126	107	36	1 244
health care, medical and pharmaceutical sciences	51–53	792	162			62	123	10	29	1 178
social sciences and services	61, 67 71–73	527	118	1		142	19	61	16	884
economics	62, 65	674	174			216	126	13	17	1 220
law, legal and public administration work	68									0
education, teaching and social care	74, 75	1 259	660	200	29	386	135	13	12	2 694
psychology branches	77	96	82					8	6	192
sciences about culture and arts	81, 82	51				12		7	3	73
Total		4 696	1 447	201	29	1 299	601	428	156	8 857
out of which women		3 247	1 114	193	27	879	433	237	90	6 220
out of which foreigners		257	14			37	13	131	18	470

Note: K KOV – the classification of study branches, P – on-site mode of study, K/D – combined/distance mode of study. The table shows active (uninterrupted) studies, not the physical numbers of students. Data from SIMS as of 31 December 2018. The notes apply to tables 3.1 and 3.1.1 through 3.1.8.

Tab. 3.1.1 Students in accredited degree programmes (number of studies) – the USB Faculty of Economics

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	8	4							12
economics	62, 65	674	174			216	126	13	17	1 220
Total		682	178			216	126	13	17	1 232
out of which women		461	118			158	94	7	10	848
out of which foreigners		22	1			10	4		6	43

Tab. 3.1.2 Students in accredited degree programmes (number of studies) – the USB Faculty of Arts

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
social sciences and services	61, 67 71-73	346				129		22	4	501
education, teaching and social care	74, 75					29				29
sciences about culture and arts	81, 82	51				12		7	3	73
Total		397				170		29	7	603
out of which women		300				130		16	4	450
out of which foreigners		14				5		1	1	21

Tab. 3.1.3 Students in accredited degree programmes (number of studies) – the USB Faculty of Education

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	44								44
social sciences and services	61, 67 71-73	10								10
education, teaching and social care	74, 75	994	360	200	29	305	12	13	12	1 925
psychology branches	77	96	82					8	6	192
Total		1 144	442	200	29	305	12	21	18	2 171
out of which women		792	372	193	27	217	3	12	10	1 626
out of which foreigners		14	4			3				21

Tab. 3.1.4 Students in accredited degree programmes (number of studies) – the USB Faculty of Science

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	579				177		187	25	968
technical science	21-39	37	24							61
education, teaching and social care	74, 75					4				4
Total		616	24			181		187	25	1 033
out of which women		324				112		98	17	551
out of which foreigners		181	1			11		91	5	289

Tab. 3.1.5 Students in accredited degree programmes (number of studies) – the USB Faculty of Fisheries and the Protection of Waters

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	29								29
agriculture and forestry and veterinary sciences	41, 43	45	20			22	13	45	9	154
Total		74	20			22	13	45	9	183
out of which women		17	3			6	3	19	3	51
out of which foreigners		4	2			1		32	5	44

Tab. 3.1.6 Students in accredited degree programmes (number of studies) – the USB Faculty of Theology

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
social sciences and services	61, 67, 71-73	21	28	1		13	19	39	12	133
education, teaching and social care	74.75	215	228			48	123			614
Total		236	256	1		61	142	39	12	747
out of which women		203	211			51	112	23	7	607
out of which foreigners		4	3			1	2	6		16

Tab. 3.1.7 Students in accredited degree programmes (number of studies) – the USB Faculty of Health and Social Sciences

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
technical science	21-39	47	63			42	72			224
health care, medical and pharmaceutical sciences	51-53	792	162			62	123	10	29	1 178
social sciences and services	61, 67, 71-73	150	90							240
education, teaching and social care	74, 75	50	72							122
Total		1 039	387			104	195	10	29	1 764
out of which women		875	315			90	152	8	25	1 465
out of which foreigners		8	3			3	6			20

Tab. 3.1.8 Students in accredited degree programmes (number of studies) – the USB Faculty of Agriculture

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18							22	12	34
agriculture and forestry and veterinary sciences	41, 43	508	140			240	113	62	27	1 090
Total		508	140			240	113	84	39	1 124
out of which women		275	95			115	69	54	14	622
out of which foreigners		10				3	1	1	1	16

Tab. 3.2 Students – self-payers (number of studies) – USB total

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18									0
technical science	21-39									0
agriculture and forestry and veterinary sciences	41,43							2		2
health care, medical and pharmaceutical sciences	51-53									0
social sciences and services	61, 67, 71-73									0
economics	62, 65									0
law, legal and public administration work	68									0
education, teaching and social care	74,75									0
psychology branches	77									0
sciences about culture and arts	81, 82									0
Total								2		2

Note: KKOV – the classification of study branches, P – on-site mode of study, K/D – combined/distance mode of study. A self-payer means a person (student) who pays his/her studies in a foreign-language degree programme in the full extent on his/her own. The university does not report self-payers in the number of students decisive for the amount of the state contribution to educational activities. The table shows active (uninterrupted) studies, not the physical numbers of students. Data from SIMS as of 31 December 2018. The notes apply to tables 3.2 and 3.2.1.

Tab. 3.2.1 Students – self-payers (number of studies) – the USB Faculty of Fisheries and the Protection of Waters

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
agriculture and forestry and veterinary sciences	41, 43							2		2
Total								2		2

Tab. 3.3 The drop-out rate in the 1st year of study (%)

Faculty	Bachelor's degree programmes			Master's degree programmes			Consecutive Master's degree programmes			Doctoral degree programmes			Total
	P	K/D	Total	P	K/D	Total	P	K/D	Total	P	K/D	Total	
USB Faculty of Economics	48.7	77.0	5.6				10.3	26.9	16.9	0.0	21.4	15.8	44.8
USB Faculty of Arts	39.3		39.3				16.7		16.7	16.7	0.0	14.3	31.1
USB Faculty of Education	24.5	18.3	22.8	14.8		14.8	7.0	25.0	7.5	0.0	20.0	14.3	19.5
USB Faculty of Science	30.5	88.6	37.7				14.7		14.7	7.1	20.0	9.9	29.1
USB Faculty of Fisheries and the Protection of Waters	67.9	76.2	70.3				10.0	28.6	17.7	0.0	0.0	0.0	56.1
USB Faculty of Theology	34.3	51.1	43.8				15.2	28.8	23.2	0.0	33.3	10.0	36.4
USB Faculty of Health and Social Sciences	23.6	37.1	27.9				4.6	19.6	14.7	50.0	20.0	31.3	25.5
The USB Faculty of Agriculture	46.6	66.7	51.7				12.6	45.2	23.8	15.0	18.2	16.1	40.8
Total	35.5	49.5	39.3	14.8		14.8	11.3	28.8	17.0	10.4	19.4	13.7	32.8

Note: The drop-out rate means the proportion of the number of studies started in the year n and the sum of unsuccessful studies in the given group in the year n and n+1. P – on-site mode of study, K/D – combined/distance mode of study.

Tab. 3.4 Scholarships paid to students by purpose (numbers of natural persons)

The purpose of scholarship	The numbers of students	The average scholarship
for excellent study results pursuant to Section 91(2)(a)	301	6 481
for outstanding scientific, research, development, artistic and other creative results pursuant to Section 91(2) b)	151	11 357
intended for research, development and innovation activities pursuant to a special legal regulation, Section 91(2)(c)	521	33 148
in cases of students in a difficult social situation pursuant to Section 91(2)(d)	3	12 833
in cases of students in a difficult social situation pursuant to Section 91(3)	22	24 334
in cases deserving special consideration pursuant to Section 91(2)(e)	5 748	5 530
– out of which accommodation bursary	5 045	4 034
to support studies abroad pursuant to Section 91(4)(a)	88	31 742
to support studies in the Czech Republic pursuant to Section 91(4)(b)	4	136 500
for students of doctoral degree programmes pursuant to Section 91(4)(c)	452	99 578
other scholarships, bursaries and grants	0	0
Total	7 290	13 943

Note: An average scholarship amount – The proportion of the total amount paid per given type of scholarship per year and the total number of individuals to whom the scholarship has been paid at least once per year. If a scholarship has been paid multiple times to one person, the person is included only once, but the sum of amounts paid to that person will enter into the calculation.

Tab. 4.1 Graduates from accredited degree programmes (numbers of graduates) – USB total

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	140				64		18	9	231
technical science	21-39	12	19			12	19			62
agriculture and forestry and veterinary sciences	41.43	122	25			161	59	17	1	385
health care, medical and pharmaceutical sciences	51-53	188	36			39	38		8	309
social sciences and services	61.67, 71-73	128	18	2		52	6	10	3	219
economics	62.65	134	17			117	45	1	1	315
law, legal and public administration work	68									0
education, teaching and social care	74.75	237	142	33	6	169	39		1	627
psychology branches	77	31	13						1	45
sciences about culture and arts	81.82	12				5				17
Total		1 004	270	35	6	619	206	46	24	2 210
out of which women		744	216	32	6	423	166	20	17	1 624
out of which foreigners		42	2	1		19		11	4	79

Note: KKOV – the classification of study branches, P – on-site mode of study, .K/D – combined/distance mode of study. The table indicates the number of successful studies (not natural persons) between 1 January and 31 December 2018. Data from SIMS. The notes apply to tables 4.1 and 4.1.1 through 4.1.8.

Tab. 4.1.1 Graduates from accredited degree programmes (numbers of graduates) – the USB Faculty of Economics

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	2								2
economics	62.65	134	17			117	45	1	1	315
Total		136	17			117	45	1	1	317
out of which women		102	15			91	41	1	1	251
out of which foreigners		6	1			9				16

Tab. 4.1.2 Graduates from accredited degree programmes (numbers of graduates) – the USB Faculty of Arts

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
social sciences and services	61, 67, 71-73	85				48		8	1	142
education, teaching and social care	74, 75					15				15
sciences about culture and arts	81, 82	12				5				17
Total		97				68		8	1	174
out of which women		79				60		4	1	144
out of which foreigners		5				3				8

Tab. 4.1.3 Graduates from accredited degree programmes (numbers of graduates) – the USB Faculty of Education

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	19								19
social sciences and services	61, 67, 71-73	7								7
education, teaching and social care	74, 75	176	77	33	6	129	3		1	425
psychology branches	77	31	13						1	45
Total		233	90	33	6	129	3		2	496
out of which women		164	78	32	6	93	2		1	376
out of which foreigners		2								2

Tab. 4.1.4 Graduates from accredited degree programmes (numbers of graduates) – the USB Faculty of Science

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	116				64		11	9	200
technical science	21-39	1	9							10
Total		117	9			64		11	9	210
out of which women		74				42		3	5	124
out of which foreigners		28				5		5	3	41

Tab. 4.1.5 Graduates from accredited degree programmes (numbers of graduates) – the USB Faculty of Fisheries and the Protection of Waters

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18	3								3
agriculture and forestry and veterinary sciences	41.43	9	1			9	8	8	1	36
Total		12	1			9	8	8	1	39
out of which women		2				2	2	4		10
out of which foreigners						1		6		7

Tab. 4.1.6 Graduates from accredited degree programmes (numbers of graduates) – the USB Faculty of Theology

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
social sciences and services	61, 67, 71-73	6	5	2		4	6	2	2	27
education, teaching and social care	74, 75	39	40			25	36			140
Total		45	45	2		29	42	2	2	167
out of which women		41	37			20	36		1	135
out of which foreigners				1						1

Tab. 4.1.7 Graduates from accredited degree programmes (numbers of graduates) – the USB Faculty of Health and Social Sciences

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
technical science	21-39	11	10			12	19			52
health care, medical and pharmaceutical sciences	51-53	188	36			39	38		8	309
social sciences and services	61, 67, 71-73	30	13							43
education, teaching and social care	74, 75	22	25							47
Total		251	84			51	57		8	451
out of which women		225	70			45	49		8	397
out of which foreigners			1			1			1	3

Tab. 4.1.8 Graduates from accredited degree programmes (numbers of graduates) – the USB Faculty of Agriculture

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
natural sciences	11-18							7		7
agriculture and forestry and veterinary sciences	41, 43	113	24			152	51	9		349
Total		113	24			152	51	16		356
out of which women		57	16			70	36	8		187
out of which foreigners		1								1

Tab. 5.1 Interest in study – USB total

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
natural sciences	11–18	567	627	453	259					91	115	64	51	68	71	46	35
technical science	21–39	118	120	96	68					127	139	88	71				
agriculture and forestry and veterinary sciences	41.43	558	628	479	356					259	293	242	204	33	33	20	16
health care, medical and pharmaceutical sciences	51–53	747	938	554	351					171	213	141	106	8	8	8	8
social sciences and services	61, 67, 71–73	598	684	417	249					106	114	81	68	30	33	23	22
economics	62, 65	790	910	635	627					365	493	221	178	11	11	8	8
law, legal and public administration work	68																
education, teaching and social care	74, 75	1 875	2 368	1 172	732	145	145	104	62	399	436	232	197	9	9	8	8
psychology branches	77	323	326	60	51									6	6	3	3
sciences about culture and arts	81, 82	62	66	33	17									5	5	4	3
Total		4 924	6 667	3 899	2 710	145	145	104	62	1 465	1 803	1 069	875	170	176	120	103

Note: **KKOV** – the classification of study branches, **The number of applicants** – the number of individuals. **The number of applications** – the number of applications received by the USB. **The number of admitted students** – the number of all approved applications (not the number of individuals). **The number of enrolled students** – the number of all enrolled students (not the number of individuals). One person admitted/enrolled in multiple studies is entered into the table as many times as he/she has been admitted/enrolled. The notes apply to tables 5.1 and 5.1.1 through 5.1.8.

Tab. 5.1.1 Interest in studies – the USB Faculty of Economics

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
natural sciences	11–18	16	16	8	12												
economics	62, 65	790	910	635	627					365	493	221	178	11	11	8	8
Total		801	926	643	639					365	493	221	178	11	11	8	8

Tab. 5.1.2 Interest in studies – the USB Faculty of Arts

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
social sciences and services	61, 67, 71–73	415	493	287	157					86	94	64	52	10	11	8	7
education, teaching and social care	74, 75									20	20	10	9				
sciences about culture and arts	81, 82	62	66	33	17									5	5	4	3
Total		467	559	320	174					104	114	74	61	15	16	12	10

Tab. 5.1.3 Interest in studies – the USB Faculty of Education

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
natural sciences	11–18	33	33	24	12												
education, teaching and social care	74, 75	1 587	1 954	876	519	145	145	104	62	225	241	121	108	9	9	8	8
psychology branches	77	323	326	60	51									6	6	3	3
Total		1 864	2 313	960	582	145	145	104	62	225	241	121	108	15	15	11	11

Tab. 5.1.4 Interest in studies – the USB Faculty of Science

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
natural sciences	11–18	483	535	393	220					91	115	64	51	59	62	37	27
technical science	21–39	32	32	25	16												
Total		512	567	418	236					91	115	64	51	59	62	37	27

Tab. 5.1.5 Interest in Studies – the USB Faculty of Fisheries and the Protection of Waters

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
natural sciences	11–18	43	43	28	15												
agriculture and forestry and veterinary sciences	41, 43	73	73	60	48					24	25	21	19	21	21	8	7
Total		108	116	88	63					24	25	21	19	21	21	8	7

Tab. 5.1.6 Interest in studies – the USB Faculty of Theology

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
social sciences and services	61, 67, 71–73	42	43	30	24					20	20	17	16	21	22	15	15
education, teaching and social care	74, 75	374	414	296	213					165	175	101	80				
Total		414	457	326	237					184	195	118	96	21	22	15	15

Tab. 5.1.7 Interest in studies – the USB Faculty of Health and Social Sciences

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
technical science	21–39	86	88	71	52					127	139	88	71				
health care, medical and pharmaceutical sciences	51–53	747	938	554	351					171	213	141	106	8	8	8	8
social sciences and services	61, 67, 71–73	147	148	100	68												
Total		941	1 174	725	471					298	352	229	177	8	8	8	8

Tab. 5.1.8 Interest in studies – the USB Faculty of Agriculture

Groups of accredited degree programmes	KKOV	Bachelor's degree programmes				Master's degree programmes				Consecutive Master's degree programmes				Doctoral degree programmes			
		Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled	Number of applicants	Number of applications	Number of admitted	Number of enrolled
natural sciences	11–18													9	9	9	8
agriculture and forestry and veterinary sciences	41, 43	489	555	419	308					237	268	221	185	12	12	12	9
Total		489	555	419	308					237	268	221	185	21	21	21	17

Tab. 6.1 Academic, research and other staff members at tee USB (average FTEs)

A constituent part of the USB	Academic staff							Researchers			Other employees	Employees total
	Academic staff total	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff		
USB Faculty of Economics	71.8	1.2	13.4	51.1		6.1		0.8	3.4	0.3	34.0	110.3
out of which women	33.7	0.5	6.0	23.2		3.9		0.2	1.6	0.0	24.8	60.2
USB Faculty of Arts	59.5	5.5	15.3	36.5	0.4	1.8		0.5	11.1	0.2	22.2	93.5
out of which women	19.7	0.8	3.5	14.7	0.4	0.3		0.0	4.5	0.0	17.9	42.1
USB Faculty of Education	125.7	5.6	21.7	87.4	4.6	6.0	0.5		0.5		90.0	216.3
out of which women	56.5	0.9	7.5	42.1	2.3	3.8	0.0		0.0		62.9	119.4
USB Faculty of Science	114.3	9.4	14.2	32.7	0.4	0.7	57.0	31.5	18.9	22.5	88.7	276.0
out of which women	26.5	0.0	1.7	12.5	0.4	0.6	11.4	13.9	6.7	10.1	63.2	120.4
USB Faculty of Fisheries and the Protection of Waters	40.4	5.0	8.3	23.8	1.0	1.4	0.9	9.9	9.6	0.4	80.9	141.2
out of which women	8.9	0.0	0.0	6.5	1.0	1.4	0.0	5.7	4.0	0.4	42.2	61.1
USB Faculty of Theology	31.4	3.3	8.5	18.5	0.1		1.0		3.8		21.2	56.5
out of which women	10.0	0.0	2.0	8.0	0.0		0.0		0.3		18.6	28.9
USB Faculty of Health and Social Sciences	110.0	7.1	17.6	79.7	5.5	0.1			1.2	0.2	56.8	168.2
out of which women	70.9	2.4	10.1	53.0	5.3	0.1			0.9	0.2	43.3	115.3
USB Faculty of Agriculture	81.9	10.3	25.8	44.6			1.2	1.5	4.1	1.5	58.2	147.2
out of which women	24.4	1.0	5.0	17.5			0.9	0.0	3.9	1.5	34.4	64.2
Other USB workplaces	7.7	0.8	0.8	4.1	0.5	0.5	0.9		0.9		244.2	252.7
out of which women	2.5	0.1	0.4	1.3	0.1	0.5	0.2		0.4		181.7	184.6
Total	642.7	48.3	125.6	378.3	12.5	16.5	61.5	44.2	53.6	25.1	696.3	1 461.9
out of which women	253.1	5.7	36.1	178.9	9.5	10.6	12.5	19.8	22.1	12.2	489.0	796.3

Note: **Average recalculated numbers** – A share of the total number of hours actually worked for the reference period from 1 January to 31 December by all staff members included in the monitored category (incl. agreements to perform work, but without contracts for work) and the total annual working time pool attributable to one employee working full-time. **Teaching staff in R&D** – scientific, researcher and development staff involved in teaching activities. **A researcher** – a person who is not an academic staff member pursuant to Section 70 of Act No. 111/1998 Coll., on Higher Education. **A postdoctoral fellow** – a university staff member within five years of defending his/her Ph.D. academic degree, or an equivalent. He/she works as part of the institution's research team, usually under the supervision of experienced researchers, on a specific task, and publishes his/her results both independently and as part of a creative team. He/she has a fixed-term employment relationship with the research institution (for 1 to 3 years) for one, two or a maximum of three periods in a row. His/her salary is subject to the rules of the institution's wage system, and in addition to that, he/she can receive remuneration under research grant projects. **Other R&D staff members** – technical and professional staff members who are not directly involved in research but are indispensable for research activities (e.g. service research facility). **Other staff** – all other staff who are not directly involved in education and research; i.e. mainly administrative, technical and other staff. The above definitions of employee/staff member categories apply to tables 6.1 and 6.2.

Tab. 6.2 Age structure of USB academic and research staff members (the number of individuals)

Age	Academic staff												Researchers						Other employees		Total	out of which women
	Professors		Associate Professors		Assistant Professors		Assistants		Lecturers		Teaching RD&I staff		Postdoctoral fellows		RD&I staff not included in other categories		Other RD&I staff		Total	women		
	Total	women	Total	women	Total	women	Total	women	Total	women	Total	women	Total	women	Total	women	Total	women				
under 29					20	8	10	4	1		1		11	4	18	14	2	2	143	89	206	121
30 – 39			13	1	144	66	6	3	3	1	25	6	69	36	43	18	2	2	205	114	510	247
40 – 49	4	0	51	8	195	108	7	5	8	5	31	7	2	1	33	10	1	1	185	131	517	276
50 – 59	24	2	30	14	79	32	6	6	4	3	9	2			12	6			188	158	352	223
60 – 69	33	5	42	13	51	21	3	3	3	2	11	3			7	2	1	1	81	54	232	104
over 70	16	1	15	4	12										2	1			10	9	55	15
Total	77	8	151	40	501	235	32	21	19	11	77	18	82	41	115	51	6	6	812	555	1 872	986

Note: **The number of individuals** – Total number of employees/staff members regardless of their workload; it only applies to those in employment, without persons working under agreements to perform work and contracts for work. It does not include other types of contractual relations under the Civil Code that have the nature of purchasing services.

Tab. 6.3 The number of academic and research staff members according to FTEs and the highest achieved qualification (the numbers of individuals according to their FTEs) – USB total

FTEs	Academic staff										Total	out of which women	
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers				Total
	Total	women	Total	women	Total	women	Total	women	Total	women			
less than 0.3	26	1	20	2	78	36	71	39	80	41	275	119	
0.31-0.5	15	3	13	2	43	18	28	16	37	20	136	59	
0.51-0.7	3	0	7	2	32	11	23	11	18	7	83	31	
0.71-1.0	33	4	111	34	285	115	69	39	68	30	566	222	
More than 1.0											0	0	
Total	77	8	151	40	438	180	191	105	203	98	1 060	431	

Note: **A researcher** – a person who is not an academic staff member pursuant to Section 70 of Act No. 111/1998 Coll., on Higher Education. The notes apply to tables 6.3 and 6.3.1 through 6.3.9.

Tab. 6.3.1 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – the USB Faculty of Economics

FTEs	Academic staff										Total	out of which women	
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers				Total
	Total	women	Total	women	Total	women	Total	women	Total	women			
less than 0.3			6		6	4	1				13	4	
0.31-0.5	1	1	1		5	1	4	2			11	4	
0.51-0.7	1		1		3	1	2				7	1	
0.71-1.0			11	6	36	16	11	7	3	1	61	30	
More than 1.0											0	0	
Total	2	1	19	6	50	22	18	9	3	1	92	39	

Tab. 6.3.2 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – the USB Faculty of Arts

FTEs	Academic staff										Total	out of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers			
	Total	women	Total	women	Total	women	Total	women	Total	women		
less than 0.3	2	1	1		6	2	5	2	6	5	20	10
0.31-0.5	1	1	1		7	6			3	1	12	8
0.51-0.7			1		8	2	1	1			10	3
0.71-1.0	4		14	4	22	9	3		1		44	13
More than 1.0											0	0
Total	7	2	17	4	43	19	9	3	10	6	86	34

Tab. 6.3.3 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – the USB Faculty of Education

FTEs	Academic staff										Total	out of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers			
	Total	women	Total	women	Total	women	Total	women	Total	women		
less than 0.3	1		1	1	9	5	14	6			25	12
0.31-0.5			1		5	3	2	1			8	4
0.51-0.7					5	3	8	5			13	8
0.71-1.0	5	1	21	8	67	29	19	11			112	49
More than 1.0											0	0
Total	6	1	23	9	86	40	43	23	0	0	158	73

Tab. 6.3.4 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – the USB Faculty of Science

FTEs	Academic staff										Total	out of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers			
	Total	women	Total	women	Total	women	Total	women	Total	women		
less than 0.3	18		6		22	10	5	1	63	28	114	39
0.31-0.5	3				7	1	1		28	16	39	17
0.51-0.7	1		2	1	7	1	3		16	5	29	7
0.71-1.0	3		12	1	64	15	10	5	39	15	128	36
More than 1.0											0	0
Total	25	0	20	2	100	27	19	6	146	64	310	99

Tab. 6.3.5 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – the USB Faculty of Fisheries and the Protection of Waters

FTEs	Academic staff										Total	out of which women
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers			
	Total	women	Total	women	Total	women	Total	women	Total	women		
less than 0.3					3	1	1	1	4	3	8	5
0.31-0.5					2	1			5	3	7	4
0.51-0.7			1		1				1	1	3	1
0.71-1.0	6		8		23	5	4	4	19	10	60	19
More than 1.0											0	0
Total	6	0	9	0	29	7	5	5	29	17	78	29

Tab. 6.3.6 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – the USB Faculty of Theology

FTEs	Academic staff										Total	out of which women	
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers				
	Total	women	Total	women	Total	women	Total	women	Total	women			
less than 0.3			2		6	1	1	1	1			10	2
0.31-0.5	2		1		7	2	3	2				13	4
0.51-0.7					3	3	1	1				4	4
0.71-1.0	2		8	2	7	1	3	2	1			21	5
More than 1.0												0	0
Total	4	0	11	2	23	7	8	6	2	0		48	15

Tab. 6.3.7 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – the USB Faculty of Faculty of Health and Social Sciences

FTEs	Academic staff										Total	out of which women	
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers				
	Total	women	Total	women	Total	women	Total	women	Total	women			
less than 0.3	3		3	1	24	12	40	27	2	2		72	42
0.31-0.5	5	1	7	2	7	2	16	10				35	15
0.51-0.7	1		1	1	4	1	8	4				14	6
0.71-1.0	4	2	13	8	32	25	13	10				62	45
More than 1.0												0	0
Total	13	3	24	12	67	40	77	51	2	2		183	108

Tab. 6.3.8 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – the USB Faculty of Agriculture

FTEs	Academic staff										Total	out of which women	
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers				
	Total	women	Total	women	Total	women	Total	women	Total	women			
less than 0.3	2		1		2	1	3		4	3		12	4
0.31-0.5	3		2		3	2	2	1	1			11	3
0.51-0.7			1		1				1	1		3	1
0.71-1.0	9	1	24	5	34	15	5		5	4		77	25
More than 1.0												0	0
Total	14	1	28	5	40	18	10	1	11	8		103	33

Tab. 6.3.9 The number of academic staff members according to FTEs and the higher achieved qualification (the numbers of natural person according to their FTEs) – other USB workplaces

FTEs	Academic staff										Total	out of which women	
	Professors		Associate Professors		DrSc., CSc., Dr., Ph.D., Th.D.		Other		Researchers				
	Total	women	Total	women	Total	women	Total	women	Total	women			
less than 0.3							1	1				1	1
0.31-0.5												0	0
0.51-0.7												0	0
0.71-1.0							1					1	0
More than 1.0												0	0
Total	0	0	0	0	0	0	2	1	0	0		2	1

Tab. 6.4 Executive staff (natural persons)

A constituent part of the USB	Rector/Dean	Vice-Rector/Vice-Dean	Academic Senate	Scientific/Artistic/Academic Board	Bursar/Secretary	Board of Trustees	Director of an institute, a farm or a forest enterprise	Head of a depart./institute/a research workplace	Executive staff total
USB – other than faculties	1	5	40	44	1	12		6	109
out of which women	0	1	11	6	1	0		4	23
USB Faculty of Economics	1	4	15	32	1			8	61
out of which women	0	1	3	11	0			3	18
USB Faculty of Arts	1	3	7	33	1			8	53
out of which women	0	0	2	6	1			2	11
USB Faculty of Education	1	5	21	32	1			15	75
out of which women	1	3	9	11	1			7	32
USB Faculty of Science	1	5	11	21	1			14	53
out of which women	0	2	3	2	1			2	10
USB Faculty of Fisheries and the Protection of Waters	1	5	12	22	1			4	45
out of which women	0	1	2	1	0			0	4
USB Faculty of Theology	1	3	12	25	1			7	49
out of which women	0	0	8	2	1			3	14
USB Faculty of Health and Social Sciences	1	4	13	25	1			7	51
out of which women	1	2	8	11	0			5	27
USB Faculty of Agriculture	1	5	15	34	1			8	64
out of which women	0	0	1	4	0			0	5
Faculties total	8	34	106	224	8		0	71	451
out of which women	2	9	36	48	4		0	22	121
USB total	9	39	146	268	9	12	0	77	560
out of which women	2	10	47	54	5	0	0	26	144

Note: The USB total does not have to reflect the real number of individuals (one person can hold more than one position within the USB or a faculty); it is a simple sum of cells.

Tab. 6.5 Academic staff members and researchers with a foreign citizenship (mean recalculated values) – USB total

Staff structure		Academic staff					Researchers			Other employees	
		Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories		Other RD&I staff
Total		3.200	3.303	17.830	0.734	2.300	9.065	19.715	0.000	24.705	23.075
out of which:	Germany	1.000	1.000	1.000			0.100	1.000		0.600	0.063
	Poland						0.231	1.100			
	Austria			1.750				0.067			
	Slovakia	2.000	1.303	5.300			4.101	0.832		3.550	4.875
	other EU countries			6.030	0.734	1.500	1.850	3.854		12.529	6.371
	other countries outside the EU	0.200	1.000	3.750		0.800	2.783	12.863		8.026	11.766
women out of the total number (regardless of citizenship)		1.500	0.033	5.450	0.000	0.000	3.101	9.050	0.000	10.963	10.621

Note: **Average recalculated numbers** – A share of the total number of hours actually worked for the reference period from 1 January to 31 December by all staff members included in the monitored category (incl. agreements to perform work, but without contracts for work) and the total annual working time pool attributable to one employee working full-time. **Teaching staff in R&D** – scientific, researcher and development staff involved in teaching activities. **A researcher** – a person who is not an academic staff member pursuant to Section 70 of Act No. 111/1998 Coll., on Higher Education. **A postdoctoral fellow** – a university staff member within five years of defending his/her Ph.D. academic degree, or an equivalent. He/she works as part of the institution's research team, usually under the supervision of experienced researchers, on a specific task, and publishes his/her results both independently and as part of a creative team. He/she has a fixed-term employment relationship with the research institution (for 1 to 3 years) for one, two or a maximum of three periods in a row. His/her salary is subject to the rules of the institution's wage system, and in addition to that, he/she can receive remuneration under research grant projects. **Other R&D staff members** – technical and professional staff members who are not directly involved in research but are indispensable for research activities (e.g. service research facility). **Other staff** – all other staff who are not directly involved in education and research; i.e. mainly administrative, technical and other staff. The above definition of employee/staff member categories apply to tables 6.5 and 6.5.1 through 6.5.9.

Tab. 6.5.1 Academic staff members and researchers with a foreign citizenship (mean recalculated values) – the USB Faculty of Economics

Staff structure		Academic staff					Researchers			Other employees	
		Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories		Other RD&I staff
Total		0.500	0.770	2.200	0.000	0.800	0.000	0.000	0.000	0.000	0.300
out of which:	Germany										
	Poland										
	Austria										
	Slovakia	0.500	0.770	1.000							0.300
	other EU countries			1.200							
	other countries outside the EU					0.800					
women out of the total number (regardless of citizenship)		0.500	0.000	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.300

Tab. 6.5.2 Academic staff members and researchers with a foreign citizenship (mean recalculated values)
– The Faculty of Arts

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff	
Total	0.000	1.000	3.330	0.000	1.500	0.000	0.000	0.000	0.670	0.000
out of which:										
Germany		1.000	1.000						0.500	
Poland										
Austria										
Slovakia										
other EU countries			2.330		1.500				0.170	
other countries outside the EU										
women out of the total number (regardless of citizenship)	0.000	0.000	0.700	0.000	0.000	0.000	0.000	0.000	0.167	0.000

Tab. 6.5.3 Academic staff members and researchers with a foreign citizenship (mean recalculated values)
– the USB Faculty of Education

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff	
Total	0.000	0.033	4.100	0.667	0.000	0.450	0.000	0.000	0.000	2.230
out of which:										
Germany										
Poland										
Austria			1.750							
Slovakia		0.033	1.100							1.230
other EU countries				0.667						1.000
other countries outside the EU			1.250			0.450				
women out of the total number (regardless of citizenship)	0.000	0.033	1.850	0.000	0.000	0.000	0.000	0.000	0.000	0.538

Tab. 6.5.4 Academic staff members and researchers with a foreign citizenship (mean recalculated values)
– the USB Faculty of Science

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff	
Total	0.200	0.000	2.700	0.000	0.000	8.121	12.567	0.000	16.039	4.702
out of which:										
Germany						0.100			0.100	0.063
Poland							1.100			
Austria							0.067			
Slovakia						3.838	0.832		2.750	1.678
other EU countries			2.000			1.850	2.698		11.359	1.917
other countries outside the EU	0.200		0.700			2.333	7.871		1.830	1.044
women out of the total number (regardless of citizenship)	0.000	0.000	1.000	0.000	0.000	2.948	7.000	0.000	4.398	1.350

Tab. 6.5.5 Academic staff members and researchers with a foreign citizenship (mean recalculated values)
– the UBS Faculty of Fisheries and the Protection of Waters

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff	
Total	0.000	1.000	4.197	0.000	0.000	0.000	6.148	0.000	7.996	10.788
out of which:										
Germany							1.000			
Poland										
Austria										
Slovakia			1.897						0.800	1.000
other EU countries			0.500				0.156		1.000	0.533
other countries outside the EU		1.000	1.800				4.992		6.196	9.255
women out of the total number (regardless of citizenship)	0.000	0.000	0.700	0.000	0.000	0.000	2.050	0.000	6.398	5.578

Tab. 6.5.6 Academic staff members and researchers with a foreign citizenship (mean recalculated values)
– the UBS Faculty of Theology

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff	
Total	0.000	0.000	1.200	0.000	0.000	0.000	1.000	0.000	0.000	0.100
out of which:										
Germany										
Poland										
Austria										
Slovakia			1.200							
other EU countries							1.000			0.100
other countries outside the EU										
women out of the total number (regardless of citizenship)	0.000	0.000	0.200	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Tab. 6.5.7 Academic staff members and researchers with a foreign citizenship (mean recalculated values)
– the USB Faculty of Health and Social Sciences

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff	
Total	2.500	0.500	0.000	0.067	0.000	0.000	0.000	0.000	0.000	0.633
out of which:										
Germany	1.000									
Poland										
Austria										
Slovakia	1.500	0.500								
other EU countries				0.067						0.633
other countries outside the EU										
women out of the total number (regardless of citizenship)	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Tab. 6.5.8 Academic staff members and researchers with a foreign citizenship (mean recalculated values)
– the USB Faculty of Agriculture

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff	
Total	0.000	0.000	0.000	0.000	0.000	0.231	0.000	0.000	0.000	0.070
out of which:										
Germany										
Poland						0.231				
Austria										
Slovakia										
other EU countries										
other countries outside the EU										0.070
women out of the total number (regardless of citizenship)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Tab. 6.5.9 Academic staff members and researchers with a foreign citizenship (mean recalculated values)
– Other USB workplaces

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Assistant Professors	Assistants	Lecturers	Teaching RD&I staff	Postdoctoral fellows	RD&I staff not included in other categories	Other RD&I staff	
Total	0.000	0.000	0.103	0.000	0.000	0.263	0.000	0.000	0.000	4.252
out of which:										
Germany										
Poland										
Austria										
Slovakia			0.103			0.263				0.667
other EU countries										2.188
other countries outside the EU										1.397
women out of the total number (regardless of citizenship)	0.000	0.000	0.000	0.000	0.000	0.153	0.000	0.000	0.000	2.855

Tab. 6.6 Newly appointed Associate Professors and Professors (numbers) – USB total

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	4	1	0	51
out of which women	1	0	0	56
Associate Professors appointed in 2018	9	6	1	43
out of which women	3	2	1	47

Note: The mean age of newly appointed is calculated from the total number those who have been newly appointed at the USB. The calculation does not include USB permanent staff who were appointed at another university. The notes apply to tables 6.6 and 6.6.1 through 6.6.8.

Tab. 6.6.1 Newly appointed Associate Professors and Professors (numbers) – the USB Faculty of Economics

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0
Associate Professors appointed in 2018	2	1	1	45
out of which women	1	1	1	54

Tab. 6.6.2 Newly appointed Associate Professors and Professors (numbers) – the USB Faculty of Arts

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	1	0	0	56
out of which women	1	0	0	56
Associate Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0

Tab. 6.6.3 Newly appointed Associate Professors and Professors (numbers) – the USB Faculty of Education

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0
Associate Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0

Tab. 6.6.4 Newly appointed Associate Professors and Professors (numbers) – the USB Faculty of Science

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	2	0	0	52
out of which women	0	0	0	0
Associate Professors appointed in 2018	4	4	0	39
out of which women	1	1	0	34

Tab. 6.6.5 Newly appointed Associate Professors and Professors (numbers) – the USB Faculty of Fisheries and Protection of Waters

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	1	1	0	43
out of which women	0	0	0	0
Associate Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0

Tab. 6.6.6 Newly appointed Associate Professors and Professors (numbers) – the USB Faculty of Theology

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0
Associate Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0

Tab. 6.6.7 Newly appointed Associate Professors and Professors (numbers) – the USB Faculty of Health and Social Sciences

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0
Associate Professors appointed in 2018	1	0	0	52
out of which women	1	0	0	52

Tab. 6.6.8 Newly appointed Associate Professors and Professors (numbers) – the USB Faculty of Agriculture

The structure of new appointees	Number			The mean age of new appointees
	At USB		USB permanent employees appointed at another university	
	Total	our of which USB permanent employees		
Professors appointed in 2018	0	0	0	0
out of which women	0	0	0	0
Associate Professors appointed in 2018	2	1	0	45
out of which women	0	0	0	0

Tab. 7.1 Involvement in international cooperation programmes (regardless of the source of funding)

	H2020 / The 7th Framework Programme of the European Commission		Other	Total
	Total	out of which Marie-Curie Actions		
Number of projects	7	2	53	60
The number of departing students			243	243
The number of incoming students			211	211
The number of departing academic and research staff members	34	10	811	845
The number of incoming academic and research staff members	10		166	176
Subsidy (in thousands CZK)	11 653	5 218	49 490	61 143

Note: Only stays longer than 4 weeks (28 days) are reported for departing and incoming students. All stays regardless of their duration are reported for departing and incoming academic and other staff members. In both cases, stays that started in 2017 and ended in 2018 are included. The "Subsidy" line includes funds (both domestic and foreign) used in 2018.

Tab. 7.2 Mobility of students, academic and other staff members by country (regardless of the source of funding)

Country	The number of departing students		The number of incoming students	The number of departing academic staff members	The number of received academic staff members	The number of departing other staff	The number of received other staff	Total for the country
	Total	of which traineeship						
Algeria			1					1
Argentina	1	1	1	2	2			6
Armenia				3	1	1		5
Australia	4	1		3		1		8
Azerbaijan				1				1
Belgium	5	2	1	1		6		13
Belorussia				1				1
Brazil	2		3	3		6		14
Bulgaria			2	1	2	2		7
Macedonia				2		1		3
Czech Republic	5	5	11		1			17
China				8	2	7		17
Taiwan	2	2		2		4		8
Denmark	2	2		1	1	2		6
Egypt			1					1
Ecuador				1				1
Estonia	11	8	3	2	4	3		23
Ethiopia						2		2
Finland	11	4	1	7	4	6		29
France	23	15	17	16	1	26		83
Georgia				1				1
Chile						1		1
Croatia	3	1	5	5	1	1		15
India	2	2	1	1		1		5
Iran	1							1
Ireland	1	1		10		8		19
Island	1	1		2		3		6
Italy	13	1	12	26	1	16		68

Tab. 7.2 Mobility of students, academic and other staff members by country (regardless of the source of funding; continued I)

Country	The number of departing students		The number of incoming students	The number of departing academic staff members	The number of received academic staff members	The number of departing other staff	The number of received other staff	Total for the country
	Total	of which traineeship						
Japan	4	3	5	5	1	4		19
South Africa				1	1	1		3
Cameron						2		2
Canada				2	1	2		5
Kenya	1	1						1
Korea			3					3
Kuwait				1				1
Cyprus						2		2
Lithuania	6	5	11	3		2		22
Latvia	3	3	5	2				10
Luxembourg	1	1						1
Madagascar						1		1
Hungary			5	6		5		16
Malaysia						2		2
Malta						1		1
Mongolia	1	1		6				7
Nepal	3	3			2	1		6
Papua - New Guinea				3		1		4
Netherlands	2	1	2	4	2	13		23
Norway	4	1		14		25		43
Peru				3	1			4
Poland	6	3	13	20	14	5		58
Portugal	6		12	12		18		48
Austria	18	10	23	13	5	15		74
Kazakhstan				2		2		4
Tajikistan				3				3
Romania			3	5		3		11
Russia	2		5	11	3	10		31
Greece	2		2	7		5		16
Senegal				2		2		4
Slovakia	7	3	12	35	6	20		80
Slovenia	8	1	2	6	1			17
UK	12	7	1	11	4	22		50
USA	7	6	3	40	7	21		78
Mexico			5	3	1			9
Germany	45	16	15	26	3	18		107
Serbia	2		1	2	3			8
Israel	1			3	2	5		11
Spain	20	7	44	24	7	23		118
Sweden	3			4		5		12
Switzerland	3	2	1	4	1	6		15
Thailand	6	6				1		7

Tab. 7.2 Mobility of students, academic and other staff members by country (regardless of the source of funding; continued II)

Country	The number of departing students		The number of incoming students	The number of departing academic staff members	The number of received academic staff members	The number of departing other staff	The number of received other staff	Total for the country
	Total	of which traineeship						
Turkey	4	1	13	3	1			21
Ukraine			2		1	8		11
Vietnam				2	5	2		9
Zambia	3	3			1			4
Total	267	130	247	387	93	350	0	1 344

Note: Only stays longer than 2 weeks (14 days) are reported for departing and incoming students. Stays lasting at least 5 days are reported for departing and incoming academic and other staff members. In both cases, stays that started in 2017 and ended in 2018 are included. Graduate traineeship means a traineeship post in a foreign business or an organisation of 2 to 12 months that started after successful graduation and ended within one year from graduation. Graduate traineeship is organised under a trilateral agreement among a student, a sending higher education institution and a receiving organisation (a business).

Tab. 7.3 Graduates' mobility (numbers and proportions of graduated studies) – USB total

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	5.6%	71	4.9%	2	8.1%	67	25.7%	18	7.2%	158
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							25.7%	18	25.7%	18

Note: The proportion of graduates is relative to completed studies, not to individuals (one person may have graduated from several programmes). It includes studies successfully completed between 1 January and 31 December 2018. The notes apply to tables 7.3 and 7.3.1 through 7.3.8.

Tab. 7.3.1 Graduates' mobility (numbers and proportions of graduated studies) – the USB Faculty of Economics

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	3.3%	5			12.4%	20	0.0%	0	7.9%	25
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							0.0%	0	0.0%	0

Tab. 7.3.2 Graduates' mobility (numbers and proportions of graduated studies) – the USB Faculty of Arts

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	26.8%	26			20.6%	14	0.0%	0	23.0%	40
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							0.0%	0	0.0%	0

Tab. 7.3.3 Graduates' mobility (numbers and proportions of graduated studies) – the USB Faculty of Education

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	1.2%	4	2.6%	1	7.6%	10	0.0%	0	3.0%	15
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							0.0%	0	0.0%	0

Tab. 7.3.4 Graduates' mobility (numbers and proportions of graduated studies) – the USB Faculty of Science

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	6.4%	8			10.9%	7	5.0%	1	7.6%	16
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							5.0%	1	5.0%	1

Tab. 7.3.5 Graduates' mobility (numbers and proportions of graduated studies) – the USB Faculty of Fisheries and Protection of Waters

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	7.7%	1			0.0%	0	88.9%	8	23.1%	9
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							88.9%	8	88.9%	8

Tab. 7.3.6 Graduates' mobility (numbers and proportions of graduated studies) – the USB Faculty of Theology

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	6.7%	6	50.0%	1	1.4%	1	25.0%	1	5.4%	9
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							25.0%	1	25.0%	1

Tab. 7.3.7 Graduates' mobility (numbers and proportions of graduated studies) – the USB Faculty of Health and Social Sciences

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	5.7%	19			6.5%	7	0.0%	0	5.8%	26
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							0.0%	0	0.0%	0

Tab. 7.3.8 Graduates' mobility (numbers and proportions of graduated studies) – the USB Faculty of Agriculture

	Bachelor's degree programmes		Master's degree programmes		Consecutive Master's degree programmes		Doctoral degree programmes		Total	
	proportion	number	proportion	number	proportion	number	proportion	number	proportion	number
The proportion and number of graduates who had gone for a study stay abroad during their studies for at least 14 days	1.5%	2			3.9%	8	50.0%	8	5.1%	18
The proportion of doctoral graduates who participated in a study abroad of at least 1 month (i.e. 30 days)							50.0%	8	50.0%	8

Tab. 8.1 Conferences (co-)organized by the USB (number)

A constituent part of the USB	With a number of attendees over 60	International conferences
USB Faculty of Economics	4	2
USB Faculty of Arts	0	6
USB Faculty of Education	4	0
USB Faculty of Science	9	9
USB Faculty of Fisheries and the Protection of Waters	1	3
USB Faculty of Theology	0	1
USB Faculty of Health and Social Sciences	8	2
USB Faculty of Agriculture	3	3
Other USB workplaces	5	5
Total	34	31

Note: If a conference has more than 60 delegates and is international, it is reported in both columns. If a conference meets only one of the criteria, it is reported in the relevant column; if it does not meet any criteria, it is not included in the table. An international conference is any conference attended by at least one foreign speaker where all papers are localised to at least one of the following languages – English, French, German, or a language typical for the conference specialisation, e.g. philological branches.

Tab. 8.2 Experts from the application sphere participating in teaching and practical training in accredited degree programmes (numbers)

USB Faculty	Persons with an employment relationship to the USB or its constituent part			Persons without an employment relationship to the USB or its constituent part		
	The number of persons participating in teaching	The number of persons participating in thesis supervision	The number of persons participating in practical training	The number of persons participating in teaching	The number of persons participating in thesis supervision	The number of persons participating in practical training
USB Faculty of Economics	2	1	1	0	0	40
out of which women	0	0	0	0	0	13
USB Faculty of Arts	25	3	3	0	1	0
out of which women	5	1	0	0	0	0
USB Faculty of Education	89	9	381	0	0	0
out of which women	37	7	337	0	0	0
USB Faculty of Science	37	3	8	0	10	0
out of which women	7	0	0	0	2	0
USB Faculty of Fisheries and the Protection of Waters	7	0	0	0	0	30
out of which women	1	0	0	0	0	0
USB Faculty of Theology	4	3	6	2	2	292
out of which women	2	2	5	2	2	239
USB Faculty of Health and Social Sciences	64	42	40	57	15	22
out of which women	23	15	24	21	9	13
USB Faculty of Agriculture	6	6	2	18	24	50
out of which women	2	2	0	6	11	17
Total	234	67	441	77	52	434
out of which women	77	27	366	29	24	282

Note: The table includes experts from the application sphere that participate in teaching at least one course with at least one third of their time, or supervise at least one qualification thesis. If a given staff member is a permanent USB/faculty employee, his/her FTE outside the USB/faculty is at least the same.

Tab. 8.3 Degree programmes/branches that include practicums of at least one month in duration as a compulsory part (numbers)

USB Faculty	The number of degree programmes/fields of study optimization	The number of active studies
USB Faculty of Economics	7	983
USB Faculty of Arts	14	132
USB Faculty of Education	33	414
USB Faculty of Science	44	1 038
USB Faculty of Fisheries and the Protection of Waters	5	183
USB Faculty of Theology	4	604
USB Faculty of Health and Social Sciences	16	1 838
USB Faculty of Agriculture	9	530
Total	132	5 722

Note: Compulsory practicums means one that is part of the accreditation of a given degree programme/branch; it may be part of one of the courses or a separate course. This means professional practical training. The duration of individual compulsory practical training can be shorter, but in a sum, it must be at least 1 month long.

Tab. 8.4 Knowledge and research result transfer into practice

	In the Czech Republic	Abroad	Number Total	Income total
The number of new spin-offs/start-ups			2	
File patent applications	1	0	1	
Awarded patents	5	0	5	
Registered utility models	11	0	11	
License agreements valid as of 31 December	17	0	17	
New licence agreements	3	0	3	55 000 CZK
Contracted research, consultation and advice			78	8 273 806 CZK
Paid training courses for employees of entities in the application sector			88	515 829 CZK

Note: A **license agreement** is defined as the grant of a right in the agreed scope and in the agreed territory to acquire or grant a license for one of the forms of intellectual and industrial property protection. License agreements are concluded in writing for patented inventions, i.e. registered utility models, industrial designs, topography of semiconductor products, new plant varieties and animal breeds, or trademarks. The licensor authorises the licensee to exercise intellectual and industrial property rights, in the agreed scope and in the agreed territory, and the licensee agrees to pay a certain amount (royalties) or provide other assets. The licensee shall not be charged with any infringement of intellectual property or copyright by the licensor. **Contract research** is commissioned research that is based on cooperation (interaction) and that specifically serves above all the research needs of entities from the application sector, where the higher education institution carries out the research for the application-sector entity according to its requirements and needs. For this research, the HEI receives financial resources from the entity. It typically involves larger projects, about rigid research and written report. Usually, contract research is commissioned by a specific external organisation (for its use). It is irrelevant whether the financial resources that are provided by the application-sector entity for such contract research come from public or private sources. Contract research cannot be considered to include cases where the HEI is the beneficiary of special-purpose support for applied research. **Paid training courses** enhancing the qualifications of employees of entities in the application sector (e.g. in-company training courses). Here, an entity in the application sector is understood to be a legal entity whose main activity is not research and development. It may be a business entity, a public authority, a non-profit organisation, etc. – always on the condition that its main activity is not research. Revenues will be included from those training courses that are “made to order”, i.e. in agreement with the organisation for its employees. This is not an assessment of the costs of the participants in training courses who are employed with a company that meets the above definition. On the contrary, these are courses that were developed in agreement with the selected company, because it wanted to train its employees. **Consultation and advice** are based on the provision of expert advice, opinion or activity that requires a high degree of intellectual input from the higher education institution to the client. For a fee and in accordance with market conditions, the HEI provides consulting and advisory services to entities in the application sector. The main desired output of the consultation is not to create new knowledge, but rather to gain an understanding of or insight into a particular situation.

Tab. 8.4.1 Knowledge and research result transfer into practice – summary information

	Total number	Total income
New licence agreement, contracted research, consulting, advice and paid courses for employees from the application sphere	169	CZK 8 844 635
	An average income per contract	
	CZK 52 335	

Tab. 12.1 Accommodation and cafeterias

Accommodation and cafeterias	Number
Total bed capacity of the university	2 116
The number of beds in leased facilities	0
The number of filed accommodation applications/reservation requests as of 31 December 2018	2 152
The number of approved accommodation applications/reservation requests as of 31 December 2018	2 010
The number of bed-days in 2018	448 937
The number of main dishes served to students in 2018	270 555
The number of main dishes served to university employees in 2018	82 836
The number of main dishes served to other cafeteria users in 2018	144 473

Tab. 12.2 University libraries

University libraries	Number
Annual increment of the library collection	8 595
out of which an increment of printed units	8 126
out of which an increment of permanently purchased e-books	469
Total library collections	416 263
out of which printed units	415 639
out of which permanently purchased e-books	624
The number of subscribed periodicals:	
- printed	542
- electronic (estimate)	28
- in both forms	0

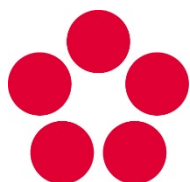
Note: The number of periodicals received electronically (an estimate) – only periodicals that the library itself subscribes to (or receives as a gift or for exchange) in paper or electronic format are listed; other periodicals to which library users have access within full-text source consortia are not included. The number of periodicals in both formats includes only periodicals where both formats are paid separately (i.e. if the printed format is prepaid and electronic is as a free bonus, only the printed format is included, etc.). The table includes summary information for the USB Academic Library and Josef Pert Ondok Library at the USB Faculty of Theology.

Tab. 12.3 The USB Institutional Plan in 2018

The USB Institutional	Provided funds (thousands CZK)		Accomplishment of defined objectives/indicators	
	Investment	Non-investment	Initial status	Target status
1 Support of the accomplishment of 2016 – 2020 USB Long-Term Plan objectives	6 450	21 911		
1.1 Education				
1.1.I The number of supported LLL course participants			1 200	1 407
1.1.III The launching of a periodically recurring project of Children's University			1	1
1.1.VI University-wide mechanisms for obtaining feedback from the main target groups			1	1
1.1.VII The number of innovated degree programmes/branches			11	11
1.1.IX The number of new study materials of a multimedia nature			30	54
1.1.XIII New/upgraded equipment for degree programmes/branches			186	190
1.1.XVIII The number of new services for students with specific needs			1	1
1.1.XIX The number of innovated counselling and support services for students			4	4
1.1.XXI The number and status of (new/upgraded) specific strategic documents dealing with the strategic theme of education			1	1
1.1.XXIII The number and status of (new/upgraded) strategic instruments/systems/methodologies dealing with the strategic theme of education			9	9
1.2 Research				
1.2.I Increasing revenues from contractual/contracted research, development and innovation (cooperation with practice) and the sale of intellectual property licenses (thous. CZK)			4.5	8
1.2.II The number of supported staff member under TTO services			40	115
1.2.III Volume of funds obtained from foreign grants (thous. CZK)			1 125	5 980
1.2.IV Establishing the portfolio of research programmes			1	1
1.2.V The number of outputs in the media as part of the promotion of significant research results			22	44

Tab. 12.3 The USB Institutional Plan in 2018 (continued)

The USB Institutional Plan	Provided funds (thousands CZK)		Accomplishment of defined objectives/indicators	
	Investment	Non-investment	Initial status	Target status
1.2.VII The number and status of (new/upgraded) specific measures/directives/regulations dealing with the strategic theme of research			6	6
1.3 Internationalisation				
1.3.I Mobility of students who have left for at least a 30-day study stay or traineeship			930	975
1.3.II The number of staff members who have participated in a foreign mobility or traineeship			558	565
1.3.IV The number of foreign staff members who have arrived for a mobility or traineeship			724	957
1.3.XII Implementation of targeted marketing campaigns to promote internationalization			1	1
1.4 Openness				
1.4.I Establishing and launching a university-wide Alumni Club			1	1
1.4.II An attractive, interactive, user-friendly and functional web platform			5	5
1.4.III The number of graduates actively using the Alumni Club service			500	1 314
1.4.IV Increasing the number of articles about the university in regional and nation-wide media			50	51
1.4.V Increasing the number of opinions given by experts on current societal issues in the media			6	6
1.4.VI Increasing the number of long-term cooperating elementary schools, high schools and higher professional schools			1 454	1 462
1.4.VIII The number and status of (new/upgraded) specific strategic documents dealing with the strategic theme of openness			3	3
1.4.X The number and status of (new/upgraded) strategic instruments/systems/methodologies dealing with the strategic theme of openness			12	28
1.5 Management				
1.5.I The number and status of (new/upgraded) specific strategic documents in the framework of strategic management			26	39
1.5.II The number and status of (new/upgraded) specific measures/directives/regulations dealing with the strategic theme of management			17	18
1.5.III The number and status of (new/upgraded) strategic instruments/systems/methodologies dealing with the strategic theme of management			16	16
1.5.IV The number of supported strategic sustainability projects in the EU 2007-2013 programming period			24	24
1.5.V The number of supported strategic projects for planned implementation in the new EU 2014-20 programming period			5	7
1.5.VII The number of sets of construction project documentation of planned investment projects			1	7
1.5.VIII Number of modernized IT technologies/systems			133	201
1.5.IX Number of new technologies/systems			74	216
2 Support of education and creative work	0	2 527		
2.1.I The number of upgraded subjects of existing degree programmes/branches			270	281
2.2.II The number of students supported in their creative work towards an innovation of educational activities			221	429
Total	6 450	24 438		



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

The 2018 Annual Activity Report

List of Acronyms

LIST OF ACRONYMS

Acronym	Meaning
3D	three-dimensional
4ICU	For International Colleges & Universities (Academic Ranking of World Universities)
AAAS	American Association for the Advancement of Science
AD	Active Directory
ADHD	Attention Deficit Hyperactivity Disorder
ACHO	The Roman Catholic Archdiocese of Olomouc
AIESEC	AIESEC is the world's largest youth-run organization. It provides young people development and globalist experiences.
AIE	The Association of Innovative Entrepreneurship
AIVD	The Association of Adult Education Institutions in the Czech Republic
AC	The Academic Library
AKLA	A course for active laypeople from parish communities
AP	Access point
ACC	Academic Computer Centre
APUA	The Association of University Staff
AQUAEXCEL	AQUAculture infrastructures for EXCELlence in European fish research towards 2020
AQUA-T-NET	European thematic network in the field of aquaculture, fisheries and aquatic resources management
ARWU	Academic Ranking of World Universities
AS	Academic Senate
a. s.	a joint stock company
AsialPEX	Asia IP Exchange
ASTP Proton	Association of European Science and Technology Transfer Professionals
A/V	audio-visual (equipment)
AS / AS CR	The Academy of Sciences of the Czech Republic
BC	British Centre
BD	apartment house
BMI	Body Mass Index
BOKU	Universität für Bodenkultur Wien, Austria
BSC	Berliner Sport-Club
BULATS	Business Language Testing Service
CBRNE	Chemical, Biological, Radiological, Nuclear, Explosive materials
CD	Compact Disc
CEBIO	The Czech Biotechnology Platform
CEEPUS	Central European Exchange Programme for University Studies
CEITEC	CEITEC – Central European Institute of Technology, Brno University of Technology
CENAKVA	The South Bohemian Research Centre of Aquaculture and Biodiversity of Hydrocenoses
CERGE-EI	Center for Economic Research and Graduate Education – Economics Institute
CERN	Conseil Européen pour la Recherche Nucléaire
CEV	Carp Edema Virus
ITC	Information Technology Centre
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
CNSS	Conservatoire National du Saumon Sauvage
COST	European Cooperation in Science and Technology
CPSSP	Support Centre for Students with Special Needs
CPVTO	The Centre for Practical Training in Technological Specialisations, CPVTO
CRP / cRP	centralised development project
CRU	Center for Reproductive Biology
CDS	Central data storage

Acronym	Meaning
CWTS	Centre for Science and Technology Studies
CWUR	Center for World University Rankings
CZ	Czech Republic
LLL	life-long learning
CB	České Budějovice
ČEZ	The CEZ Group
CIS	Czech Ichthyopathology Society
CRC	Czech Rectors Conference
CR	Czech Republic
CSAC	The Czech Society for Analytical Cytology
CS INSEA	The Czech chapter of the International Society for Education through Art
ČSOB	Československá obchodní banka (a bank)
ČSOP	The Czech Union for Nature Conservation
ČTPEZ	The Czech Technology Platform for Organic Agriculture
CSU	The Czech Sports Union
PA	partial activity
DAAD	Deutscher Akademischer Austauschdienst
DANUBIUS	International Centre for Advanced Studies on River-Sea Systems
db	database
VAT No.	value added tax identification number
DJ	Disc Jockey
DK	cultural house
DKRVO	A subsidy for long-term conceptual development of a research organisation
APW	Agreement to Perform Work
VAT	Value added tax
ACJ	Agreement to Complete a Job
DS	Children group
DVD	Digital Versatile Disc
DVPP	in-service training for educational staff
LTP	Long-term plan
EACME	European Association of Centres of Medical Ethics
EAFP	European Association of Fish Pathologists
EAS	European Aquaculture Society
EASSW	European Association of Schools of Social Work
ECTS	European Credit Transfer and Accumulation System
eds.	Editors
EEA	European Economic Area
EECA	Emerging Europe a Central Asia
FE	Faculty of Economics
EFQM	The European Foundation for Quality Management
EGJE	Elanor Global Java Edition wage system
EEA	European Economic Area
eIDAS	Regulation (EU) No 910/2014 on electronic identification and trust services for electronic transactions in the internal market
EI PURPAN	l'Ecole d'Ingénieurs de PURPAN
ESI	Electronic sources of information
Commission	European Commission
ELIA	European Language Industry Association
EMBRC	European Marine Biological Resource Centre
EMMIR	European Master in Migration and Intercultural Relations
ENOAT	European Network of Organic Agriculture Teachers

Acronym	Meaning
EPC	Energy Performance Contracting
EPFC	European Percid Fish Culture
ERDF	European Regional Development Fund
ERIH+	European Reference Index for the Humanities
ESA	École Supérieure d'Agriculture
ESERA	European Science Education Research Association
ESF	European Social fund
ESFRI	European Strategy Forum on Research Infrastructures
ESI	Essential Science Indicators
ESN	Erasmus Student Network
EU	European Union
EUR	Euro
EURES	European Job Mobility Portal
ETC	European Territorial Cooperation
e.V.	Eingetragener Verein (a registered association)
EVO	Environmental
EZB	Elektronische Zeitschriftenbibliothek (electronic journals library)
FEBS	Federation of European Biochemical Societies
FESIA	Fédération des Écoles Supérieures d'Ingénieurs en Agriculture
FoA	Faculty of Arts
FoA MU	The Faculty of Arts, Masaryk University
FoA UO	The Faculty of Arts, the University of Ostrava
FoA CU	The Faculty of Arts, Charles University
FoA UPOL	The Faculty of Arts, Palacky University
DF	Development Fund
FFPW	Faculty of Fisheries and the Protection of Waters
G2C	Government to Citizen
GA CR	The Czech Science Foundation
GA USB	The Grant Agency of the University of South Bohemia in České Budějovice
GAP	Market gap analysis
Gb	Gigabit
GC	Goethe Centre
GDPR	The General Data Protection Regulation
GEODID	Geography didactic days
GIS	Geographic Information System
GmbH	Gesellschaft mit beschränkter Haftung (a German limited liability company)
GPwebpay	payment gateway
H2020	An EN Framework Programme for Research and Innovation for 2014-2020
HACCP	Hazard Analysis and Critical Control Points
HD	HelpDesk
HOP	Other staff member evaluation
HR	Human Resources
HRS4R	The Human Resources Strategy for Researchers
HUJI	Hebrew University of Jerusalem
HW	Hardware
PLA	Protected landscape area
IAA	International Association of Astacology
IALE-CZ	International Association of Landscape Ecology – the regional IALE organisation for the Czech Republic (IALE-CZ) is the Czech Society for Landscape Ecology
IAMSLIC	International Association of Aquatic and Marine Libraries and Information Centres
IASC	International Arctic Science Committee

Acronym	Meaning
ICT	Information and Communication Technologies
Registration No.	Entity's registration number
ID	identification
IDEA	The Institute for Democracy & Economic Analysis
IDM	Single identity management
IELTS	International English Language Testing System (an internationally recognised language testing system that evaluates the ability to study and learn in English)
IETS	International Embryo Technology Society
iFIS	Internal financial Information System
IGB	Leibniz-Institute of Freshwater Ecology and Inland Fisheries
InfZ	Act 106/1999 Coll., on Free Access to Information, as amended
INRA	Biological Resource Centers for Domestic Animals
INTERREG	Inter-regional cooperation programme
IP	Institutional Plan / Internet Protocol
IS	Information system
ISA	Institut Supérieur d'Agriculture
ISARA	Institut Supérieur d'Agriculture et d'Agroalimentaire
ISBN	International Standard Book Number (a numerical code designated to identify publishes books)
ISC	International Student Club
IS HAP / HAP	Information system of academic staff evaluation
ISSN	International Standard Serial Number (a numerical code designated to identify periodicals and other continuous sources)
IS STAG	Study agenda information system
IT	information technology
ITN	Initial Training Network
ITTN	International Technology Transfer Network
JPZ	The South Bohemian Employment Pact
JSRLZ	The South Bohemian Society for Development of Human Resources
JTV	South Bohemian Television
USB	The University of South Bohemia in České Budějovice
KA	Key activity
KAAD	Katholischer Akademischer Ausländer-Dienst
RH&C	Residential halls and cafeterias
CC	Card centre
K/D	combined/distance mode of study
KHV	Koi herpes virus
KKOV	classification of study branches,
col.	team of authors
KOPLA	Payment concentrator
KRASEC	Regional Environmental Centre Network
KS	combined studies
ea	piece
TTO	Technology Transfer Office
CD	Cadastral district
LAPE	The Laboratory of Archeobotanics and Paleoecology
LCD	Liquid-crystal display
L.E.S.I.	Licensing Executives Society International
LMS	Learning Management System
M17+ / Methodology 17+	A methodology of evaluating research organisations and an evaluation of the purpose-built support of research, development and innovation
MAP ORP	Local action plan for municipalities with extended powers

Acronym	Meaning
LAG	Local action groups
MELODI	Multidisciplinary European Low Dose Initiative
MENDELU	Mendel University in Brno
IEEAIC	The International Environmental Educational, Advisory and Information Centre of Water Protection Vodňany
i.a.	inter alia
MNHN	Muséum National d'Historie Naturelle
MOLBIB	Molecular Biology in Budějovice (a project name)
Moodle	A software package for the development of learning systems and electronic online courses
MLSA	The Ministry of Labour and Social Affairs
MRFC	The International Council of the Faculty of Fisheries and Protection of Waters and the CENAKVA
MSCA-IF	Marie Skłodowska-Curie Individual Fellowships
SME	small- and medium-sized enterprises
MŠ	Kindergarten
MEYS	The Ministry of Education, Youth and Sports
MC ROP SE	The Monitoring Committee of the Regional Operational Programme NUTS II South-west
MVS	Interlibrary loan services
MoA	The Ministry of Agriculture of the Czech Republic
NACEE	Network of Aquaculture Centres in Central and Eastern Europe
NAFSA	Association of International Educators
NAKI II	A programme to promote applied research and experimental development of national and cultural identity
NATO	The North Atlantic Treaty Organization
NAB	The National Accreditation Bureau for Higher Education
NAZV	The National Agency for Agricultural Research
NMBU	Norwegian University of Life Sciences
NMgr.	consecutive master's
LV	low voltage
n. p.	state enterprise
NPU	The National Sustainability Programme
CC	cost centre
NSTV	Independent Student TV
NTC	Nikola Tesla Centre
LP	Low-pressure (gas pipeline)
NTP	The National Technology Platform
NTU	National Taiwan University
NUTS II	Territorial statistical unit
DO	Dean's ordinance
OECD	Organisation for Economic Co-operation and Development
OÖ	Oberösterreich
OP	Operational Programme
OPERRA	Open Project for the European Radiation Research Area
OP PIK	Operational Programme Enterprise and Innovations for Competitiveness
o. p. s.	public benefit organisation
o. s.	civic society
OP RDI	Operational Programme Research and Development for Innovation
OP RDE	Operational Programme Research, Development and Education
OTM-R	Open, Transparent, and Merit-based Recruitment
PD	Personal data
P	on-site mode of study
PC	Personal computer

Acronym	Meaning
p. č.	parcel number
FEd	The Faculty of Education
FEd CU	The Faculty of Education, Charles University
Ph.D.	Doctoral academic degree (a graduate of a doctoral degree programme)
PNAS	Proceedings of National Academy of Sciences of USA
PA	Priority axis / Priority area
POLIS	The Jerusalem Institute of Languages and Humanities
PROFARM	Professional and personal empowerment in social farming
PROFISH	The Sustainable Production of Healthy Fish in Various Aquaculture Systems
PROiSER	PROiSER R&D
FSc	The Faculty of Science
QR	Quick Response
QS	Quacquarelli Symonds (a company that put together one of the university rankings)
R	Rector's Ordinance
RAS	Recirculating aquaculture system
REK	Rectorate
ReKuK	Vocational training for chefs and executive chefs of large-scale kitchens in sustainable food and kitchen management
RI	Research Infrastructure
FP	Framework programme
RpVH JU	The Internal Evaluation Board of the University of South Bohemia in České Budějovice
RSK	Permanent conference for the territory of the South Bohemian Region
RT	Request Tracker
RUV	Art performance register
DRO	Development of research organisations
RDI	Research, development and innovation
RF	Recreational facility
SafeQ	Printing and copying management
SAP	Systeme, Anwendungen, Produkte in der Datenverarbeitung (Data processing systems, applications and products)
Coll.	a collection of laws
SETAC	Society of Environmental Toxicology and Chemistry
SHV	Student assessments of teaching
SIMS	Comprehensive information of student registers
SIP-SME	Service Innovations Prozess für Klein-und Mittelunternehmen (a project name)
SIR	SICImago Institutions Rankings (university ranking)
ISC	Information System Centre
SC	Sports club
SKIP	The Association of Library and Information Professionals
SLNO	The Simulation Centre for Medical Specialisations at the Faculty of Health and Social Sciences of the University of South Bohemia in České Budějovice
SLUAF	Shanghai Lixin University of Accounting and Finance
SME	Small and Medium Enterprise
SOČ	Secondary vocational activities
SoFarEDU	Social Farming in Higher Education
SOWA	Soil and Water (a research infrastructure name)
s. p.	state enterprise
spol. s r. o. / s. r. o.	a company with limited liability
SPU	Learning disabilities
SPU Nitra	The Slovak University of Agriculture in Nitra
SB	The Board of Trustees

Acronym	Meaning
SSEV	Network of environmental education centres
SSO	Single Sign-On
SSP	Students with specific needs
SS	Secondary schools
STEM	Training in science, technology, engineering and mathematics
MP	Medium pressure (gas pipeline)
STE	System of thermal equipment
SUD	Student University Theatre
SUJU	Student Union of the University of South Bohemia in České Budějovice
SRA	student research activities
SW	Software
ŠVP PV	School Educational Programme for Pre-primary Education
Tab.	Table
TA CR	The Technology Agency of the Czech Republic
TB	Terabyte
TČB	České Budějovice Heating Plant
TECHIN	The Institute of Technology
FT	The Faculty of Theology
THE	Times Higher Education World University Rankings
TS	Sub-station
ALW	Adult learning week
U3A	University of the Third Age
UBS	Université Bretagne-Sud, France
UCSC	Università Cattolica del Sacro Cuore, Italy
UJD	Už jsme doma (a rock band name)
UM	University of Missouri
UMPRUM	The Academy of Arts, Architecture and Design in Prague
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNIS	University Centre in Svalbard
UPS	Uninterrupted power supply
UPVLC	Universitat Politècnica de València
URAP	University Ranking by Academic Performance (Academic Ranking of World Universities)
USA	USA
USB	University of South Bohemia
USD	American dollar
ÚDIF	The Amazing Theatre of Physics
ÚIAK	The Internal Audit and Control Department
ÚZV	The International Relations Division
V4	Visegrád Four
V4SDB	Visegrad Group Society for Developmental Biology
R&D	Research and development
VERSO	Application environment
HV	high voltage
HPS	Higher professional school
HEI	Higher educational institution
UTE CB	The University of Technology and Economics in Ceske Budejovice
VTP	Science park
VUT	Brno University of Technology
v. v. i.	public research institution
VVŠ	Public higher education institution

Acronym	Meaning
VZoČ	Annual Activity Report
WHZ	Westfälische Hochschule Zwickau (WHZ), Germany
WIAS	Wageningen Institute of Animal Sciences
WM	WebMailer
WoS / WOS	Web of Science
W.S.C.S.	World Sturgeon Conservation Society
UWB	University of West Bohemia in Pilsen
FA	The Faculty of Agriculture
ZFS	ZF-Screens
z. s.	Registered voluntary association
FHSS	The Faculty of Health and Social Sciences
z. s. p. o.	Interest group of legal entities
ZŠ	Primary schools
ZUŠ	extracurricular hobbies and crafts
esp.	especially

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Vision

By 2020, the University of South Bohemia aspires to be:

- a university which is of benefit to both the city and the region
- a highly sought-after, friendly university, as well as being one of the top universities in the Czech Republic
- a university able to compete on both the European and global levels

Values

Professional

International

Open

Ambitious

Integrative

