

Report

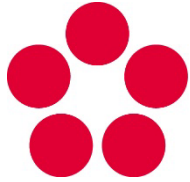
on internal quality assessment of educational,
creative and related activities for the period

2018-
2022



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

www.jcu.cz



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

University of South Bohemia
in České Budějovice

Report on internal quality assessment of
educational, creative and related activities
for the period 2018–2022

The submitted Report on the internal quality assessment of the educational, creative, and related activities of the University of South Bohemia in České Budějovice for the period 2018–2022:

- prepared by the USB Internal Evaluation Board,
- discussed by the USB Scientific Board on May 30, 2023,
- approved by the USB Academic Senate on June 20, 2023,
- discussed by the USB Board of Trustees on June 21, 2023.

TABLE OF CONTENTS

1	INTRODUCTION	7
2	INTERNAL QUALITY ASSURANCE SYSTEM	9
2.1	Impact of the implementation of institutional accreditation in the USB environment.....	9
2.2	External evaluation of educational, creative and related activities of USB implemented by NAB	14
2.3	Internal regulations, other standards and measures for quality assurance and evaluation of educational, creative and related activities.....	18
3	USB INTERNAL EVALUATION BOARD	24
3.1	Activities of USB Internal Evaluation Board.....	24
3.2	Composition of USB Internal Evaluation Board.....	28
3.3	Administrative support of the agenda of USB Internal Evaluation Board.....	30
4	EVALUATION OF THE QUALITY OF EDUCATIONAL ACTIVITIES	32
4.1	Discussion of substantive plans and proposals for degree programmes	32
4.2	Discussion of substantial changes in the implementation of accredited degree programmes	37
4.3	Discussion of inspection reports on accredited degree programmes.....	41
4.4	Evaluation of accredited degree programmes during their implementation	43
4.5	Evaluation of doctoral degree programmes.....	47
4.6	Internationalisation.....	48
4.7	Feedback mechanisms	52
5	EVALUATION OF THE QUALITY OF CREATIVE ACTIVITIES	57
5.1	External evaluation of science and research.....	57
5.2	International Boards	63
5.3	Implementation of the Human Resources Strategy For Researchers (HRS4R).....	64
5.4	International university rankings.....	67
5.5	Internal evaluation of science and research.....	77
5.6	Evaluation of faculties	84
6	EVALUATION OF THE QUALITY OF RELATED ACTIVITIES	89
6.1	Evaluation of other units and offices of USB.....	89
6.2	Evaluation of lifelong learning	93
6.3	Strategic management and project support.....	95
6.4	Social responsibility	97
6.5	Human Resources.....	99
6.6	Information Technology	102
6.7	Libraries and electronic resources	106
6.8	Information, advisory and support services.....	109
6.9	Financial security.....	113
6.10	Infrastructure and material security.....	115

6.11	University sports and leisure activities	116
6.12	Communication and Promotion of the University.....	118
7	CONCLUSION	120
8	LIST OF ABBREVIATIONS AND ACRONYMS	123
9	ANNEXES	129

1 INTRODUCTION

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

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

USB's vision is to be:

- a sought-after, friendly university with a motivating learning and working environment,
- a competitive university on a European and global scale,
- a university with an unmistakable identity that benefits the city and the region,
- an academic institution supporting students and staff.

USB Values:

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

To support its activities, USB creates and provides:

- working and study conditions corresponding to its financial, material, and spatial possibilities,
- information services, library collections and access to them, access to electronic information and information technologies, editorial services, counselling services and other services for students related to their studies,
- conditions for sports and cultural activities related to the fulfilment of USB mission, including support for the activities of associations and societies bringing together members of USB academic community whose activities help to fulfil the USB mission,
- social conditions, including student accommodation and catering for students and staff in its own purpose-built facilities,
- conditions for creating and maintaining relationships with alumni.

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

In accordance with the requirements of Section 77b(3)(b) of the Higher Education Act, the USB Internal Evaluation Board (hereinafter referred to as 'IEB USB') prepared its first five-year Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB at the beginning of 2018. This report, summarizing the results of quality assessment in the university environment, was then followed by four annual addenda summarizing quality assurance and assessment at all levels of USB from 2018 to 2021. Now, in accordance with the Higher Education Act, the second five-year Report on the Internal Quality Assessment of the Educational, Creative and Related Activities of USB (hereinafter referred to as the 'Report') is presented, which retrospectively summarizes the most important quality outcomes of USB in the individual monitored areas from 2018, when the USB was granted institutional accreditation, until the end of 2022 with partial overlaps to the beginning of 2023, as well as measures taken to eliminate any identified shortcomings.

The form of this Report has been discussed by the USB management and IEB USB, which also resulted in its structure and content, which aims to respond primarily to those circumstances of internal evaluation that are not specified in detail in the USB Annual Report. The USB management and IEB USB consider these documents to be complementary, mutually supplementary. Therefore, in some areas, the Report refers to the Annual Activity Report of USB or the Annual Financial Management Report of USB, especially in terms of financial resources, the economical use of which is given great attention by the USB management and the USB Academic Senate. The report thus primarily comments on changes in the set-up of the internal quality assurance system of USB, especially with regard to the implementation of institutional accreditation in the USB environment and in relation to the external evaluation of the educational, creative and related activities of USB carried out by the National Accreditation Bureau for Higher Education (hereinafter referred to as 'NAB'), as well as on the activities and functioning of IEB USB and on the main activities, measures and innovations implemented in the monitored five-year period in the field of quality assessment of the educational, creative and related activities of USB. Subsequently, the individual annual addenda to this Report for the years 2023 to 2026 will also be prepared in the structure of the submitted Report.

2 INTERNAL QUALITY ASSURANCE SYSTEM

2.1 Impact of the implementation of institutional accreditation in the USB environment

USB holds Institutional Accreditation (IA) for nine areas of education,¹ which confirms its long-term and systematic efforts to ensure the quality of its educational activities. These are the following areas of education (the number of the given area of education is indicated in brackets):

IA for all levels of study

- Biology, Ecology and Environment (3)
- Philosophy, Religious Studies, and Theology (10)
- Historical Sciences (12)
- Health-oriented fields (36)

IA for bachelor's and master's degrees

- Philology (9)
- Social work (24)
- Teacher training (30)

IA for bachelor's degree

- Economics (5)
- Agriculture (37)

USB is also authorized to independently create and implement doctoral-type degree programmes in the fields of education Biology, Ecology and Environment, Philosophy, Religious Studies and Theology, Historical Sciences and Health Sciences in cooperation with the following departments of the Czech Academy of Sciences with the status of a public research institution:

- Institute of Archaeology of the CAS, with registered office at Letenská 4, 118 01 Prague 1.
- Institute of Philosophy of the CAS, with registered office at Jilská 1, 110 00 Prague 1.
- Institute of History of the CAS, with registered office at Prosecká 76, 190 00 Prague 9.
- Institute for Czech Literature of the CAS, with registered office at Na Florenci 3/1420, 110 15 Prague 1.
- Biology Centre of the CAS, with registered office at Branišovská 1160/31, 370 05 České Budějovice.
- Botanical Institute of the CAS, with registered office at Zámek 1, 252 43 Průhonice.
- Institute of Microbiology of the CAS, with registered office at Vídeňská 1083, 142 20 Prague 4.
- Institute of Vertebrate Biology of the CAS, with registered office at Květná 8, 603 65 Brno.
- Institute of Global Change Research of the CAS, with registered office at Bělidla 4a, 603 00 Brno.
- Institute of Animal Physiology and Genetics of the CAS, with registered office at Rumburská 89, 277 21 Liběchov.

The failure to grant institutional accreditation for some degrees in areas of great importance to USB (in particular, the OV Economics and OV Agriculture) was accepted by the entire University as a challenge for fundamental improvement in this area. Communication between the faculties most affected by the criticism and the USB management was very good in this matter. There has been significant self-reflection and concrete fundamental changes in personnel and organisational areas. Among other things, there has been a major restructuring of degree programmes at the relevant faculties, a change in degree

¹ The decision to grant institutional accreditation came into force on 16 November 2018.

programme guarantors and the creation of a concept for the preparation and submission of draft accreditation applications, the re-accreditation of degree programmes and the preparation of a new concept of the focus of faculties in terms of study and research.

In the future, the University aims to defend the IA in the areas and in some of them to achieve extension for other degrees (especially in Economics and Agriculture). Another aim is to obtain the IA for the area of Non-Teacher training Education (19). USB intends to continue to carefully distinguish between academic and professional programmes and to take this distinction into account in the accreditation and delivery of academic programmes (currently USB is one of the universities that has a large number of professional programmes because it does not undervalue them or pass them off as academic).

USB wants to be a top-notch and research-oriented university. The acquisition of the IA has thus become the starting point for the development of internal committees and processes that correspond to greater self-sufficiency and associated responsibility.

Greater autonomy, which has manifested itself especially in the procedures and deliberations of the IEB USB, but also of other bodies, has brought with it new experiences and challenges. In the first place, the need to increase the culture of the organisation in terms of unified management and strategic planning became apparent. USB has paid considerable attention to this area in the past, but some issues have proved to be still open under the new conditions. The biggest challenge is the issue of the unity of the university and the struggle with faculty fragmentation, the little ability to see USB through the prism of the 'university' rather than a particularistic focus on the perspective of one's own faculty.

In the area of the relationship between pedagogical and creative work, the new practice led to a greater emphasis on opening the University to cooperation with foreign institutions (but here the situation was complicated by the pandemic situation), the CAS and other Czech universities, and with institutions important for practical application.

USB greatly appreciates the greater autonomy and associated responsibility that IA has brought. Among other things, this has given the IA the opportunity to introduce some of the measures that were previously only discussed in theory (e.g. budget and evaluation methodologies). In some cases, decisions and procedures are not always straightforward, e.g. inter-faculty cooperation in the implementation of degree programmes (especially in the field of Teacher training or Computer Science), or the resolution of disputes concerning duplications (especially in the field of Non-Teacher training). The procedural and mental set-up of the institution as a unified university, which carries out its activities through the faculties (and not as many fragmented faculties acting under one university umbrella), is crucial for the goals that USB has set itself (see previous point). The implementation of IA and the experience of practical implementation of all things related to it (including problems and disputes), is seen by the USB as an opportunity to strengthen the institution in the pursuit of the aforementioned goals.

After obtaining the IA, the individual faculties of USB proceeded in creating proposals for new degree programmes in different ways, reflecting their existing structure of degree programmes (and fields of study). Some faculties basically maintained the structure of their study fields and converted them into programmes (e.g. FAR USB, FFPW USB, FTH USB, FHSS USB), while others made more significant adjustments (FED USB in the field of teaching or FSC USB for doctoral programmes) or fundamentally restructured their degree programmes as a whole (especially FEC USB and FAT USB). The internal rules of USB place great emphasis on the preparation of accreditation already at the stage of the substantive plan for the accreditation of a degree programme. This is not a formality or a brief indication of intent, but a real first stage of preparation where the very idea of the degree programme, the intended programme structure and the planned staffing are critically examined. This is particularly important in the case of accreditation of completely new degree programmes or in the case of major programme restructuring. A number of critical issues will thus be resolved before the final accreditation dossier itself.

In some cases, the process was very complicated, especially for the USB Faculty of Economics. The strategy for the development of the economics programmes has been the subject of substantial discussion at a number of IEB USB meetings. At the beginning of 2019, IEB USB approved the structure of the degree programmes to be accredited by the USB Faculty of Economics. This structure has been

followed in the following period and the new composition of USB Faculty of Economics departments approved by the USB FEC Academic Senate corresponds to this structure.

The acquisition of the IA has also had a significant impact in the area of administrative support and study organisation. By obtaining the IA, USB fulfils the condition set out in Section 48(6) of the Higher Education Act and is thus entitled to assess the applicant's foreign secondary and higher education in the admissions procedure in accordance with Section 48(4)(d) and (5)(c) of the Act. The regulation of this process is comprehensively addressed in Rector's Ordinance R 450 on the assessment of applicants' fulfilment of the prior education requirement. This significantly facilitates the admission of applicants who have completed their previous education abroad. In the area of administrative support and organisation of studies, USB is pursuing a strategy of gradual development rather than abrupt changes that would make students uncomfortable while studying. A significant trend in this area is the computerisation/digitisation of agendas and efforts to clarify and harmonise study conditions across the individual faculties of USB, especially with regard to degree programmes implemented in cooperation between several faculties, expanding the possibilities of inter-faculty study, etc. (see also the USB Strategic Plan for the period 2021–2030).

In some cases, gradual changes in the legal regulations or the information systems used have required and will require a comprehensive revision of some of the internal standards of USB in the future. For example, the issue of publication of qualification theses was comprehensively revised (see Rector's Ordinance R 452 on the publication of bachelor's, master's, dissertation, rigorous and habilitation theses) or a new Rector's Ordinance R 436 was issued, which establishes rules for the operation of electronic mail, etc. Progress in the harmonisation of the organisational conditions of studies across USB has been made especially in the organisation of the academic year (the Rector's Ordinance issued on this matter is currently more detailed than in the past, as all components have managed to reach agreement, e.g. on the deadlines for creating and publishing timetables to students in IS STAG, etc.).

A good foundation is the fact that USB uses one common Study and Examination Code, which is why it was possible to set the conditions of the organisation and operation of USB for the whole university in a unified manner in the time of the restrictions caused by the Covid-19 pandemic (the line of methodological management between the Vice-Rector for Student Affairs and the Vice-Deans for Student Affairs works well). However, the challenge remains to address the 'operational details' at the level of individual student affairs offices, where the alignment of practices across USB is ultimately very important for students, but will probably require even more time and energy before the practicalities of 'study operations' across the USB can be completed (e.g. within the trend of digitalization of agendas, the USB faculties are at various stages of implementing the electronic form of the study report, registration for the next year, etc.). In the future, the University hopes to improve the situation by increasing the digitisation/automation of some of the tasks of the systems used. On the other hand, this will require more competent administrative staff. An unfortunate trend is the persistent increase in administrative workload in other matters related to studies. This leads rather to the need for an increase in the number of administrative staff, despite the efforts of digitisation and automation.

In response to the recommendations and comments expressed in the NAB Board's decision to grant institutional accreditation, USB also took a number of measures and implemented several changes in the institutional environment. As part of its decision, the NAB Board recommended:

- Consider modifying the internal allocation of resources among the constituent parts of USB to include cohesion mechanisms.
- Prepare a strategy for the sustainability of the activities that were primarily financed by the European Union and the National Sustainability Programme and make a targeted overall effort to ensure this sustainability.
- Develop a system for assessing the outcomes of creative activity that is appropriately aligned with national assessment and reflects the size and structure of the higher education institution.
- For the Internal Evaluation Board, reduce the emphasis on the aspect of faculty management representation in favour of the construction of a professional, fully autonomous self-governing academic body.

In addition, three of these four recommendations were incorporated by the NAB Board into the requirement for an audit report on the University's institutional environment (more on this audit report in **Chapter 4.3**).

Other NAB recommendations, which were made during the evaluation of USB application for institutional accreditation, concerned the establishment of a social fund and the creation of one central career or counselling centre, which would cover the activities of the individual career centres at the faculties of USB. It was also recommended to adjust the regularly monitored indicators of the Strategic (at that time Long-term) Plan of USB.

USB responded to the individual recommendations of the NAB Board as follows (this response was also part of USB self-assessment report for the NAB external evaluation; more on this evaluation in **Chapter 2.2**).

Budget methodology and cohesion mechanisms

The methodology of the USB budget (including the evaluation of the results of creative activities) was prepared over several years, when individual changes were introduced gradually and adjusted parametrically according to experience. Currently, the methodology is fully functional and has been fully implemented for several years. A great deal of time has been devoted to preparation and discussion, so that the methodology has strong political support throughout USB. The methodology has also been consulted with some other universities and with MEYS (where the methodology and the USB process of its development and implementation have been evaluated very positively).

The budget is structured with an emphasis on stability (a fixed part based on the previous period), on motivation by the results achieved (a variable part reflecting the level of results in previous years) and on strategic investments in activities that the University sees as an important development element. The budget structure can be briefly described as follows:

Contribution for students

5% is allocated to the so-called *Strategic Priorities Fund*, which is used for the aforementioned University-wide development priorities. In the event of a significant budget shortfall (of more than 5%) for a constituent part of the University, the fund serves as a cohesive mechanism to assist that faculty.

After this allocation, the remaining Part A funds are distributed in a 90:10 ratio according to the faculty's share in the previous year and the actual status of the studies and the relevant KENs.

The remaining Part K funds are distributed in a 70:30 ratio according to the faculty's share in the previous year and according to an internal methodology that takes into account performance indicators with respect to USB priorities.

Subsidies for LCDRO

50% of the funds are distributed according to the proportion of faculties in the previous year.

20% reflects the performance in creative activity in the previous 3 years evaluated according to the university's own methodology (which emphasizes only the most qualitatively significant results, e.g. 1st and 2nd quartile, etc.).

13% is distributed in respect of funds received from research grants.

11% is earmarked for the support of research teams (mainly university infrastructure), and the University is also preparing systemic support for excellent teams and doctoral studies in this area.

The rest is intended for the policy of centrally awarded post-doctoral positions and to cover the costs of running WoS databases, etc.

Reduction in the number of academic officials in the IEB USB

When appointing new members (USB has set up the appointment process so that 1/3 of IEB USB is renewed every two years), emphasis is placed on not appointing vice-rectors and deans to the position, and in the case of vice-deans, only when the interest in the quality of the individual prevails.² At the time of the self-evaluation report for the NAB external evaluation (i.e. in 2021), one dean (appointed when he was not yet a dean) was a member of IEB USB. At the time the IA was obtained, there was one Vice-Rector and two Deans. The number of vice-deans in the IEB USB fluctuates from time to time as the dates for establishing faculty leadership and appointing IEB USB members vary.

Establishment of a social fund

The resolution of this issue has dragged on considerably, as it was not possible to find a compromise in negotiations with the unions on the form of the Collective Agreement for several years. It was not signed until 8 April 2021. Subsequently, a discussion on the implementation and use of the social fund is expected.

Career counselling

As part of its efforts to improve the quality and expand the portfolio of counselling services for students, USB prepared and in 2019 was awarded the ESF OP RDE project 'Development of USB – ESF II' (CZ.02.2.69/0.0/0.0/18_056/0013061), aimed at building a system of support and counselling services for students. The sub-activities of this project, which has now been completed, were specifically:

1. Supporting the education of students with special needs,
2. Development of career guidance and
3. Development of psychological counselling.

In the area of career counselling, the USB Career Centre (CC USB) was created on the basis of the existing career centre of USB Faculty of Economics and using the experience of this career centre, with an appropriate portfolio of services for prospective students and graduates. The services for students are oriented towards general knowledge and skills (soft competences) necessary for the transition from the university environment to practice: preparation for modern forms of admission interviews (assessment centres, etc.), creation of modern structured CVs and cover letters, modern forms of professional self-presentation, motivational workshops, etc., and industry-specific knowledge and skills for orientation on the labour market. The services of CC USB are provided in the form of individual consultation activities, thematic workshops and information and awareness-raising services (web, information materials).

Strategic plan indicators

During the preparation of the new Strategic Plan of USB, the existing monitored indicators (both public and non-public) were reflected and the existing practice was adjusted to better meet the requirements.

Overall, it can be stated that the system of quality assurance and internal quality assessment of USB has been well and functionally started since the IA was granted, especially in connection with the accreditation process and with the translation of the assessment into the area of financing (budget preparation). However, the set-up of annual reporting of evaluation reports for individual programmes, faculties, activities, and units, etc. has proved to be too oversized. The number of reports to be produced and evaluated annually is too large and partly leads to a slide into formalism. Based on extensive discussion within the IEB USB, the quality coordinators and the Rector's Board, a new internal evaluation system has therefore been prepared, which can be briefly described as follows:

1. A thorough evaluation of the implementation of each degree programme after its accreditation will be carried out 5 years after accreditation. In the meantime, changes will be continuously

² The above process of appointing members of the USB IEB reflects the status of 2021, with the proviso that based on the results of the external evaluation of the educational, creative and related activities of USB conducted by NAB in 2021 (see Chapter 2.2), academic staff of USB who hold the position of Vice-Dean at the time of appointment of new members of the USB IEB will no longer be appointed to the USB IEB.

monitored and if a certain threshold is crossed, the programme will be submitted for review earlier.

2. Faculties will be evaluated on a five-year cycle (1–2 faculties each year). Evaluation will be formative with emphasis on recommending specific steps for further development. These recommendations will be taken into account in budget development (particularly in the area of the Strategic Priorities Fund). Whereas in the early years after the IA was awarded, the focus was primarily on the level of the University as a whole, there will now be a progressively greater emphasis on cultivating and developing internal evaluation mechanisms at the faculty level so as to maintain a reasonable degree of uniformity while taking into account the specificities of individual faculties.
3. Along with the faculties, other parts of the university will be evaluated in an appropriate manner.
4. As a completely new element, the evaluation of individual rectorate units will be introduced, which will include feedback from faculties and other units to enable better interconnection and more intensive cooperation between rectorate units and faculties and other parts of the University.

The preparation of this new internal evaluation system has been partially delayed by the pandemic situation, but it is already set up as of the end of 2022 and the first evaluations have been carried out since the beginning of 2023. Further details on the different areas to be evaluated are given in the relevant chapters of this Report.

2.2 External evaluation of educational, creative and related activities of USB implemented by NAB

In 2021, an external evaluation of the educational, creative and related activities of USB was conducted through NAB. The evaluation was formally initiated at the NAB Board meeting No 2/2021 held on 25 February 2021. The evaluation was carried out in accordance with Section 84(2)(a) of Act No 111/1998, on Higher Education and on Amendments and Supplements to Other Acts (Higher Education Act), as amended, on the basis of the initiative of the Deputy Minister of Education, Youth and Sports to carry out an external evaluation of higher education institutions with institutional accreditation. The evaluation focused on the period since 2018, when USB was granted institutional accreditation. Its main objective was to evaluate the experience, benefits and advantages to date, as well as the risks and challenges USB has acquired in using the rights and responsibilities conferred by institutional accreditation. At the same time, the evaluation was intended to verify what steps or measures USB had taken during the period to respond to the recommendations and comments expressed in the NAB decision to grant institutional accreditation.

In order to conduct the external evaluation, a ten-member evaluation committee was established in accordance with the NAB Statutes, the composition of which was communicated to the USB on 17 May 2021. USB did not dispute the composition of this committee, and the said evaluation committee could thus be appointed by the NAB Chair. Its appointment took place on 1 June 2021.

For the purpose of the external evaluation of USB and the preparation of the draft report on the external evaluation, USB was invited on 23 June 2021 to prepare a self-assessment report in the structure defined in Article 2 of the NAB Methodological Tool for External Evaluation of Universities.³ This report was

³ The NAB's methodological aid sets out a framework for the preparation of a self-assessment report for the external evaluation of universities. For each item in this outline, the evaluated HEI has to provide both summary information in the form of a brief and factual statement as well as its rating. The framework outline of the self-evaluation report is structured as follows (only the main chapters are presented, most of them are further subdivided into a number of sub-chapters):

- Brief characteristics of the higher education institution.
- The impact of the implementation of institutional accreditation on the basic characteristics and mission of the University.
- Instruments and mechanisms for critical reflection of the university and the adoption of derived measures.
- Degree programmes, their creation, and approval under conditions of institutional accreditation.
- Staffing.
- Creativity.

prepared during the summer vacation of 2021 so that, once approved by the USB management and the USB Rector's Board, it could be sent to NAB by the specified deadline of 10 September 2021. USB's self-evaluation report was sent to NAB one day before this deadline, i.e. on 9 September 2021.

In addition to the more than 100-page self-assessment report, which also included a very open final summary (strengths and weaknesses of USB in relation to the individual areas of activities identified in the report, strengths of USB, main problems and ideas for their solution), some other requested documents were also provided (sent or made available electronically) to NAB for the purpose of the external evaluation of USB. Specifically, these materials were:

- Complete files (convolutes) of degree programmes selected by NAB for review.
- Regulations, measures, strategic and methodological materials that the University bodies, in particular the USB Academic Senate and IEB USB, have created, discussed, or approved in the context of institutional accreditation for the period from 2018.
- IEB USB minutes for the period from 2018.

Degree programmes selected by NAB for review

Name of DP	DP Type	Area of education
Protection of aquatic ecosystems	D	Biology, ecology and environmental protection
Regional Development Management	B	Economic fields of study
Analysis in economic and financial practice	B	Economic fields of study
Czech-German area studies	B	Philology
Czech studies	N	Philology
Philosophy	B	Philosophy, Religious Studies, and Theology
Theology	N	Philosophy, Religious Studies, and Theology
Archaeology	N	Historical Sciences
Czech history	D	Historical Sciences
Ethics in social work	N	Social work
Teacher training for kindergartens	B	Teacher training
Teacher training for the first level of primary schools	M	Teacher training
Midwifery	B	Health-oriented fields of study
Nursing	D	Health-oriented fields of study
Agricultural biotechnology	B	Agriculture

The following materials documenting the internal approval process were part of the file for each of these degree programmes:

- Substantive intent of the application for accreditation of the degree programme.
- Invitation to the deans of the faculties of USB to send any comments on the submitted material plan of the application for accreditation of the degree programme.
- Information to the members of the IEB USB on the submission of the substantive plan for the application for accreditation of the degree programme together with an invitation to the

- Equipment of workplaces, material and financial security.
- Students and the conditions of their studies.
- Administrative support and organisation of the study.
- The internal evaluation system, its effectiveness, and its impact on quality improvement.
- The culture of the academic environment.
- Final summary.

members of the relevant IEB USB evaluation committees to start the evaluation of the submitted substantive plan.

- The opinion of the relevant IEB USB evaluation committee on the submitted substantive plan of the application for accreditation of the degree programme.
- The opinion of IEB USB on the submitted substantive plan of the application for accreditation of the degree programme (this opinion is normally included in the minutes of the relevant IEB USB meeting).
- Information for the dean of the faculty and the faculty quality coordinator on the results of the discussion of the submitted material plan for the application for accreditation of the degree programme within the IEB USB.
- Proposal for a degree programme (full accreditation application).
- Information to IEB USB members on the submission of the degree programme proposal, together with an invitation to the members of the relevant IEB USB evaluation committees to start the evaluation of the submitted degree programme proposal.
- The results of the formal review of the degree programme proposal (the review is carried out by the Internal Evaluation Office of the Rectorate of USB).
- Statement of the relevant IEB USB evaluation committee on the submitted degree programme proposal.
- Statement of IEB USB on the submitted degree programme proposal (this opinion is normally included in the minutes of the relevant IEB USB meeting).
- Information for the dean of the faculty and the faculty quality coordinator on the results of the discussion of the submitted degree programme proposal within the IEB USB.
- Final version of the accreditation dossier of the degree programme proposal after incorporating all comments and recommendations contained in the IEB USB opinion.
- Resolution of IEB USB on the faculty's proposal to grant authorisation to implement the relevant degree programme under institutional accreditation (after the signature of the Rector of USB, the resolution is sent to the dean of the submitting faculty).
- Notification of the approval of a degree programme under institutional accreditation (this notification, which fulfils the USB's information obligation, is sent to the NAB within the prescribed period of 30 days).

In the case when the substantive plan of the application for accreditation of a degree programme or the proposal of a degree programme (full accreditation application) was discussed repeatedly for various reasons, the complete file of the degree programme also included documents documenting the course of the repeated discussion of this degree programme within the IEB USB. Similarly, if a call for clarification of information on a degree programme approved under the authority of the granted institutional accreditation was made by NAB, the complete file of the degree programme in question included, in addition to the NAB call, USB's response to this call and, if applicable, the corrected final version of the accreditation file of the proposal of the degree programme in question (if the accreditation file of the proposal of the degree programme in question needed to be corrected in response to the NAB call). If the IEB USB resolution on the faculty's proposal to grant the authorisation to implement the relevant degree programme under institutional accreditation included a requirement to submit a review report, and the deadline for submission of this review report had already passed, the submitted review report (or its variants) was also included in the complete file of the degree programme in question, information for the dean of the faculty and the faculty quality coordinator on the results of the discussion of the submitted inspection report within the IEB USB, and the completed final version of the accreditation file of the degree programme proposal, which incorporated the corrections and additions requested in the inspection report.

On 20 September 2021, NAB sent a proposal for the date of the on-site visit of the evaluation committee, which was accepted by USB without any comments. The date of the visit was set for 19 October 2021. The evaluation committee's requests for the arrangement of the visit, together with requests for the completion of certain internal regulations and other materials, were sent to the USB on 14 October 2021.

The actual on-site visit on 19 October 2021 was attended by only three members of the evaluation committee due to illness, along with a representative from the NAB Office who provided administrative support to the committee. During the morning part of the programme, the members of the evaluation committee met with the Rector of USB, other members of USB management and the Chair of the Academic Senate of USB. The afternoon part was divided into four blocks, which were devoted to a guided discussion with selected representatives of university and faculty bodies and other persons according to the assignment of the NAB Evaluation Committee. The first block was devoted to a discussion with representatives of the IEB USB and with the Secretary of the IEB USB, the second block to a discussion with representatives of the management of the faculties of USB implementing teacher training programmes, the third block was focused on a discussion with selected supervisors of degree programmes implemented at the USB and the fourth block to a discussion with student representatives of the Academic Senate of USB and faculty senates.

Immediately after the on-site visit, work began on the preparation of the draft final report on the external evaluation of USB. A draft of this report was received by the USB on 9 December 2021. USB responded to the draft sent (in accordance with NAB guidelines) and prepared a detailed written response which was sent to the NAB on 22 December 2021 after approval by the USB management and the USB Rector's Board. Subsequently, on 20 January 2022, the draft USB External Evaluation Report, together with USB's submission on the draft report, was discussed at the NAB Board meeting, at which the USB External Evaluation Report was also approved. The Rector of USB and the Vice-Rector for Internal Evaluation attended the discussion of the said report in the NAB Board. The external evaluation report of USB approved by the NAB Board was delivered to USB on 1 February 2022. As no further comments were made by USB on this report, the full external evaluation report of USB was published on the NAB website.

Based on the evaluation, the NAB External Evaluation Committee of USB formulated the following most important findings that should be addressed by the USB management:

- Composition of IEB USB: It can be perceived as problematic that the IEB USB has – despite the positive changes that have taken place since the institutional accreditation was granted – a significant number of functionaries, vice-deans, heads of institutes, heads of departments, etc. The appointment of only two external members of IEB USB seems to be insufficient, not only because of the wide range of areas in which USB is involved, so that these external members cannot cover them sufficiently professionally, but also because there is a lack of representation from other universities (it is common practice for representatives of other universities to be members of IEB USB). There is a marked dominance of executive management considerations over the aspects of relatively independent evaluation, feedback, and quality control. This problem is underlined by the composition of the IEB USB evaluation committees that assess individual degree programmes. The evaluation committee noted that although the rules provide for the use of external evaluators to assess applications for approval of degree programmes, this option is not used to any significant extent at USB.
- There is a lack of feedback and control by independent experts outside the University. The committee recommends that such experts should either be more represented in IEB USB or be involved as experts in working groups as a standard practice. External experts should be more involved in the evaluation of individual degree programme proposals and in the development of IEB USB statements.
- A number of processes at USB have a multi-stage approval process, which should lead to quality assurance, but due to the existence of a general problem where a number of the same officials sit on different USB bodies, it actually happens that the same people often approve key documents several times repeatedly, which gives the impression that a relatively small number of people actually have a say on strategies, direction and development.
- During the new accreditation process, some fields of study were retained and only converted into programmes (e.g. FAR USB, FFPW USB, FTH USB, FHSS USB), but other fields of study underwent more significant changes (FED USB in the field of teaching or FSC USB for doctoral programmes) or were even fundamentally restructured (especially FEC USB and FHSS USB). This process has been carried out very differently in the different faculties of USB, which, according

to the USB External Evaluation Committee, does not indicate the coherent strategy and standardised procedures that are expected in IA.⁴

- Some faculties have fixed-term employment contracts, while indefinite-term contracts are usually only concluded for associate professors and professors (pressure for career growth); in exceptional cases of excellent staff approaching habilitation, there is also the possibility of an indefinite-term contract, while in other faculties such a practice is not in place. This practice can lead to inequality of opportunity, for example when two faculties with different rules are employed. It would be advisable to standardise this practice within the University.
- The committee points out that it considers the organisation of studies to be a weakness in that, despite partial changes, there is an inconsistent system across the University. The complications concern in particular inter-faculty degree programmes.
- The committee recommends that the text of USB Code of Ethics be revised to make it unambiguously binding for students and USB staff (not only academics) and to incorporate the requirement to comply with disciplinary ethical standards in research.

Following the external evaluation, the NAB Board recommended that the USB follow the conclusions and recommendations contained in the report on the external evaluation of USB, in particular to reduce the representation of USB faculty management members in the IEB USB, to involve external experts more in the assessment of degree programme proposals and other evaluation processes at the USB, to consistently unify the rules for the organisation of studies within the USB as a whole and to unify the basic rules for concluding employment contracts with academic staff at the USB faculties. Some of these recommendations were already accepted by the USB during the evaluation process, e.g. the composition of IEB USB, the greater use of external evaluators in the accreditation process or the modification of the Code of Ethics within the HR Award.

The management of USB and individual faculties has agreed to the results of the evaluation, considers the recommendations of the NAB Evaluation Committee for External Evaluation of USB, respectively the NAB Board as relevant and is ready to work together on the gradual implementation of the other recommendations. Some of the steps already implemented are described in more detail in the relevant chapters of this Report.

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

The internal system of quality assurance of educational, creative and related activities and internal evaluation of the quality of educational, creative and related activities of USB (hereinafter referred to as the 'internal system of quality assurance and evaluation') is defined in detail in several interrelated internal regulations and other relevant documents of USB, the common denominator of which is an effort to define, describe and develop the internal system of quality assurance and evaluation of USB, its individual processes, tools and elements in accordance with the mission of USB. The basic principle of the development of USB internal quality assurance and evaluation system is a coordinated and cross-cutting approach, seeking common and unified solutions and instruments for USB.

In addition to the Statutes of USB, the internal quality assurance and evaluation system of USB is defined primarily in the Rules of the Quality Assurance System for Educational, Creative and Related Activities and Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB (hereinafter referred to as the 'Rules'). The Rules are based on the effort to continuously improve the quality of educational, scientific and research, development and innovation activities, artistic activities and other related activities that support the development of studies, students, teachers, scientists, and other employees of USB, for which USB also uses feedback mechanisms. This includes the involvement of

⁴ On this point, however, it is important to note the statement of USB, which said that the initial situation was different at the individual faculties and that this was the reason for the different, premeditated approach.

external relevant stakeholders, especially through professional colloquia, meetings, questionnaire surveys and polls.

The rules are based on the long-term strategic documents of USB, especially (from):

- USB Strategic Plan and the annual USB Strategic Plan Implementation Plans,
- USB Code of Ethics,
- the long-standing mission and vision of USB as a public university-type higher education institution,
- applicable legislation,
- Standards and guidelines for quality assurance in the European Tertiary Education Area,
- Declaration of socially responsible behaviour of USB in relation to educational activities.

The USB Code of Ethics is a document summarising the general moral principles to which USB as an institution subscribes and which it applies when making decisions in specific cases that conflict with general moral principles. It is not a law but a declaration of principles in the light of which the application of the law in specific cases is approached. The USB Code of Ethics applies appropriately not only to academic staff but also to students and other staff of the University. From the point of view of creative activities, in addition to the USB Code of Ethics itself, its annexes are also important, namely Annexe 1 Principles of Research Work and Publication of Research Findings and Results (this document follows the Code of Ethics for Researchers of the CAS, which came into force on 1 January 2017) and Annexe 2 Principles for Assessment, Evaluation, Opposition and Expertise. Violations against ethics are dealt with by filing a complaint to the USB Ethics Committee or Disciplinary Committees of individual faculties, or by contacting the USB Ombudsman. The USB Ombudsman is an independent person who provides confidential assistance to all University staff in resolving work conflicts, disputes and complaints. The aim of his/her activities is to ensure fair and equitable treatment of employees within the University and to improve the overall quality of the working environment. It focuses its activities on mediation and resolution of various complaints or disputes (over and above existing regulations) in order to protect USB employees against unreasonable harshness, unpredictability, illegality and arbitrariness during the course of their employment at USB.

In addition to the Rules, quality assurance is also based on other internal regulations and standards, in particular:

- USB Study and Examination Regulations,
- USB Scholarship Regulations,
- Regulations of the selection procedure for filling academic staff positions at USB,
- Statute of the Internal Evaluation Board of USB,
- Guidelines on the composition and activities of the Degree programme board,
- Standards for Accreditation and Implementation of Degree Programmes of USB (including annexes),
- as well as the measures of the Rector and the deans and the methodological instructions of the Bursar, vice-rectors and vice-deans and the heads of other University constituent parts, which are linked to these internal regulations and standards.

Quality assurance is a part of the strategic development of USB and is thus covered in particular by the Rector's Ordinance R 344, which issues the Rules for the Creation, Approval and Publication of Strategic Documents of USB and the related measures of individual faculties and other constituent parts of the University.

In connection with the preparation of degree programme proposals (full accreditation applications) for bachelor's degree programmes falling under the OV Teacher Training, the need to refine the existing Rector's Ordinance R 373, which issues the Standards for Accreditation and Implementation of Degree Programmes of USB, arose in 2019. This measure was thus amended twice in 2019. The first time on 11 June 2019 (as Rector's Ordinance R 400) and the second time on 4 October 2019 (as Rector's Ordinance R 410). These amendments also included the specification of the requirements for the preparation of degree programme proposals, including the extension of the accreditation dossiers to include a

mandatory assessment of the manner in which the comments raised by the IEB USB during the review of the submitted substantive plans for applications for accreditation of degree programmes, or even the degree programme proposals themselves (full accreditation applications), which were returned to their submitters for completion by the IEB USB. Then, at the end of September 2022, following a change in some of the NAB's methodological materials, the Annexe to Rector's Ordinance R 410 was updated, containing revised versions of the forms for the submission of the substantive plan of the application for degree programme accreditation and the degree programme proposal. As part of this update, the forms for degree programmes submitted under the so-called programme accreditation and under institutional accreditation were also harmonised. These updated forms have also been entered into the IS STAG system, where they can be filled in directly.

In the period from the granting of institutional accreditation to the present, a number of other regulations have been newly created or significantly innovated, which have a direct or indirect impact on the overall setting and functioning of the university's quality assurance and evaluation system or its individual components (including related activities). These are mainly internal regulations of the University and measures of the Rector. Some of them are described in more detail in the relevant chapters of this Report, however, for the sake of clarity, their recapitulation is presented here. Where these regulations have been updated repeatedly during the five-year period under review, only the most recent version is given here.

The overview also includes documents (especially internal regulations) that were created or substantially innovated before the institutional accreditation was granted, i.e. before 2018, but which are crucial for the overall setting and functioning of the university's quality assurance and evaluation system. This overview is then supplemented by selected strategic and other materials in the field of quality assurance and assessment.

In addition to the Report on the Internal Evaluation of the Quality of the Educational, Creative and Related Activities of USB, the evaluation of the quality of USB is also reflected in the balance sheet documents, annual activity reports and annual reports on the management of USB, as well as in the strategic documents of the faculties and annual reports on the activities and management of the faculties.

Overview of the main regulations, measures, strategic and other materials developed or updated since the granting of institutional accreditation

Document title	Link
Internal regulations⁵	
Statutes of USB + Annexe (USB Management Rules)	ONLINE ONLINE
Rules of the Quality Assurance System for Educational, Creative and Related Activities and Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB	ONLINE
Statutes of the Internal Evaluation Board of USB	ONLINE
Statutes of the Board of Trustees of USB	ONLINE
Rules of Procedure of USB Academic Senate	ONLINE
Election Rules of the Academic Senate of USB	ONLINE
Rules of Procedure of USB Scientific Board	ONLINE
USB Wage Regulations	ONLINE
Regulations of Lifelong Learning of USB	ONLINE
Regulations of the Habilitation Procedure and the Procedure for Appointment as Professor at USB	ONLINE

⁵ An overview of all valid USB internal regulations is available at:
<https://www.jcu.cz/cz/univerzita/dokumenty/vnitri-predpisy-ju>

Document title	Link
Regulations of the Selection Procedure for Filling Academic Staff Positions at USB	ONLINE
USB Scholarship Regulations	ONLINE
Study and Examination Regulations of USB	ONLINE
USB Rules for the Establishment of Legal Entities and for Contributions to Legal Entities	ONLINE
Rector's ordinances⁶	
Rector's Ordinance regulating the internal quality assessment of degree programmes and units of USB (R 512) + annexes	ONLINE
Rector's Ordinance to ensure cyber security at USB (R 511)	ONLINE
Rector's Ordinance Issuing the Organizational Regulations of the Rectorate of USB (R 510) + annexes	ONLINE
Rector's Ordinance establishing a procedure for the submission, assessment, and registration of substantial changes in the implementation of accredited degree programmes (R 509)	ONLINE
Rector's Ordinance on establishing the rules of USB Licensing Fund (R 508)	ONLINE
Rector's Ordinance on the registration of members of USB bodies and its units (R 504) + annexes	ONLINE
Rector's Ordinance on the determination of working time and its recording at the USB (R 497) + annexe	ONLINE
Rector's Ordinance issuing rules for the establishment of spin-off companies at USB (R 494) + annexes	ONLINE
Rector's Ordinance on the handling of intellectual property and the protection of confidential information at USB (R 493) + annexes	ONLINE
Rector's Ordinance to introduce an open electronic database of USB projects	ONLINE
Rector's Ordinance for personnel policy, which determines the classification of the work of non-academic employees into job groups – Job Catalogue (R 486) + annex	ONLINE
Rector's Ordinance on the notification of breaches of EU law through an internal channel (R 485)	ONLINE
USB Rector's Ordinance on the establishment and activities of the commercialization Board at USB (R 483)	ONLINE
USB Rector's Ordinance on the management of the organisational structure system (R 481) + annexes	ONLINE
Rector's Ordinance on the evaluation of non-academic staff (R 480)	ONLINE
Rector's Ordinance issuing the USB Career Regulations (R 479)	ONLINE
Rector's Ordinance laying down conditions for the involvement of external evaluators in the evaluation of degree programme proposals submitted for consideration by the IEB USB (R 476)	ONLINE
Rector's Ordinance on the fulfilment of the obligation under the Freedom of Information Act (R 468)	ONLINE
Rector's Ordinance issuing the USB File Regulations (R 457) + annexes	ONLINE
Rector's Ordinance setting standards for professional activities in the management and administration of USB (R 456) + annexes	ONLINE
Rector's Ordinance establishing the method of implementation of Business Intelligence at USB (R 453) + annex	ONLINE

⁶ An overview of all valid Rector's measures including their annexes is available at: <https://www.jcu.cz/cz/univerzita/dokumenty/opatreni-rektora/platna-opatreni>

Document title	Link
Rector's Ordinance on the publication of bachelor's, master's, dissertation, rigorous and habilitation theses (R 452)	ONLINE
USB Rector's Ordinance on the introduction of the procedural management system at USB (R 451)	ONLINE
Rector's Ordinances for assessing the fulfilment of the condition of previous education of applicants for studies (R 450)	ONLINE
Rector's Ordinance establishing the rules for the award of honorary degrees, honorary titles, medals and awards of USB (R 447)	ONLINE
Rector's Ordinances on risk management at USB (R 446)	ONLINE
Rector's Ordinance laying down rules for the operation of electronic mail at USB (R 436) + addendum	ONLINE ONLINE
Rector's Ordinance laying down the procedure in cases of harassment in the workplace (R 434)	ONLINE
Rector's Ordinance issuing the rules of procedure of the USB Ethics Committee (R 433)	ONLINE
Rector's Ordinance issuing the Code of Ethics of USB (R 432) + Annexe 1 (Principles of research work and publication of research findings and results) + Annexe 2 (Principles for assessment, evaluation, refereeing and expert activities)	ONLINE ONLINE ONLINE
Rector's Ordinance on the procedure for establishing and filling the post of extraordinary professor at USB (R 427)	ONLINE
Rector's Ordinance on the protection of personal data in the context of employment relationships (R 411)	ONLINE
Rector's Ordinance issuing standards for accreditation and implementation of degree programmes of USB (R 410) + annexes	ONLINE
Rector's Ordinance on the establishment and approval of the USB Budget (R 409)	ONLINE
Rector's Ordinance on the application of the Act on the Register of Contracts (R 399) + annex	ONLINE
Rector's Ordinance on the announcement of the Rector's Award for a prestigious scientific publication (R 396)	ONLINE
Rector's Ordinances on the implementation and awarding of public contracts (R 389) + annexes + addendum	ONLINE ONLINE
Rector's Ordinance on the submission and management of project applications requiring electronic signatures (R 384) + annexes	ONLINE
Rector's Ordinance regulating the use of electronic signatures at USB in the internal circulation of documents (R 383)	ONLINE
Rector's Ordinance on electronic actions and authorized conversion of documents DATA BOX (R 380) + annex	ONLINE
Rector's Ordinance issuing rules for the protection and processing of personal data (R 378)	ONLINE
Rector's Ordinance regulating the guidelines for the composition and activities of the Degree programme board (R 361)	ONLINE
Rector's Ordinance on the registration of foreign mobility (R 355)	ONLINE
Rector's Ordinance issuing rules for the creation, approval and publication of USB strategic documents (R 344)	ONLINE
Rector's Ordinances on concluding cooperation agreements with foreign entities (R 342) + addendum	ONLINE ONLINE
Rector's Ordinance issuing the Declaration of Socially Responsible Conduct of USB in Relation to Educational Activities (R 337)	ONLINE

Document title	Link
Rector's Ordinances on the implementation of complementary activities at USB (R 335) + annexes	ONLINE
Strategic and other materials	
Long-term / Strategic Plan of USB and Plan of Investment Activities of USB + Plans for the implementation of USB Long-term / Strategic Plan for individual years + Investment activity plans for each year + USB Institutional Plans for individual years or periods	ONLINE
Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB + Annual Supplements	ONLINE
Annual reports on the activities of USB	ONLINE
Annual reports on the management of USB	ONLINE
USB Collective Agreement for 2021–2024 + addendum	ONLINE ONLINE

3 USB INTERNAL EVALUATION BOARD

3.1 Activities of USB Internal Evaluation Board

The central self-governing academic body of USB, whose main mission is to ensure and internally evaluate the quality of the educational, creative and related activities of USB, is the IEB USB. The IEB USB is governed in its activities by the law, the Statutes of USB and the Statutes of the IEB USB. The IEB USB has 21 members, its chair is the Rector, the vice-chair is appointed and dismissed by the Rector from among the academic staff of USB who are professors or associate professors of USB. If this condition is met by a vice-rector, whose competence includes the area of internal quality assessment, the Vice-Chair of the IEB USB is appointed by this Vice-Rector. The Chair of USB Academic Senate is a member of IEB USB. The Vice-Chair and other members of the IEB USB are appointed and removed by the Rector with the prior approval of the Academic Senate of USB, with one third of the members appointed at his/her discretion, one third on the proposal of the Academic Senate of USB and one third on the proposal of the Scientific Board of USB. One of the members of IEB USB is always appointed from among the students, from candidates proposed by the USB Academic Senate, with the proviso that the student representative on the IEB USB must always be a USB student. The other members of IEB USB need not be USB employees, with the exception of the Chair and Vice-Chair of IEB USB and the Chair of USB Academic Senate. The members of IEB USB shall be nominated in such a way as to include distinguished experts representing the various fields of education carried out at USB.

IEB USB in particular:

- approves the draft Rules submitted by the Chair of IEB USB before submitting the draft to the Academic Senate of USB,
- manages the course of internal quality assessment of educational, scientific and research, development and innovation, artistic or other creative activities and related activities of USB,
- prepares the Report on Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB and supplements to this report,
- maintains continuous records of the internal evaluation of the quality of the educational, creative and related activities of USB,
- approves the intention to submit an application for accreditation, extension of accreditation or extension of the period of validity of accreditation of degree programmes submitted by the Rector on the proposal of the Scientific Board of the relevant faculty,
- approves degree programmes submitted by the Rector on the proposal of the scientific council of the relevant faculty,
- expresses its opinion on issues concerning the implementation of degree programmes implemented at USB, which are submitted to it for consideration by the Rector.

The IEB USB also decides on the options and dates of international evaluation of USB by a recognised foreign evaluation agency and provides its opinions and recommendations to the Rector, the USB Scientific Board and the USB Academic Senate, both on request and on its own initiative, including in matters that may affect the USB budget (budgetary priorities in terms of excellent and lagging departments or the development needs of other USB activities). All members of USB academic community may submit their suggestions to the IEB USB through their elected representatives in the USB Academic Senate. These suggestions, together with the USB Academic Senate's own suggestions, are forwarded to the IEB USB by the Chair of the USB Academic Senate.

Since its establishment in June 2017, the IEB USB has met regularly almost every month (except during the summer holidays). By the end of 2022, 44 regular IEB USB meetings and 5 per rollam votes have already taken place.

Overview of regular IEB USB meetings

IEB USB meeting	Date
1st IEB USB meeting	13. 6. 2017
2nd IEB USB meeting	17. 10. 2017
3rd IEB USB meeting	14. 11. 2017
4th IEB USB meeting	12. 12. 2017
5th IEB USB meeting	9. 1. 2018
6th IEB USB meeting	6. 2. 2018
7th IEB USB meeting	20. 3. 2018
8th IEB USB meeting	22. 5. 2018
9th IEB USB meeting	19. 6. 2018
10th IEB USB meeting	18. 9. 2018
11th IEB USB meeting	20. 11. 2018
12th IEB USB meeting	11. 12. 2018
13th IEB USB meeting	29. 1. 2019
14th IEB USB meeting	12. 3. 2019
15th IEB USB meeting	9. 4. 2019
16th IEB USB meeting	14. 5. 2019
17th IEB USB meeting	18. 6. 2019
18th IEB USB meeting	1. 10. 2019
19th IEB USB meeting	5. 11. 2019
20th IEB USB meeting	3. 12. 2019
21st IEB USB meeting	14. 1. 2020
22nd IEB USB meeting	3. 3. 2020
23rd IEB USB meeting	5. 5. 2020
24th IEB USB meeting	2. 6. 2020
25th IEB USB meeting	30. 6. 2020
26th IEB USB meeting	29. 9. 2020
27th IEB USB meeting	27. 10. 2020
28th IEB USB meeting	1. 12. 2020
29th IEB USB meeting	12. 1. 2021
30th IEB USB meeting	2. 3. 2021
31st IEB USB meeting	13. 4. 2021
32nd IEB USB meeting	11. 5. 2021
33rd IEB USB meeting	22. 6. 2021
34th IEB USB meeting	5. 10. 2021
35th IEB USB meeting	16. 11. 2021
36th IEB USB meeting	14. 12. 2021
37th IEB USB meeting	18. 1. 2022
38th IEB USB meeting	8. 3. 2022
39th IEB USB meeting	12. 4. 2022

IEB USB meeting	Date
40th IEB USB meeting	17. 5. 2022
41st IEB USB meeting	14. 6. 2022
42nd IEB USB meeting	11. 10. 2022
43rd IEB USB meeting	8. 11. 2022
44th IEB USB meeting	6. 12. 2022

Overview of IEB USB per rollam voting

IEB USB per rollam voting	Deadline
1. per rollam vote of the IEB USB	21. – 28. 2. 2019
2. per rollam vote of the IEB USB	27. 8. – 6. 9. 2019
3. per rollam vote of the IEB USB	28. 3. – 7. 4. 2020
4. per rollam vote of the IEB USB	13. – 31. 7. 2021
5. per rollam vote of the IEB USB	30. 12. 2022 – 9. 1. 2023

During its activities to date (i.e. from its establishment until the end of 2022), the IEB USB has been mainly engaged in the following activities:

- Approved the draft Rules.
- It discussed other regulations and methodological materials related to quality assurance and evaluation (e.g. amendments to the Regulation on Standards for Accreditation and Implementation of Degree Programmes of USB, methodology for evaluation of future accreditation plans, rules for the formation of expert working groups, procedures for continuous monitoring of the implementation of degree programmes in relation to approved accreditation files, procedures and timetable for the evaluation of the quality of degree programmes and units of USB, conditions for the involvement of external evaluators in the evaluation of degree programme proposals submitted for consideration by the IEB USB, etc.).
- It prepared a five-year Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB and supplements to this report for the years 2018 to 2021.
- It has started the preparation of the second five-year Report on the Internal Quality Assessment of Educational, Creative and Related Activities of USB (Report 2018–2022).
- It discussed 229 substantive plans for applications for accreditation of degree programmes (many of them were discussed repeatedly; a complete overview of all the discussed substantive plans is given in **Annexe 1**).
- It discussed 155 proposals (full accreditation applications) for degree programmes submitted under institutional accreditation (many of them were discussed repeatedly; a complete overview of all the degree programme proposals discussed is given in **Annexe 2**).
- It discussed 139 proposals (full accreditation applications) of degree programmes subsequently submitted for NAB consideration under the so-called programme accreditation (many of them were discussed repeatedly; a complete overview of all discussed degree programme proposals is given in **Annexe 3**).
- It discussed 83 proposals to change the guarantors of ongoing degree programmes/fields (i.e. degree programmes/fields accredited before 1 September 2016, i.e. before the amendment to the Higher Education Act; a complete overview of all proposals to change guarantors discussed is provided in **Annexe 5**).
- It discussed 11 proposals to change the guarantors of newly accredited degree programmes (i.e. degree programmes accredited after 1 September 2016; a complete overview of all proposals to change guarantors is provided in **Annexe 5**).
- It discussed 6 proposals to make other substantial changes in the implementation of accredited degree programmes (i.e. changes other than changes in the guarantors of degree programmes;

a complete overview of all proposals to make other substantial changes is provided in **Annexe 6**).

- It discussed the submitted audit reports of 7 selected degree programmes (a complete overview of all the audit reports discussed is presented in **Annexe 7**). The submission of these reports was requested by the IEB USB at the time of approval of these degree programmes under the current institutional accreditation.
- Discussed faculty reports prepared in connection with the commitments of USB formulated during the review of USB application for institutional accreditation.
- It assessed the submitted summaries of so-called substantial (other) changes in degree programmes and, following the audit, initiated steps to improve the way of reporting these changes.
- It evaluated the quality of educational activities (ongoing degree programmes, or fields of study), the quality of creative activities, the quality of lifelong learning programmes and the quality of related activities (or workplaces that provide selected related activities).
- It dealt in great detail with the vision of the future structure of the degree programmes of USB Faculty of Economics.
- She initiated the creation of a working group for the purpose of unification and development of scientific and pedagogical work in the field of informatics at USB, in which the deans of all faculties of USB, where informatics occurs to varying degrees, are represented. Subsequently (after modifications) it approved the draft Strategic Plan for the Development of Informatics at USB.
- It continuously monitored the progress of the work on the preparation of the Self-evaluation Report for the evaluation of research organisations in the higher education segment in 2020 according to Methodology 17+ (evaluation in modules M3 to M5), the course of the international evaluation according to this methodology and the results of this evaluation (interim and overall).
- It continuously monitored the process of external evaluation of educational, creative and related activities of USB implemented by NAB and the results of this evaluation (both continuous and overall).
- It again dealt with the planned changes in the setup of the university system of quality assurance and evaluation, the process of implementation of these changes and their discussion within the relevant university boards. The common denominator of these activities, already presented in 2019 or in more detail in early 2020 as part of the 'IEB USB – Reflection after two years of experience' initiative, is the gradual adjustment of USB quality assurance and evaluation system to make it as formally bureaucratic as possible and as meaningful as possible in terms of content, with an emphasis on digitising the entire system as much as possible.
- It again dealt with the current status of the discussion of some accreditation materials referred to NAB for consideration within the framework of programme accreditation and ways of dealing with comments raised by NAB on selected degree programme proposals.

A complete summary of all applications, proposals, materials and other relevant issues or matters considered by the IEB USB between its establishment and the end of 2022 is provided in **Annexe 12**. Included in the summary is information on key topics that were discussed (often repeatedly) within the IEB USB and items of an informative nature that had a significant impact on the activities and operations of IEB USB or the University as a whole. Where the IEB USB has returned to certain items repeatedly during its deliberations, these items are also mentioned repeatedly in the above summary, in the context of the relevant IEB USB meeting at which these items were discussed. On the other hand, information on the discussion of substantive plans for applications for accreditation of degree programmes, proposals for degree programmes (full accreditation applications), proposals for changes in the guarantors of ongoing degree programmes (fields of study) and guarantors of newly accredited degree programmes, proposals for other substantive changes in the implementation of accredited degree programmes, and information on the discussion of review reports of degree programmes approved by the IEB USB under valid institutional accreditation are not included in the overview. This information is presented separately in the relevant chapters of this Report.

Basic information on the mission, scope and staffing of the IEB USB is available on the IEB USB website.⁷ The dates and agendas of the IEB USB meetings and brief reports summarising the most important outcomes of each meeting, the so-called public reports, are also published here on an ongoing basis. With these reports, the USB fulfils its information obligation.

3.2 Composition of USB Internal Evaluation Board

The IEB USB is designed to include experts in all areas in which USB has received institutional accreditation. It is an unwritten principle that each faculty is represented by at least one member among the members of IEB USB, but otherwise there is no emphasis on parity or numerical balance among the members of the various faculties, since the IEB USB is not intended to be an 'arena' of faculties, but a board pursuing the strategic goals of the University as a whole. The IEB USB also includes two external members (with respect to academic and professional programmes).

In accordance with the IEB USB Statutes, when the IEB USB was established, the Academic Senate of USB drew lots for one third of the members whose term of office is two years, one third of the members whose term of office is four years, and one third of the members who are appointed for a six-year term of office. The drawing of lots took place during the meeting of the Academic Senate of USB immediately after the approval of the proposal for the composition of IEB USB, separately for the candidates proposed by the Rector, the Academic Senate of USB and the Scientific Board of USB.

Since its establishment on 7 June 2017 until the present time, the IEB USB has undergone several personnel changes, which were caused primarily by the expiration of the two-year or four-year term of office of the IEB USB members, the change in the position of the Rector of USB and Vice-Chair of the IEB USB, the Chair of the Academic Senate of USB and the student representative on the IEB USB, as well as the resignation of two members of the IEB USB and the death of one member of the IEB USB.

Composition of IEB USB, including changes in personnel to date (current IEB USB members are marked in grey for ease of reference)

Chair⁸	
prof. Tomáš Machula, Ph.D., Th.D. (until 31 March 2020)	Rector of USB
prof. PhDr. Bohumil Jiroušek, Dr. (since 1 April 2020)	Rector of USB
Vice-Chair	
prof. PhDr. Bohumil Jiroušek, Dr. (until 31 March 2020)	Vice-Rector for Internal Evaluation, USB
prof. Tomáš Machula, Ph.D., Th.D. (since 1 April 2020)	Vice-Rector for Internal Evaluation, USB
Chair of the Academic Senate of USB⁹	
PhDr. Iva Žlábková, Ph.D. (until 14 September 2020)	Faculty of Education, USB
Dr. Rudolf Hruby (since 25. 11. 2020)	Faculty of Economics, USB

⁷ <https://www.jcu.cz/cz/univerzita/organy/rada-pro-vnitri-hodnoceni-ju>

⁸ With effect from 1 April 2020, the newly elected Rector of the USB, Prof. Bohumil Jiroušek, PhD, Dr., who until then held the position of Vice-Chairman of the IEB USB, will become Chairman of the IEB USB. Prof. Tomáš Machula, Ph.D., Th.D., former Rector of USB and current Vice-Rector for Internal Evaluation, was also appointed as the new Vice-Chairman of the IEB USB with effect from 1 April 2020.

⁹ The term of office of the Chair of the Academic Senate of USB PhDr. Iva Žlábková, Ph.D., was supposed to end as of 6 June 2020. However, with respect to the pandemic situation and Act188/2020 (Act on Special Rules for Education and Decision Making at Universities in 2020 and on the Assessment of Study Periods for the Purposes of Other Acts) reacting to it, this term of office was extended until 14 June 2020. On 24 November 2020, at the constituent meeting of the newly elected Academic Senate of the USB, a new Chair of the Academic Senate of the USB (USBDr. Rudolf Hrubý) was elected and appointed as a member of the IEB USB with effect from 25 November 2020.

Student representative¹⁰	
Mgr. Ondřej Selner (until 22 October 2020)	Faculty of Arts, USB
Ing. Pavel Franta (since 20. 1. 2021)	Faculty of Fisheries and Water Protection, USB
Internal members¹¹	
doc. RNDr. Petr Bartoš, Ph.D.	Faculty of Agriculture and Technology, USB
prof. PhDr. Václav Bůžek, CSc. (until 22 March 2021)	Faculty of Arts, USB
prof. Ing. Vladislav Čurn, Ph.D. (since 12 June 2019 to 6 June 2021, then from 7 June 2021)	Faculty of Agriculture and Technology, USB
doc. Ing. Ivana Faltová Leitmanová, CSc. (until 6 June 2019, then from 12 June 2019)	Faculty of Economics USB
prof. Ing. Martin Flajšhans, Dr. rer. agr. (until 6 June 2021)	Faculty of Fisheries and Water Protection, USB
doc. Daniel Heider, Ph.D. (until 1 June 2019)	Faculty of Theology, USB
doc. Ing. Milan Jílek, Ph.D. (since 12 June 2019)	Faculty of Economics, USB
prof. RNDr. Jan Kaštovský, Ph.D.	Faculty of Science, USB
doc. RNDr. Šárka Klementová, CSc. (until 6 June 2021, then from 7 June 2021)	Faculty of Science, USB
doc. Ing. Martin Kocour, Ph.D.	Faculty of Fisheries and Water Protection, USB
doc. Mgr. Lenka Martínková, Ph.D. (since 7 June 2021)	Faculty of Arts, USB
prof. PaedDr. Vladimír Papoušek, CSc. (until 6 June 2021, then from 7 June 2021)	Faculty of Arts, USB
prof. RNDr. Tomáš Polívka, Ph.D. (until 6 June 2019)	Faculty of Science, USB
doc. Ing. Martin Pšenička, Ph.D. (since 7 June 2021)	Faculty of Fisheries and Water Protection, USB

¹⁰ On 22 October 2020, the membership in the IEB USB student representative Mgr. Ondřej Selner, who successfully completed his PhD studies at USB on that date, resigned his membership. The position of student representative in the IEB USB was not filled until the end of 2020. A new student representative on the USB IEB (Ing. Pavel Franta) was appointed with effect from 20 January 2021. His term of office on the USB IEB ends on 6 June 2023 (this date corresponds to the original end of Mgr. Selner's term of office).

¹¹ For the internal members of the USB IEB, the following personnel changes took place by the end of 2022:

- On 8 May 2019, due the death of doc. RNDr. Ing. Josef Rajchard, Ph.D., Prof. Ing. Vladislav Čurn, Ph.D., whose first term at the IEB USB ended on 6 June 2021 (this date corresponds to the original end of the term of doc. J. Rajchard) was appointed in his place. Subsequently, effective 7 June 2021, Prof. V. Čurn was appointed to his second term at the IEB USB. This term of office is a six-year term.
- As of 1 June 2019, the USB doc. Daniel Heider, Ph.D. resigned his membership of IEB USB. Doc. Jakub Sirovátka, Dr. phil., whose term of office on the IEB USB ends on 6 June 2023 (this date corresponds to the original end of the term of office of doc. D. Heider), was appointed in his place.
- As of 6 June 2019, the first term of office of a total of four internal IEB USB members ended (doc. Ing. Ivana Faltová Leitmanová, CSc.; prof. PaedDr. Iva Stuchlíková, CSc.; prof. RNDr. Tomáš Polívka, Ph.D.; doc. Mgr. et Mgr. Jitka Vacková, Ph.D.). To the position vacated by prof. T. Polívka, doc. Ing. Milan Jílek, Ph.D. was appointed. On the same date, doc. I. Faltová Leitmanová, prof. I. Stuchlíková and doc. J. Vacková were appointed.
- As of 22 March 2021, Prof. Václav Bůžek, PhDr., CSc., whose term of office on the USB IEB was due to expire on 6 June 2021, resigned his membership in the USB IEB. In the vacant position, Assoc. Mgr. Lenka Martínková, Ph.D. was appointed for a 6-year term of office with effect from 7 June 2021.
- As of 6 June 2021, the first term of office of five other internal members of the USB IEB ended (Assoc. RNDr. Šárka Klementová, CSc.; prof. PaedDr. Vladimír Papoušek, CSc.; prof. Ing. Vladislav Čurn, Ph.D.; prof. PhDr. Valérie Tóthová, Ph.D.; prof. Ing. Martin Flajšhans, Dr. rer. agr.). To the position vacated by prof. M. Flajšhans, doc. Ing. Martin Pšenička, Ph.D. was appointed for a 6-year term of office- On the same date, doc. Š. Klementová, prof. V. Papoušek, prof. V. Čurn and prof. V. Tóthová were appointed to their second term of office.

doc. RNDr. Ing. Josef Rajchard, Ph.D. (until 8 May 2019)	Faculty of Agriculture USB
doc. Jakub Sirovátka, Dr. phil. (from 12 June 2019)	Faculty of Theology, USB
doc. RNDr. Vítězslav Straňák, Ph.D.	Faculty of Science USB
prof. PaedDr. Iva Stuchlíková, CSc. (until 6 June 2019, then from 12 June 2019)	Faculty of Education USB
prof. PhDr. Valérie Tóthová, Ph.D. (until 6 June 2021, then from 7 June 2021)	Faculty of Health and Social Sciences, USB
doc. Mgr. et Mgr. Jitka Vacková, Ph.D. (until 6 June 2019, then from 12 June 2019)	Faculty of Health and Social Sciences, USB
External members¹²	
Ing. Vladimír Jandík (from 12. 6. 2019)	Czech National Bank, České Budějovice branch (former director)
Ing. Miloslav Kamiš (until 6 June 2019)	VISCOFAN CZ s.r.o. (director)
prof. RNDr. Ivo Šauman, Ph.D. (until 6 June 2019, then from 12 June 2019)	Biological Centre of the CAS, v. v. i., České Budějovice

Further staff changes within the IEB USB are expected in June 2023, when the terms of office of six IEB USB members will expire. Nominations for members of IEB USB, which are submitted by the USB Academic Senate, the USB Scientific Board and the USB Rector, will take into account, among other things, the opinion of the Rapporteur of the main evaluation committee for the assessment of USB application for institutional accreditation, which recommended, that the IEB USB de-emphasize the aspect of faculty leadership representation in favor of constructing the IEB USB as a professional, fully autonomous, self-governing academic body¹³, and the recommendation of the NAB USB External Evaluation Committee regarding the selection of candidates for membership on the IEB USB (see **Chapter 2.2**).

3.3 Administrative support of the agenda of USB Internal Evaluation Board

Administrative, material, and technical support for the IEB USB activities is provided by the Rectorate of USB, or the Rectorate's Internal Evaluation Office. It is headed by the Vice-Rector for Internal Evaluation, who is also the Vice-Chair of the IEB USB. The position of Vice-Rector for Internal Evaluation (formerly Vice-Rector for Development and Internal Evaluation) was established in mid-2016. In the same period, the Internal Evaluation Office was also established, which was created by transforming the original Analysis and Strategy Unit. The scope of activities and the way of working of this unit has evolved dynamically over the years in response to the needs triggered by the implementation of institutional accreditation and the experience gained. The administrative agenda of the IEB USB is handled by the Secretary of the IEB USB, who is one of the two staff members of the Rectorate's Internal Evaluation Office (the staffing of this unit was strengthened with effect from 1 April 2020). The person in charge of the IEB USB Secretary is appointed by the Rector from among the staff of USB in consultation with the

¹² For the external members of the USB IEB, the following personnel changes will take place by the end of 2022:

- As of 6 June 2019, the first term of two external members of the USB IEB (Ing. Miloslav Kamiš, prof. RNDr. Ivo Šauman, Ph.D.) expired. The seat vacated by Ing. M. Kamiš, was taken by Ing. Vladimír Jandík for a 6-year term of office. On the same date, Prof. I. Šauman was appointed to his second term of office at the USB IEB.

¹³ In this context, however, it was repeatedly stated by the USB that the appointment of USB IEB members is not made with regard to faculty leadership positions, but with regard to the quality of USB IEB members, so it is logical that some overlap may occur in the future. As a criterion for nomination of IEB USB members, the IEB USB Statutes stipulate in Article 3, paragraph 7: 'The members of the Council shall be nominated in such a way that the Council includes distinguished experts representing the various fields of education carried out at the USB.' The USB IEB Statutes do not consider the tenure of a proposed expert as a criterion for appointment or non-appointment.

Vice-Chair of the IEB USB. The Secretary is not a member of IEB USB but is entitled to attend meetings of IEB USB.

Costs related to the IEB USB activities are covered by the budget of the Rectorate's Internal Evaluation Office and by internal projects submitted and administered annually by the Rectorate's Internal Evaluation Office. These projects cover not only material costs related to the activities of the IEB USB, but also part of the salary costs of the IEB USB Secretary, remuneration for IEB USB members, remuneration for external evaluators and remuneration for faculty quality coordinators and other rectorate and faculty collaborators involved in the development of the internal quality assurance and evaluation system.

All IEB USB meeting materials are available to IEB USB members on the IEB USB website under the 'Meeting Materials' section, which is accessible only by logging in. Background materials are regularly posted here not only for regular meetings but also for per rollam voting. Also available here are the background materials for the individual IEB USB Evaluation Committees, including information on the staffing of these committees, an archive of all materials discussed (both within individual IEB USB Evaluation Committees and within the IEB USB as a whole), minutes of all regular IEB USB meetings,¹⁴ dates of scheduled meetings, and an overview of the terms of office of IEB USB members. The IEB USB website (public and non-public parts) is maintained by the Rectorate's Internal Evaluation Office.

IEB USB meetings are usually held physically, or hybrid or fully online, with fully online IEB USB meetings having been held in the past, particularly due to the adverse epidemiological conditions associated with the Covid-19 pandemic. Hybrid and fully online meetings are held using a dedicated group within MS Teams. This group is managed by the IEB USB Secretary. The dates of the IEB USB meetings are always set six months in advance and published on the IEB USB website.

In order to simplify and streamline the archiving of all approved degree programme proposals (full accreditation applications), a non-public electronic archive was established in 2019, where the final versions of all degree programme proposals approved under both institutional and programme accreditation are continuously stored. That archive, which can be accessed from the IEB USB website, is used by the IEB USB and by the staff of the Rectorate's Internal Evaluation Office as part of its monitoring activities. Gradually, this archive, together with the repository of background material for IEB USB meetings, will be transferred to the newly created intranet.

In order to achieve a higher degree of professionalisation of activities performed within the internal quality assurance and evaluation system, the rectorate departments were strengthened in 2017 and early 2018 with specialists in the field of management reporting, process and personnel analyses. Staff capacities in the area of quality assurance and evaluation were also strengthened at faculties and other units of USB, where from the second half of 2017 positions were created for staff involved in the development of the internal quality assurance and evaluation system, its individual processes, procedures and instruments at the relevant constituent parts of USB. These employees perform their tasks in close cooperation with the quality coordinator of the constituent part where they are employed.

¹⁴ The minutes of the USB IEB meetings are closed to the public and are available in full to USB IEB members only. IEB USB members are always informed of the results of the per roll call vote by e-mail after the respective vote has been completed, and a recapitulation of the vote is also included in the minutes of the next regular IEB USB meeting held after the electronic voting deadline. Separate minutes of the IEB USB per rollam vote shall not be prepared.

4 EVALUATION OF THE QUALITY OF EDUCATIONAL ACTIVITIES

4.1 Discussion of substantive plans and proposals for degree programmes

The internal approval process for each degree programme submitted to IEB USB for consideration includes a number of standardised tasks that are largely common both to degree programmes assessed under the authority of the granted institutional accreditation and degree programmes that are subsequently (after approval by the IEB USB) submitted for consideration by the NAB under the so-called programme accreditation, i.e. degree programmes falling within the field(s) of education or types of study for which USB has not applied or obtained institutional accreditation.

At the faculty level, a substantive plan for the application for accreditation of a degree programme is first prepared, which is submitted to the Rector of USB through the Vice-Chair of IEB USB after discussion in the faculty bodies established for quality assessment and approval by the Faculty Scientific Board. The Vice-Chair of the IEB USB, upon receipt of the substantive plan for the new degree programme, informs the deans of the faculties of this plan. The deans of the faculties may object to the substantive plan thus submitted, particularly with regard to duplication or the quality of the degree programme in question. In the event of objections, the Rector submits the substantive plan to the Rector's Board for discussion, which discusses possible conflicts with other faculty degree programmes and issues its opinion on the substantive plan. IEB USB takes the objections of the deans and the opinion of the Rector's Board into account when approving the substantive plan. If no objections are raised by the deans of the faculties within the specified time limit, the substantive plan is forwarded to the members of the relevant Evaluation Committee, or even to more than one IEB USB committee (depending on the field of education to which the substantive plan belongs). At the same time, the substantive plan is also made available to the other IEB USB members so that each member has equal time to assess it. If the faculty deans comment on the substantive plan, it is forwarded to the members of the relevant IEB USB Evaluation Committee or to the other IEB USB members after it has been discussed by the Rector's Board. After the opinion of the IEB USB Evaluation Committee has been drawn up, this opinion is made available to all members of the IEB USB. Subsequently, the substantive plan is discussed within the IEB USB. After the IEB USB meeting, the opinion of the IEB USB on the substantive plan is sent in electronic form to the dean of the submitting faculty and to the faculty quality coordinator, who ensures its transmission to the guarantor of the relevant degree programme. The above procedure for discussing the substantive plan within the IEB USB is the same for all submitted degree programmes.

The sponsor of an approved substantive plan (even a substantive plan approved with reservations) may, after receiving the opinion of the IEB USB, proceed to prepare a proposal (full accreditation application) for the degree programme in question, which must incorporate all reservations and other comments raised by the IEB USB during the discussion of the relevant substantive plan. If the IEB USB returns the submitted substantive plan to the faculty for completion, the completed substantive plan may be submitted directly to the IEB USB for reconsideration. If the IEB USB does not approve the substantive plan, the substantive plan must be completely revised and discussed first at the appropriate faculty level. Only then can it be forwarded to the IEB USB for reconsideration.

The proposal (full accreditation application) of a degree programme, prepared by the guarantor of the degree programme, is submitted to the Rector of USB, through the Vice-Chair of IEB USB, after discussion in the faculty bodies established for quality assessment, after discussion in the faculty academic senate and subsequent approval in the faculty scientific council. The proposal thus received is then forwarded to the Rector's Internal Evaluation Office, which provides an initial check of formalities. The results of this check are sent to the faculty quality coordinator, who informs the guarantor of the relevant degree programme. After incorporating the comments resulting from this check, the corrected/amended degree programme proposal is forwarded to the members of the relevant Evaluation Committee or, where appropriate, to more than one IEB USB committee (depending on the field of education to which the

degree programme proposal belongs). At the same time, the degree programme proposal is made available to the other IEB USB members so that each member has equal time to review it. Once the opinion of the IEB USB Evaluation Committee has been drawn up, this opinion is made available to all IEB USB members. In addition to the proposal for the relevant degree programme, the supporting materials for the meetings of the IEB USB Evaluation Committees and the IEB USB as a whole shall include the IEB USB opinion on the substantive plan of the degree programme, the opinion of the relevant recognition body (if the degree programme is aimed at preparation for a regulated profession), the results of the initial formal review of the submitted degree programme proposal¹⁵ and any other relevant materials. Subsequently, the degree programme proposal is discussed within the IEB USB. After the IEB USB meeting, the opinion of the IEB USB on the degree programme proposal is sent in electronic form to the dean of the submitting faculty and the faculty quality coordinator, who ensures its transmission to the guarantor of the relevant degree programme. Subsequently, after incorporating the comments raised by the IEB USB during the discussion of the degree programme proposal and the comments resulting from the formal exit review of the degree programme proposal, in the case of an approved degree programme (or a degree programme approved with restrictions), a resolution is issued by the IEB USB on the authorisation to implement the degree programme within the framework of the valid institutional accreditation (in the case of a degree programme assessed within the framework of institutional accreditation). This resolution is sent by internal mail to the dean of the submitting faculty after being signed by the Rector of USB. It includes, among other things, requirements for possible corrective measures, requirements for improving the quality of the degree programme and requirements for submitting an audit report. If the degree programme is approved with restrictions, i.e. for a shorter period than the period of validity of the institutional accreditation, the IEB USB resolution also includes a justification for this decision. In accordance with the NAB Methodological Material on the Information Obligation of Universities with Institutional Accreditation, information on changes in the list of degree programmes approved by the IEB USB within the scope of the authorisation resulting from the granted institutional accreditation is sent to the NAB simultaneously with the issue or sending of the IEB USB resolution.

If the IEB USB returns the submitted curriculum proposal to the faculty for completion, the completed curriculum proposal may be submitted directly to the IEB USB for reconsideration. If the IEB USB does not approve the draft programme of study, the approval process returns to the beginning and the programme of study must be submitted first in the form of a substantive plan and then (after approval by the IEB USB) in the form of a draft programme of study.

In the case of a degree programme that is subsequently (after approval by the IEB USB) submitted for consideration to the NAB under the so-called 'IEB'. The procedure for its assessment within the IEB USB is the same as for a degree programme assessed under institutional accreditation, with the only difference that after its approval within the IEB USB, the proposal of this degree programme is sent, after incorporating the comments raised by the IEB USB during the discussion of the proposal of the given degree programme and the comments resulting from the output formal review of the proposal of the degree programme, for further assessment at the NAB.

The deans of the faculties concerned, faculty quality coordinators, guarantors of the relevant degree programmes, or other relevant persons may also participate in the discussion of substantive plans, degree programme proposals and other materials submitted by the faculties within IEB USB if they wish. IEB USB may also invite some of these persons to attend the meeting or invite them to prepare and present additional materials and documents. This option is used especially in the case of degree

¹⁵ Due to the great pressure of the faculties for quick consideration of the submitted degree programme proposals and the large number of materials thus assessed, in the interest of time saving, it was temporarily decided to concurrently conduct the initial formal review and the content review of the submitted degree programme proposals. The formal review of the study programme proposal was thus conducted simultaneously with the assessment of the given programme within the framework of the relevant IEB USB Assessment Committee. The results of the formal check formed part of the background materials for the subsequent meeting of the USB IEB as a whole, and the results of the formal check were sent to the faculties together with the opinion of the USB IEB on the study programme proposal under consideration. However, this practice did not prove to be very successful, and it was therefore decided to consistently prioritize the initial formal check by IEB USB, where the corrected draft programme of study would be submitted only after the faculty had corrected it. However, due to the difficulties associated with the coronavirus pandemic, the application of this procedure was postponed and did not become fully implemented until Fall 2021.

programmes that have been subject to serious comments, uncertainties or repeated discussions within the IEB USB by members of the Rector's Board, members of the IEB USB or the relevant IEB USB Assessment Committees.

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

Although the NAB Evaluation Committee, which conducted an external evaluation at USB in 2021 (see **Chapter 2.2** for more details on this evaluation), did not question the current method of granting authorization to implement degree programmes under the valid institutional accreditation, respectively. USB has not commented on it in its report, USB has asked for the opinion of NAB directly in this matter to verify the correctness of its current procedure with a promise that if the possibility of granting accreditation on a continuous basis is confirmed by NAB, it will seek to extend the validity period of the already issued authorisations to carry out degree programmes for all USB degree programmes so far accredited under institutional accreditation. However, this extension would not be automatic, but would be linked to the results of a planned evaluation of the degree programmes after five years from the date of their accreditation. In this respect, a draft Rector's Ordinance was prepared in 2021, which regulates the procedure for regular internal quality assessment not only of degree programmes but also of constituent parts of USB (faculties and other units, including the departments of USB Rectorate).¹⁶ The assessment should promote open discussion on the quality of implemented activities among members of the academic community and ensure sharing of good practice across individual degree programmes and units of the University. However, the formal issue of this measure was postponed due to the ongoing external evaluation of USB by NAB in order to incorporate the comments and suggestions arising from this external evaluation into the measure (the draft of the Rector's Ordinance was part of USB self-evaluation report), including the NAB's position on the issue of the continuous principle of granting accreditation on the basis of the authorisation resulting from institutional accreditation. The Rector's Ordinance in question was finally issued on 29 March 2022 (as Rector's Ordinance R 496) and subsequently amended on 24 November 2022 (as Rector's Ordinance R 512), with the first evaluations based on this measure to be carried out in 2023.

In response to USB's query, NAB advised that the Higher Education Act does not imply that the period of validity of the approval of a degree programme, as determined by the University under the authority granted by the institutional accreditation, is in any way limited only to the period of validity of the institutional accreditation granted. At the same time, it has been stated that although the approval of degree programmes beyond the period of validity of the granted institutional accreditation poses a certain degree of risk, universities can influence a significant part of this risk, whether by consistently evaluating the functionality of the educational quality assurance system on a regular basis, and related activities (referring to § 77b of the Higher Education Act) and drawing appropriate consequences in order to improve the system, but also by submitting a timely application for new institutional accreditation. On the basis of this NAB response, USB or the IEB USB has proceeded to apply the principle of continuous determination of the validity period of approved degree programmes from the beginning of 2022.

Within the IEB USB, a total of 12 evaluation commissions are established, in which not only the substantive plans of applications for accreditation of degree programmes and proposals (full

¹⁶ Given that it can be assumed that a number of questions or uncertainties will arise in the course of the evaluation, which will need to be redefined or clarified within the framework of the Rector's ordinance, i.e., that it will be necessary to return to the Rector's ordinance and to continue working on it, the evaluation of degree programmes, faculties and other units of the USB will not yet be dealt with in the form of an internal regulation that would require registration by the MEYS, but the processes set out in the Rector's measure will necessitate updating some of the existing internal regulations.

accreditation applications) of degree programmes are assessed, but also any inspection reports requested by the IEB USB when approving degree programmes within the framework of institutional accreditation, proposals for substantial changes in the implementation of accredited degree programmes and some other materials. Evaluation committees are set up for the following areas of education:

- Biology, Ecology and Environment / Earth Sciences / Chemistry.
- Economic fields of study.
- Philology / Media and Communication Studies.
- Philosophy, Religious Studies, and Theology / Arts and Cultural Sciences.
- Physics / Electrical Engineering / Computer Science / Cybernetics / Mathematics / Engineering, Technology and Materials.
- Historical Sciences.
- Non-teaching Pedagogy / Psychology / Physical Education and Sport; Kinanthropology.
- Social Work / Law.
- Teacher training (kindergarten and primary school).
- Teaching (SSch and DDP).
- Health-oriented fields of study / Security disciplines.
- Agriculture.

By the end of 2020, the IEB USB had only one evaluation committee for the Teacher training area. Due to the large number of accreditation materials submitted for this area of education and the consequent heavy workload on this evaluation committee, it was decided to establish two committees for the Teacher training area, with one committee having responsibility for materials falling within the area of kindergarten and primary schools and the other for materials falling within the area of secondary schools, as well as all doctoral programmes in that area of education. This arrangement of evaluation committees for the Teacher training area began to be used in early 2021.

Each evaluation committee is composed of a rapporteur, an expert from a faculty related to the field of study and a chairperson. In addition to the disciplinary perspective, the composition of the evaluation committees ensures that each IEB USB member is represented on a maximum of two evaluation committees.

In the event that the three-member Evaluation Committee is unable to reach a common opinion when assessing the submitted material, or if the material is discussed repeatedly within the IEB USB, or if the IEB USB agrees on such a procedure in advance, the so-called Extended Evaluation Committee of the IEB USB is approached with a request for an opinion on the submitted material. Its meetings are convened and chaired by the rapporteur of the relevant three-member Evaluation Committee to which the submitted material belongs with regard to the given field of education. Within the IEB USB there are 4 extended evaluation commissions for the following areas of education:

- Biology, Ecology and Environment / Earth Sciences / Chemistry / Agriculture / Physics / Electrical Engineering / Computer Science / Cybernetics / Mathematics / Engineering, Technology and Materials.
- Economics / Social Work / Law / Healthcare / Security.
- Philology / Media and Communication Studies / Philosophy, Religious Studies and Theology / Arts and Cultural Studies.
- Historical Sciences / Non-teaching Pedagogy / Psychology / Physical Education and Sport; Kinanthropology / Teaching (Kindergarten and Primary School) / Teaching (Secondary School and Secondary School).

If necessary, the IEB USB can also commission an external expert opinion, which then serves as a basis for subsequent discussion of the material within the IEB USB as a whole.

From the establishment of the IEB USB until the end of 2022, a total of:

- 211 substantive plans for applications for accreditation of degree programmes (including extension of existing degree programmes with new specialisations).¹⁷
- 128 proposals (full accreditation applications) for degree programmes under current institutional accreditation (including the extension of existing degree programmes with new specialisations).¹⁸
- 113 proposals (full accreditation applications) for degree programmes subsequently submitted for NAB's consideration as part of the so-called programme accreditation.

Number of accreditation materials approved by the IEB USB by 2022

Year of approval	2017	2018	2019	2020	2021	2022
Substantive plan of the application for accreditation of the degree programme	38	44	68	31	21	9
Proposal (full accreditation application) for a degree programme within the framework of the current IA	x	27	37	36	22	6
A proposal (full accreditation application) for a degree programme subsequently submitted to NAB for consideration as part of programme accreditation	x	48	16	22	22	5

In the period under review, the NAB decided, or its decision became final, to grant so-called programme accreditation to a total of 62 degree programmes of USB. In the case of 10 degree programmes, the NAB decided, on the basis of a request from the USB, to discontinue the accreditation procedure for the submitted degree programmes of USB. A complete overview of accreditations of USB degree programmes granted by the NAB, supplemented by an overview of discontinued procedures, is presented in **Annexe 4**.

Number of USB degree programme proposals assessed by NAB under programme accreditation by 2022

Year the NAB decision becomes final	2017	2018	2019	2020	2021	2022
Accreditation of USB degree programme granted by NAB within the framework of programme accreditation	x	8	11	17	20	6
Discontinued NAB proceedings for accreditation of a USB degree programme under programme accreditation	x	0	0	4	0	6

An overview of all accredited degree programmes at the University of South Bohemia, including programmes newly accredited under programme and institutional accreditation, is available on the USB website¹⁹ (section 'What to study at the University of South Bohemia') and in the Register of Universities and Degree Programmes (MEYS Register).²⁰

Although from the point of view of the management of internal processes of accreditation of degree programmes, the relations between the IEB USB and the faculties can be assessed as correct and friendly, it will be necessary to improve communication during the evaluation process itself, i.e. in the framework of the negotiations between the faculty/proposer and the IEB USB, or the individual IEB USB Evaluation Committees, which prepare opinions on the submitted accreditation materials (substantive plans for applications for accreditation of degree programmes and subsequent proposals for degree programmes). Based on the IEB USB's commitment to independence, the composition of the individual IEB USB

¹⁷ The total number of approved substantive plans for applications for accreditation of degree programmes includes those that were approved with reservations.

¹⁸ The total number of approved proposals (full accreditation applications) for degree programmes includes proposals that have been approved for a shorter period than the validity of the institutional accreditation.

¹⁹ <http://www.jcu.cz/uchazec-o-studium/co-u-nas-studovat>

²⁰ <https://regvssp.msmt.cz/registrvssp/csplist.aspx>

Evaluation Committees is an internal matter and is not communicated to the faculties. However, this complicates communication in case of ambiguities during the accreditation process. It will be necessary to change the communication setup between the Evaluation Committee and the submitter of the accreditation application in order to maintain as much independence of the IEB USB as possible, but at the same time to ensure functional communication with the faculty/submitter during the procedure.

The IEB USB is also prepared to use external evaluators in the evaluation process to a much greater extent than before. To this end, a Rector's Ordinance was also issued in 2021 setting out the conditions for the involvement of external evaluators in the evaluation of degree programme proposals submitted for consideration by the IEB USB (Rector's Ordinance R 476). In accordance with this measure, a database of external evaluators is gradually being built up.

Another challenge is to standardise in more detail the procedures for the evaluation of materials submitted to the IEB USB. Based on the experience to date, the USB and IEB USB management is now working on changes to the rules and processes for the evaluation/review of accreditation applications so that a comprehensive amendment to some of USB internal regulations can be prepared. Another long-term task is the gradual computerisation/digitisation of all agendas related to quality assurance and evaluation, including accreditation remits.

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

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

Substantial changes are defined in Section 85(c) of the Higher Education Act, in both of the above mentioned NAB methodological materials and also in Article 25 of the Rules and Article 20 of Rector's Ordinance R 410, which issues the Standards for Accreditation and Implementation of Degree Programmes of USB. The significant changes in the implementation of the degree programme include:

- Change in degree programme guarantor.
- Changes in the composition of more than one-third of the members of the doctoral degree programme's disciplinary board.
- Change in study objectives or change of graduate profile.
- Changes to the curriculum (changes to the subjects of the profiling basis, softening of the conditions for individual study plans in the case of doctoral degree programmes, changes to the components of the state final examination or the state doctoral examination or their content if they have a significant impact on the graduate's profile or if they change the basic theoretical areas from which the profiling knowledge or skills are tested; also applies appropriately to the state rigorous examination).
- Reduction in the overall scope or change in the type of professional practical training.
- Changes in the provision of the degree programme (guarantors of courses of a profiling basis, limitation of study literature or specialist databases, change of location or addition of another location for the implementation of the degree programme, substantial reduction of the total capacity of teaching rooms, substantial changes in the contract with a legal entity or foreign university cooperating in the implementation of the degree programme).
- Changes in the number of enrolled students when the increase is more than 30%.
- Changes consisting in the intention to carry out an accredited degree programme in cooperation with a foreign university, including possible extension to cooperation with other universities, or in the intention to terminate cooperation in the implementation of a degree programme with a foreign university.

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

Proposals for substantial changes in the implementation of accredited degree programmes are submitted by the faculty quality coordinator to the Vice-Chair of IEB USB after prior discussion within the faculty quality assessment bodies.

For each bachelor's, master's and consecutive degree programme, a degree programme board is established at the relevant faculty. If a degree programme is implemented in several forms of study, a common degree programme board is established for all forms of study. The degree programme board is to be established by the guarantor of the relevant degree programme. Its members are academic staff of the departments involved in the instruction of a given degree programme and experts of a similar focus from other departments of the faculty and the University. At least one member of the board of the degree programme must be a student of the given programme, or its graduate (if the programme already has its own graduates) or a representative of employers. In the case of a programme with specialisations, at least two representatives of such stakeholders (one for each specialisation) are to be members of the degree programme board of the programme; in the case of multiple specialisations, at least half of the specialisations of the programme is to be covered in this way. In the case of a professionally oriented programme, at least one expert practitioner shall be a member of the programme board. If the degree programme is implemented in cooperation with another entity (another university, an institute of the Czech Academy of Sciences, or another legal entity), a representative of that entity is also a member of the degree programme board. A member of the degree programme board, if explicitly stated at the time of his/her appointment, may be a representative of several stakeholder groups at the same time (e.g. graduates and employers, graduates and members of the academic community, practitioners and members of the academic community, graduates and practitioners).

The role of the degree programme board is to ensure the quality of the degree programme, to submit suggestions for possible improvements in the instruction of individual courses and modifications to the curricula, which are approved by the faculty degree programme board (or the faculty accreditation committee, if established at the faculty). In the case of doctoral degree programmes, the doctoral programme board performs tasks similar to those described above in the area of programme implementation. The chair of the doctoral programme board is the guarantor of the degree programme, who is appointed by the dean of the faculty.

The guarantors of individual degree programmes implemented at a given faculty form the faculty degree programme board. The faculty degree programme board meets regularly at coordination meetings to discuss visions for the development of degree programmes, to coordinate the quality requirements of individual degree programmes, to discuss proposals for new degree programmes or the extension of the validity of accreditation of existing degree programmes, and to carry out tasks assigned by the faculty quality coordinator. The meetings of the degree programme board are convened and chaired by the faculty quality coordinator.

Proposals to make substantial changes in the implementation of accredited degree programmes are submitted to the IEB USB with the consent of the degree programme guarantor within a reasonable period of time before their effective date or before the date of their planned implementation in the implementation of the degree programme, with the exception of changes in degree programmes that are assessed cumulatively (changes in the composition of more than one-third of the members of the doctoral programme board, changes in more than half of the guarantors of courses of the profiling basis, changes in the number of enrolled students by more than 30%). Proposals for these changes are submitted only after the cumulative threshold has been reached or exceeded.

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

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

Substantial changes in the implementation of an accredited degree programme as defined in Article 2 of the NAB Methodological Material on the information obligation of universities with institutional accreditation and Article 2 of the NAB Methodological Material on the obligation of universities to inform about changes in the implementation of accredited activities are notified to the NAB after approval within the IEB USB, in the manner and within the time limits specified in the relevant methodological materials. This notification is provided by the Rector's Internal Evaluation Office, with appropriate cooperation of the faculties of USB.

Substantial changes in the implementation of accredited degree programmes approved by the IEB USB are recorded and archived by the Rectorate for Internal Evaluation together with the relevant opinions of IEB USB. Upon receipt of the outcome of the deliberations on the proposed substantial changes, the submitting faculty will ensure that they are reflected in the Student Affairs Information System (IS STAG).

From the establishment of the IEB USB until the end of 2022, a total of:

- 83 proposals to change the guarantors of ongoing degree programmes / fields of study.
- 11 proposals to change the guarantors of newly accredited degree programmes.²¹
- 4 proposals for making other substantial changes in the implementation of accredited degree programmes (i.e. apart from changes in the guarantors of degree programmes).

Number of proposals to make substantial changes to the delivery of accredited degree programmes approved by the IEB USB by 2022

Year of approval of a substantial change	2017	2018	2019	2020	2021	2022
Change in the guarantor of a current degree programme / field of study	x	32	39	4	3	5
Change in the guarantor of a newly accredited degree programme	x	0	1	2	2	6
Other substantial change in the implementation of an accredited degree programme	x	0	0	0	1	3

In the case of ongoing degree programmes or fields of study, changes of guarantors were proposed to a large extent due to the validity of Government Regulation No 274/2016 (Part Two, Title II, Part A, Section 1), setting the maximum number of individual types of degree programmes that can be guaranteed by one academic staff member. All changes in the guarantors of ongoing degree programmes or fields of study and newly accredited degree programmes were reported to NAB after approval within the IEB USB.

In the case of other substantial changes in the implementation of accredited degree programmes, two of the six proposals submitted were returned to the IEB USB for completion by the submitting faculties, with the proviso that the completed proposals would be subsequently discussed again within the IEB USB.

The issue of substantial changes in the implementation of accredited degree programmes is given great attention by USB. In connection with the preparation of documents for the external evaluation of USB, the Rectorate for Internal Evaluation, with the cooperation of individual faculties of USB, in 2021 carried out an audit of the changes made by the guarantors of the basic theoretical subjects of the profiling

²¹ The total number of approved proposals to change the guarantors of newly accredited degree programmes includes both proposals to change the guarantors of degree programmes accredited under institutional accreditation and proposals to change the guarantors of degree programmes approved by NAB under the so-called programme accreditation.

basis for all degree programmes approved under institutional accreditation. This audit was followed by an audit focused on degree programmes approved by NAB under the so-called programme accreditation. Since in the case of guarantors of basic theoretical courses of profiling basis a substantial change is considered to be a change of more than half of the guarantors of these courses compared to the data valid at the time of approval of the degree programme, none of the degree programmes of USB accredited under institutional or programme accreditation, due to the relatively short period of their implementation, achieved such a number of changes to cumulatively constitute a substantial change.²² Both of these audits were then followed by an audit of other substantial changes in degree programmes reported by the faculties for the academic year 2020/2021, which was completed in 2022. The subject of this audit was not only the changes made by the guarantors of the basic theoretical subjects of the profiling basis, but all other substantial changes whose monitoring is required by the relevant USB regulations and NAB methodological materials.

It was concluded from these inspections that the current method of recording, especially other substantial changes, i.e. changes other than changes of degree programme sponsors, needs to be significantly upgraded, given the gradually increasing number of these changes and the increasing number of accredited degree programmes, so that these changes are recorded continuously and using a suitable electronic tool, and thus the amount of 'manual' work associated with reporting and controlling these changes is significantly reduced.

To this end, Rector's Ordinance R 503 was issued in June 2022, which sets out the procedure for the submission, assessment, and registration of substantial changes in the implementation of accredited degree programmes. The procedure defined by this measure applies to both degree programmes accredited under institutional accreditation and degree programmes accredited by NAB under the so-called programme accreditation. This measure was updated in September 2022 (following the update of the relevant NAB methodological materials) and newly issued as Rector's Ordinance R 509. Rector's Ordinance R 509 modifies the definitions of certain substantive changes in degree programmes and exhaustively lists changes to certain basic attributes of degree programmes that cannot be addressed through change reports but only through the accreditation procedure. In accordance with Rector's Ordinance R 509, proposals for changes to degree programmes which are not substantial in terms of their impact on the implementation of the degree programme and thus do not need to be discussed within the IEB USB, but the submitting faculty actively requests the assessment of the proposed changes itself, may also be submitted to the IEB USB. In this case, and also in the case of cumulatively assessed changes in the implementation of degree programmes submitted to the IEB USB before the cumulative threshold is reached or exceeded, the submitted proposals are assessed within the IEB USB in the same way as proposals for substantial changes, however, only those changes in degree programmes that meet the definition of substantial changes (according to the relevant NAB methodological materials) are subject to the subsequent information obligation in relation to the NAB.

Following the Rector's Ordinance R 503 and Rector's Ordinance R 509, the Rector's Internal Evaluation Office created shared change forms in the second half of 2022 in the MS Teams application environment for all accredited degree programmes of USB, in which faculties continuously record all cumulatively assessed substantial changes in degree programmes and the Rector's Internal Evaluation Office records all substantial changes approved by the IEB USB or NAB in the context of requested inspection reports. These changes are recorded in revision mode so that changes made against the final application for accreditation of the respective degree programme can be tracked. For each accredited degree programme of USB, a separate folder is created in the MS Teams application environment, where, in addition to the change form, the final version of the accreditation application of the respective degree programme (for the purpose of possible control) and also the approved version of the control report (if the control report has been requested by the IEB USB or NAB) are uploaded. On the basis of this record, the Rector's Internal Evaluation Office then submits to the IEB USB once a year information on the substantial changes made to accredited degree programmes to date, including information on the status of the cumulative changes under review.

²² The cumulative threshold was reached for the first time at the end of 2022, in the case of the bachelor's degree programme in Health and Social Care programme approved by the USB IEB under institutional accreditation.

4.3 Discussion of inspection reports on accredited degree programmes

Inspection reports form an essential part of USB quality assurance and evaluation system, and the following basic types of inspection reports are distinguished in terms of their focus:

- Audit reports requested by NAB in connection with the institutional accreditation granted.
- Audit reports requested by the IEB USB in connection with the accreditation of degree programmes granted under the current institutional accreditation.
- Audit reports requested by NAB in connection with the accreditation of degree programmes under the so-called programme accreditation.
- Audit reports requested by NAB in relation to reported facts arising from the information obligation of universities with institutional accreditation and the obligation of universities to report changes in the conduct of accredited activities.
- Inspection reports requested by NAB in connection with the accreditation of habilitation and professorship procedures.

In connection with the granting of institutional accreditation to USB, the NAB formulated requirements for the submission of a total of four audit reports, including one audit report on the institutional environment of the university and three audit reports on selected areas of education for which USB had received institutional accreditation.

The audit report on the institutional environment of USB should, according to the NAB requirement, include:

- Evaluation of the initiative to modify the internal rules for the distribution of resources among the constituent parts of USB.
- A description of the adopted sustainability strategy for the activities that were primarily funded by the European Union and the National Sustainability Programme and other sources to ensure this sustainability.
- Evaluation of the IEB USB composition initiative.

Since the information required by this audit report was also part of the self-assessment report prepared by the USB for the NAB external audit (more on this audit in **Chapter 2.2**) and the above topics were also discussed with representatives of the NAB Evaluation Committee during their visit to USB, USB considered the requirement for submission of the audit report to be fulfilled by the successful completion of the NAB external audit. After advising NAB that the requested audit report had to be submitted as a separate document and not as part of the self-assessment report for external evaluation purposes, the audit report was subsequently submitted by USB by the required deadline. The NAB Board noted this inspection report (see NAB Board Minutes No 10/2022 dated 24 November 2022).

By the deadline of 31 August 2023, USB must still submit audit reports for selected areas of education for which it has received institutional accreditation. Specifically, these are the areas of education Philosophy, Religious Studies, and Theology, as well as Historical Sciences and Social Work. The content of these inspection reports should include the following.

Field of education Philosophy, Religious Studies, and Theology:

- An overview of the staffing of all master's degree programmes, especially newly accredited ones.
- An overview of the creative activities (including grants) of the university, which are specifically related to individual degree programmes of the master's type.
- Details of the composition and functioning of the programme boards (including minutes of meetings).
- Data on the composition of supervisors and their publications, the number of doctoral students supervised by individual supervisors and the topics of individual dissertation projects.
- Detailed information about the internships or study stays of individual PhD students.

Field of education Historical Sciences:

- A general overview of the scientific activities (including projects and international projects) of the university related to individual doctoral programmes.
- An overview of activities with an international dimension.

Field of education Social Work:

- A general overview of the scientific activities (including publications, projects and international projects) of the university related to the individual master's degree programmes.

Audit reports are also required in the framework of accreditation of degree programmes, both programmes accredited by the IEB USB under the current institutional accreditation and NAB under the so-called programme accreditation. In the event that an inspection report is required for a newly accredited degree programme, the content of the report and the deadline for its submission are determined by the IEB USB or NAB. Monitoring reports for degree programmes accredited under valid institutional accreditation are submitted to the IEB USB. Inspection reports for degree programmes accredited by NAB under programme accreditation shall be submitted directly to NAB through the Rectorate's Internal Evaluation Office. All other types of inspection reports and other requested information and completions are also submitted through this unit, except for inspection reports for habilitation and professorship programmes, which are submitted to NAB through the Rectorate's Scientific and Research Unit.

On the basis of the IEB USB requirement, in the monitored five-year period, audit reports were submitted by the set deadlines for a total of 7 degree programmes accredited under institutional accreditation. A complete list of these inspection reports is provided in **Annexe 7**. In the same period, a total of 15 audit reports on degree programmes accredited under the so-called programme accreditation were submitted as requested by NAB. A complete summary of these inspection reports is given in **Annexe 8**.

Number of audit reports submitted for accredited degree programmes by 2022

Year of submission of the audit report	2017	2018	2019	2020	2021	2022
Audit report requested by the IEB USB on degree programmes accredited under institutional accreditation	x	0	0	4	0	3
Audit report requested by NAB on degree programmes accredited under the so-called programme accreditation	x	0	0	5	3	7

Another type of inspection reports are inspection reports requested by NAB in connection with reported facts resulting from the information obligation of universities with institutional accreditation and the obligation of universities to report changes in the implementation of accredited activities. These are mainly inspection reports, or requests for supplementation or clarification of reported facts, which are e.g. information on changes in the guarantors of accredited degree programmes (or on-going programmes, or fields of study), information on changes in the list of degree programmes (i.e. information on degree programmes newly accredited under institutional accreditation), information on changes in the composition of the doctoral degree boards and information on other significant changes in the implementation of accredited degree programmes.

The bulk of the information so reported was noted by the NAB Board during the five-year period under review, without comment. In some cases, some additional information was requested or more detailed justification was sent. In some cases, the NAB Board also requested submission of additional audit reports. The USB or the concerned faculties of USB responded to the NAB requests so received within the stipulated time limits and provided NAB with all the required documents and, where appropriate, further information and explanations.

Given the fact that failure to prepare and submit inspection reports on time may have unpleasant consequences for the faculties or for the entire USB, an early warning system has been introduced at the USB since the second half of 2020, under which the Rectorate for Internal Evaluation regularly informs

faculties or faculty quality coordinators six months in advance of the obligation to submit the relevant inspection reports. An overview of all required inspection reports, including their content, is also available to the faculty quality coordinators within the MS Teams application environment. This overview is regularly updated by the Rectorate for Internal Evaluation following the NAB Board or IEB USB meetings. Requests for the submission of inspection reports and any calls for additional data or other documents are of course also sent to individual faculties immediately after their receipt by NAB, or after their publication in the minutes of the relevant NAB Board meetings, and immediately after the IEB USB meetings at which these requests were formulated.

4.4 Evaluation of accredited degree programmes during their implementation

The quality of individual fields of study (programmes) has always been the subject of internal evaluation at the USB, especially at the level of individual faculty scientific councils (within the framework of accreditation, or renewal of accreditation), as well as at the level of faculty academic senates and faculty accreditation committees, which, on behalf of the deans, took care of minor adjustments during the period of validity of accreditation (change of course guarantor, modification of course content, etc.) so that the quality of the implemented field of study (programme) was maintained.

A comprehensive evaluation of the quality of all accredited fields of study (programmes) was carried out at USB in connection with the preparation of the application for institutional accreditation in 2017, or was completed in early 2018. This evaluation, which covered the years 2012–2016, covered all existing degree programmes or fields of study at USB, with the exception of fields (programmes) which at that time were intended only for the completion of existing students or fields (programmes) which were not opened or in which no students were studying during the five-year period under evaluation. A total of 207 reports were submitted and evaluated as part of this evaluation, including 3 reports on the pedagogical/psychological/common core of selected study fields (programmes) in the field of Teacher training, 109 reports on bachelor's and 95 on master's study fields (programmes). Doctoral study fields (programmes) were also evaluated in parallel. More details on this evaluation are given in **Chapter 4.5**.

In addition to the tradition of the field at USB and the course of past accreditations, the subject of the evaluation included, in particular, ensuring the consistency of creative activities with educational activities, the structure of courses and their guarantors, evaluation of feedback mechanisms (including student evaluation of instruction), grant activities, analysis of the international dimension of the field (especially mobility), possible third role of study fields, cooperation with practice, involvement of teachers in national and international organizations (professional organizations and associations, editorial boards of professional journals), etc.

The basis for the evaluation of the fields of study (programmes) was the self-evaluation report of the field of study (programme) submitted by the guarantor of the respective field of study (programme). The self-evaluation report of each field of study (programme) was subsequently discussed by the IEB USB, which formulated a brief verbal evaluation for each of the evaluated fields of study (programmes). This was sent to the Dean of the relevant faculty where the field of study (programme) was undertaken, together with a request for a summary written response to the evaluation. This response was subsequently discussed by the IEB USB. The aforementioned evaluation of the quality of study fields (programmes) carried out by the IEB USB provided feedback to the USB management, deans of faculties and guarantors of ongoing and especially newly prepared accreditations, especially with regard to the demands placed on the quality of programmes developed at a given faculty, or the expectations that the IEB USB will place on newly submitted accreditation plans and subsequently on newly accredited degree programmes.

In the case of fields of study (programmes) for which a self-assessment report has been submitted for the years 2012–2016, an addendum to this report is prepared annually, which assesses the shift in the quality of the field of study (programme) since the previous assessment. The addendum to the self-evaluation report of a field of study (programme) is not prepared for those fields of study (programmes) in which no students were no longer studying in the year under review. On the basis of this condition,

the number of assessed courses of study (programmes) is gradually reduced. In 2022, when the Addenda to the Self-Evaluation Report of the Study Field (Programme) for 2021 were evaluated, 'only' 174 running bachelor's and master's study fields (programmes) passed this evaluation. A complete overview of the running bachelor's and master's study fields (programmes) evaluated by the IEB USB in 2022 is presented in **Annexe 10**.

Number of bachelor's and master's study fields (programmes) evaluated by the IEB USB by 2022

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

In future years, it is assumed that annual addenda will no longer be processed for ongoing fields of study (programmes) for which students of the first or subsequent years are already studying in newly accredited degree programmes that are linked to the respective ongoing fields of study (programmes). Annual supplements would thus continue to be processed only for ongoing fields of study (programmes) that are still being implemented in their original form.

For each of the fields of study (programmes) evaluated in the annual addenda, the IEB USB subsequently formulates a brief verbal evaluation that is structured according to the individual sub-requirements/areas defined in the Addendum to the Self-Evaluation Report of the field of study (programme) for the relevant year. The structure of this form has undergone a gradual transformation which has settled on this form over the last three years:

- Response to the evaluation of the Addendum to the Self-Evaluation Report of the field of study (program) for the previous year formulated by the IEB USB.
- Changes in the staffing of the field of study (programme) and other significant changes affecting the fulfilment of the relevant requirements for the field of study (programme) over the last year.
- Information on possible follow-up accreditation of the degree programme (programme accreditation within NAB, accreditation within the current IA) – whether this accreditation has already been granted or is being prepared and at what stage this preparation is.
- Other information, comments and suggestions that, in the opinion of the guarantors of the study fields (programmes), should be taken into account in connection with the implementation of the study field (programme) and its evaluation.

Such verbal evaluations are sent to the deans of the individual faculties, the respective faculty quality coordinators and, through them, to the guarantors of individual ongoing study fields (programmes) after their approval within the IEB USB.

In the case of newly accredited degree programmes, in accordance with the Rector's Ordinance R 512, which regulates the internal quality assessment of degree programmes and constituent parts of USB, the assessment of degree programmes is carried out prior to reaccreditation or no later than five years after the granting of accreditation to the given degree programme, unless the IEB USB or the Dean decides that the internal assessment of the degree programme is carried out earlier. The evaluation period is the last five years or the period since the accreditation of the relevant degree programme. Annual supplements are not processed for evaluated degree programmes.

Degree programmes with active study in the bachelor's, master's and doctoral type of degree programme are subject to regular internal quality assessment, while according to the Rector's Ordinance R 512, degree programmes accredited after 1 September 2016 (i.e. after the amendment to the Higher Education Act) are assessed, both degree programmes accredited under institutional accreditation and degree programmes accredited by NAB under the so-called programme accreditation. The internal evaluation of so-called ongoing degree programmes and fields of study accredited before 1 September 2016 is not affected by this measure. The internal evaluation of doctoral degree programmes is also not

affected by this measure (see **Chapter 4.5** for more details on the evaluation of doctoral degree programmes).

The subject of the internal evaluation of the quality of the degree programme is in particular the assessment of the fulfilment of the set quality standards over a longer time series and the evaluation of trends in the development of the degree programme during its implementation. In the case of degree programmes for which an intention to abolish them is being prepared, this intention shall be replaced by an internal evaluation of the degree programme.

The schedule of planned internal evaluations of degree programmes at individual faculties of USB for a given calendar year is published by the IEB USB no later than the end of the previous calendar year so that the guarantors of the evaluated degree programmes can prepare for the evaluation in advance.

The basis of the internal evaluation of the quality of the degree programme is the self-assessment report, which is prepared by the degree programme guarantor in cooperation with the heads of the degree programme teaching departments and the guarantors of individual courses of the degree programme, with the proviso that the preparation of the self-assessment report does not relieve the degree programme guarantor of the obligation to submit the inspection reports required by NAB or the IEB USB in connection with the assessment of the accreditation application or in relation to the conditions of the granted institutional accreditation.

The self-evaluation report of the degree programme includes:

- Evaluation of submitted audit reports.
- Evaluation of the fulfilment of the basic qualitative standards of the degree programme.
- Evaluation of implemented substantial changes in the degree programme.
- Evaluation of the implementation of the degree programme, including the evaluation of the success rate in the admission procedure, the success and failure rate, the rate of proper completion of studies and the employability of graduates.
- Evaluation of the personnel and material and technical support of the degree programme.
- Evaluation of the international dimension of the degree programme,
- Evaluation of feedback, i.e. results of student and alumni surveys, evaluation by employers, partners (for joint degree programmes), or other relevant evaluations.
- Identification of strengths, weaknesses, opportunities and threats for further development of the degree programme (SWOT analysis).
- A draft curriculum development plan for the next five-year period.
- Plan for the development of the degree programme in the following year.

The self-assessment report also includes data documents including selected statistical data on the degree programme, and the preparation of these data documents is coordinated by the Vice-Rector, whose responsibility is internal evaluation. For this purpose, not only primary university databases and systems, but also Business Intelligence tools²³ are used to the maximum extent possible. This data support is used not only for the evaluation of degree programmes but permeates all University activities that cannot do without good quality data. In this context, however, it should be noted that the development of Business Intelligence tools and data support for internal evaluation in general is a long-term task that still needs to be worked on.

If the date of re-accreditation of a degree programme falls in the year in which the internal evaluation of the degree programme is planned, the current accreditation file of the relevant degree programme is also attached to the self-assessment report. In the case of reaccreditation of a degree programme

²³ The purpose of Business Intelligence is to support the strategic decision-making of the University management, the management of its faculties and selected University-wide and rectorate offices. Business Intelligence includes data pumps and data warehouse, records of granted access and rights, and analytical tools. Outputs from Business Intelligence are anonymous or pseudonymous and are provided exclusively via analytical tools that comply with the USB IT security policy. The method of implementation of Business Intelligence at USB is regulated by Rector's Measure R 453.

accredited under institutional accreditation, all relevant documents shall be submitted to the IEB USB no later than 6 months before the expiry of the accreditation of the degree programme concerned, and in the case of reaccreditation of a degree programme accredited by NAB under programme accreditation, no later than 9 months before the expiry of the accreditation of the degree programme concerned.

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

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

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

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

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

In accordance with the Rector's Ordinance R 512, which regulates the internal quality assessment of degree programmes and units of USB, the IEB USB formally launched the assessment of a total of 36 bachelor's and master's degree programmes from four faculties of USB at the end of 2022, which will be evaluated in accordance with the approved schedule during 2023. These are both degree programmes accredited under institutional accreditation and degree programmes accredited by NAB under the so-called programme accreditation.

Internal evaluation of USB degree programmes launched in 2022

Faculty	DP accredited under IA	DP accredited by NAB	Total
Faculty of Economics, USB	3	1	4
Faculty of Arts, USB	20	5	25
Faculty of Science, USB	1	3	4
Faculty of Health and Social Sciences, USB	3	0	3
TOTAL	27	9	36

4.5 Evaluation of doctoral degree programmes

A comprehensive evaluation of the quality of all accredited doctoral study fields (programmes) was carried out at USB in connection with the preparation of the application for institutional accreditation in 2017 or was completed in early 2018. This evaluation, which covered the years 2012–2016, was carried out in parallel with the evaluation of bachelor's and master's degree programmes. A total of 37 doctoral degree programmes were evaluated. The basis for their evaluation was the self-evaluation report of the degree programme submitted by the guarantor of the relevant degree programme. Its discussion within the IEB USB followed the same procedure as in the case of bachelor's and master's degree programmes, with the exception that for each of these ongoing doctoral courses (programmes) an addendum to this report is prepared annually, which evaluates the progress in the quality of the course (programme) since the previous evaluation. Also, in the case of doctoral courses (programmes), the principle applies that an annual supplement to the self-evaluation report of the course (programme) is not prepared for those courses (programmes) in which no students have already studied in the year under review. However, this situation did not occur for any of USB's ongoing doctoral fields (programmes) in the 2018–2022 reporting period, so all 37 fields (programmes) were assessed annually throughout the five-year period. A complete list of the ongoing doctoral fields (programmes) assessed by the IEB USB in 2022 is provided in **Annexe 11**.

Number of ongoing doctoral courses (programmes) evaluated by the IEB USB by 2022

Year of evaluation	2018	2019	2020	2021	2022
Ph.D. fields (programmes)	37	37	37	37	37

A systematic analysis of the current status and internal evaluation of all newly accredited doctoral degree programmes, i.e. those accredited after 1 September 2016 (i.e. after the amendment to the Higher Education Act), will be carried out in the future in accordance with the terms and procedure set out in a separate Rector's Ordinance to be issued after the establishment of the South Bohemian School of Doctoral Studies. This evaluation, which will be carried out through the South Bohemian School of Doctoral Studies' boards, will cover both degree programmes accredited under institutional accreditation and degree programmes accredited by NAB under the so-called programme accreditation.

Doctoral schools currently represent the highest level of structured organisational support for scientific training in Europe. The establishment and functioning of doctoral schools is also one of the themes of the current MEYS Strategic Plan. As the USB profiles and broadly presents itself as a research university that places a major emphasis on the development and quality of doctoral studies as a driving force of university research, USB has decided to establish the South Bohemian School of Doctoral Studies (SBSDS) in cooperation with the CAS. The SBSDS will cover all doctoral degree programmes at the USB, regardless of their cooperation with the CAS. The mission of the SBSDS is to provide talented and motivated students with an excellent start to their independent, internationally recognised careers, and through a welcoming and professional research environment, to achieve that they become critically minded carriers of knowledge and innovation inside and outside the academic environment. The SBSDS will consist of a committee and four sections representing four disciplines or combinations thereof: the Natural Sciences Section, the Agricultural and Fisheries Sciences and Technology Section, the Social Sciences and Economics Section, and the Humanities and Languages Section (Philosophy, Theology, History, Linguistics, Art History, History of Literatures). The way of establishment, composition and activities of these bodies will be regulated by the Statute of the SBSDS, which is currently (spring 2023) being finalized in cooperation with the CAS. After the completion of this Statute, the establishment of the individual bodies and the formal launch of the SBSDS will follow.

It is expected that the School of Doctoral Studies in the Natural Sciences of the Biology Centre of the CAS and the USB Faculty of Science, which was formally established in 2021, will also become part of the SBSDS. The main purpose of the School of Doctoral Studies in the Natural Sciences is to offer excellent education of doctoral students and involvement in a wide range of research projects, which will provide students with ideal conditions for the start of their scientific career. Based on a framework agreement between the two partners, the two institutions can also jointly use and build shared laboratories with costly instrumentation and facilities for research in the natural sciences. These include excellent facilities for integrative microscopy (electron and cryo-electron microscopy, high-resolution laser confocal and

fluorescence microscopy), proteomics and metabolomics, bioinformatics and stable isotope mass spectrometry. The concluded framework agreement covers not only PhD students, but also undergraduate students (bachelor and master programmes) and postdoctoral students (PhD graduates).

Part of the forthcoming amendment to the Higher Education Act is, among other things, a reform of doctoral studies in the Czech Republic, the main aim of which is to improve the quality of doctoral studies and, among other things, to reduce the number of unsuccessful students. In addition to the legal provisions, this reform will also be reflected in the NAB standards with regard to doctoral studies. Among other things, these objectives are to be achieved through a high-quality admission procedure, increasing the quality of supervisors, limiting the number of doctoral students per supervisor and increasing doctoral scholarships by MEYS. USB intends to achieve these objectives through, among other things, the establishment of the SBSDS, the preparation of a supervisor standard and the limitation of the number of doctoral students per supervisor to a maximum of five, with some possible exceptions.

4.6 Internationalisation

In the 31 years of its existence, USB has been significantly involved in the international arena, both on a European and global scale. The University currently cooperates with nearly 450 universities worldwide. Among the offices that guarantee the internationalisation of USB are the International Relations Office of the USB Rectorate and the international relations offices at individual faculties of USB.

International cooperation takes place mainly with similarly oriented university and academic departments, so that students participating in foreign exchange programmes have the opportunity to choose courses that correspond to their study plans and can make maximum use of the ECTS (European Credit Transfer System) model, which has been introduced at USB. The aim is to support the trips of USB students and staff to foreign workplaces and the arrival of foreign students and academic staff at USB. Since 2005, USB has been awarding a Diploma Supplement Label to all graduates free of charge and automatically. Approximately 200 foreign exchange students come to USB every year and more than 800 international students study in bachelor's, master's and doctoral programmes. The number of USB students going to foreign universities and the number of foreign students coming to USB for study stays or internships have been negatively affected by the Covid-19 pandemic in recent years, but in 2022 the numbers of exchange students have reached the level of 2019. In 2022, a total of 182 foreign students came to USB.

USB is a holder of the Erasmus Charter for Higher Education (ECHE) from 2020, which allows USB to participate in the Erasmus+ project in the 2021–2030 programme period, i.e. to implement student and staff mobility in the key activities KA103/131 (mobility between programme countries), KA107/171 (mobility with partner countries outside the EU) and KA2 (strategic cooperation projects between institutions and organisations). The amount of grants awarded to the USB to support mobility (KA103/131) was EUR 603 365 in 2019, EUR 487 020 in 2020 and EUR 320 662 in 2021. In 2022, the USB was awarded a grant of EUR 666 098. Under KA 107/171, mobilities to non-EU countries were carried out in Bosnia and Herzegovina, Israel, Montenegro, Albania, Papua New Guinea, Armenia, Senegal, Taiwan, Canada, Ukraine, Cameroon, Uzbekistan, Zambia, Malaysia, Kosovo, Nepal, Peru. The total financial support from grant KA 107/171 amounted to almost EUR 693 000.

Students and employees of USB take advantage of the opportunities to participate in foreign exchange programmes not only within the Erasmus+ project, but also within the projects of the Institutional Plan 'Development of the Internationalisation of USB' (2019-2021), the PSSM (2022–2023) or the so-called Internal Call of the International Relations Office to Support International Cooperation (2019-2022), within which they receive financial support for trips abroad. Student mobility is further supported by scholarships from faculty scholarship funds, scholarships based on intergovernmental agreements to specific destinations under the Erasmus Mundus, Comenius, Tempus, Fulbright Foundation, CEEPUS, DAAD, KAAD and Aktion international education programmes. Students' trips abroad are also supported by funds from individual and team projects of USB Grant Agency and departmental funds from LCDRO. The possibility of foreign stays and internships is offered to students from the 2nd year of bachelor's studies and to master's students. Doctoral students usually have foreign stays as part of their individual

study plans. In addition, foreign mobility of junior and senior researchers as well as internships for technical and administrative staff are carried out within the framework of the projects 'Development of USB – International Mobility' and 'Development of USB – International Mobility – MSCA-IF'.

USB employees and students also have the opportunity to participate in language courses organised by foreign universities or language schools. Participation in language courses (including online courses) was supported by the 2022–2023 PSSM project 'Support for the internationalisation of USB'. At the USB Faculty of Arts and the USB Faculty of Science, Czech language courses are organised for foreign students enrolled at USB, as well as courses for foreign students on semester stays. At the USB Faculty of Arts, a year-long course of Czech language for foreigners is implemented, culminating in a certified examination. Within the framework of the 2022–2023 PSSM project 'Support for the internationalisation of USB', courses focused on intercultural preparation of USB students were implemented in the summer semester of the academic year 2021/2022 and in the winter semester of the academic year 2022/2023.

A complete overview of the possibilities in the field of mobility of USB employees is given in the document 'Mobility at the University of South Bohemia in České Budějovice', which was prepared in the academic year 2020/2021 within the HR Award project (Action Plan, Activity No 8 Mobility). This document details the possibilities of international mobility for researchers, academic and non-academic staff and students of doctoral programmes. The document also defines the notion of mobility as it is understood at the USB, including in relation to the recognition of results and outputs achieved during mobility abroad, describes the meaning of mobility at the USB and its breakdown according to different aspects. This document is intended for staff (or students) who are directly responsible for the implementation of mobility at USB.

Support for USB students and employees going on international mobility is provided by the Go Abroad Officer at the Rectorate's International Relations Office. This position was introduced at the USB within the framework of the OP RDE project 'Development of USB – ESF', in 2022 it was supported by the project PSSM 2022–2023 'Support for the internationalisation of USB'. During the academic year, events are organised to support students going abroad and to inspire other students who are still going abroad (e.g. Erasmus Days Flag parade, Welcome back events, International Days, Going to Germany for an experience, Campus France). Before the start of the new semester, an orientation week is held for international students to introduce them to the university environment and to provide assistance with the most important issues related to starting their studies at USB. The International Relations Office also has a Welcome Officer whose services are aimed at supporting international staff and students coming to USB. The International Relations Office also supports the work of the IT Officer to support international mobility and the digitisation of the Erasmus+ programme in the new programming period 2021–2030.

One of the objectives of USB internationalisation expressed in the Strategic Plan of USB for the period 2021–2030 is also the involvement of USB in the structure of European university alliances. In line with this goal, in 2022 USB joined the preparation of the consortium of European universities KreativEU (Knowledge & Creativity European University). This project, led by the Polytechnic Institute of Tomar (Instituto Politécnico de Tomar, Portugal), involves universities from Romania (Universitatea Valahia din Târgoviște), Bulgaria (D. A. Tsenov Academy of Economics), Slovakia (University of Trnava), Italy (Università degli Studi di Camerino) and Turkey (Adana Alparslan Türkeş Science and Technology University). The KreativEU consortium focuses on innovation and research activities in the multidisciplinary field of cultural heritage. The consortium aims to strengthen Europe's central role as a world leader in the protection of the world's cultural and natural heritage and to focus on the protection of under-represented local and national cultural traditions, crafts and folklore. The Consortium aims to be an open and innovative space for mobility, helping to transcend preconceived visions of regional and national identities and cultures, and thus contributing to a more creative, united and stronger Europe. Although not selected for funding in Call 2022, the KreativEU consortium project scored well. The cooperation between the universities involved continued in the second half of 2022, when an updated project was prepared for the Call 2023.

Another goal of USB internationalisation is also to increase the number of foreign students to the total number of USB students. In 2022, the share of foreign students (including short-term stays) exceeded 10% of USB students for the first time. Between 2020 and 2022, USB also supported the studies of 5 Belarusian students who were admitted to study at the USB in close connection with the situation in

Belarus, and in 2022, the USB supported 27 Ukrainian students admitted to study at the USB because they were prevented from studying in Ukraine or were students afraid to continue their studies in Ukraine in the current situation.

In 2022, USB also continued to support the activities of the European Student Network (ESN USB Budweis) club under the auspices of the Welcome Officer and Go-Abroad Officer. The student organisation ESN USB Budweis organises the so-called buddy system (assigning a Czech student, a so-called 'buddy' to a foreign student to facilitate orientation at the university and at the beginning of studies) and prepares a large number of activities for foreign students, ranging from sightseeing trips to cultural and sporting events.

USB also offers degree programmes in a foreign language and cooperates with partner universities abroad in jointly accredited joint degree, double degree and multiple degree programmes, during which students complete part of their studies at a foreign university. Within the framework of cross-border cooperation, the USB cooperates most intensively with the partner Johannes Kepler University in Linz and the University of Passau. International activities are of great importance in raising the quality and international standards in education and research. The USB currently offers 11 double degree (9x) and joint degree (2x) programmes, of which three are bachelor programmes and eight follow-up master programmes. A complete list of these programmes is available on the USB website.²⁴

In 2022, USB offered 37 degree programmes in foreign languages (including double and joint degree programmes) as part of its international marketing strategy. These programmes were:

- Nursing (Bc., Ph.D.).
- Biological Chemistry (Bc., NMgr.).
- Applied Foreign Languages for International Business.
- Sprach- und Textwissensschaften / Philology: German Language and Literature.
- Ecology.
- Multifunctional Agriculture.
- Fishery and Protection of Waters.
- Artificial Intelligence and Data Science.
- Linguistics, Sociolinguistics.
- Linguistics (Text and Discourse).
- Linguistics, Terminology.
- Teaching Spanish as a Foreign Language.
- Regional and European Project Management.
- European Master in Migration and Intercultural Relations.
- Economics and Management.
- Philosophy.
- Spirituality and Ethics in Social Work.
- Theology.
- Theology.
- Applied Physics.
- Biochemistry.
- Biophysics.
- Botany.
- Ecosystem Biology and Ecology.
- Entomology.
- Integrative Biology.
- Limnology.

²⁴ <https://www.jcu.cz/cz/prijimaci-zkousky/double-joint-degree>

- Parasitology.
- Zoology.
- Fishery.
- Protection of Aquatic Ecosystems.
- Archaeology.
- Theory and History of Modern Czech Literature.
- Social Work.
- Educational Psychology.

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

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

The area of international marketing has been under the responsibility of the Rectorate's Marketing Office since 2019, when a specialist officer (marketing specialist) for international marketing was hired. In 2021, a language coordinator for the USB was also recruited to the aforementioned unit. Furthermore, a system was set up to determine the number of international students (on long-term and short-term study stays) and the countries where these students come from and which faculty and degree programme they study. The database is updated twice a year. Repeated questionnaire surveys were also conducted among these students, during which, among other things, information was collected about the information channels through which they learned about the possibility of studying at USB. Priority countries for targeting international marketing were also set based on the following factors:

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

Other activities in the field of international marketing provided by the Rectorate Marketing Unit include:

- Continuous updating of the English pages of USB and the pages of individual foreign degree programmes in cooperation with the faculties of USB.
- Continuous updating of USB English printed materials and creation of new ones.
- Continuous updating of USB presentations on foreign online platforms (e.g. QS Top Universities, Study in Czechia, Wikipedia, Study Adviser, EDUseeker, ERDV, UNlrank, etc.).
- Regular creation and updating of foreign video presentations of USB.
- Regular participation in DZS social media 'livesessions'.
- Creation of a website usblife.cz informing international students about student life and events at USB.
- Targeted advertising campaigns in priority countries consisting of:
 - in online campaigns on the Google platform (content and search PPC campaign) and social networks,
 - the creation of specific visuals for these campaigns for different types of study placements (short-term and Erasmus+) and forms of study (Bc. + NMgr. degree programmes and Ph.D. degree programmes) and the creation of individual landing pages for these individual campaigns – in some priority countries the online campaigns are also supported by print advertising (educational magazines, etc.),
 - participation in educational fairs in priority countries – all forms (contact – face-to-face, online and hybrid form – trained agent in the country presents the USB),
 - participation in professional fairs (support for cooperation with partner universities and institutions (examples of some fairs implemented in 2022: Education and Career 2022 – Kazakhstan, EHEVF 2022 – India and neighbouring countries, FPP Study in the CZ – South East Asia, FPP Turkey and Central Asia, EAIE 2022 Community Exchange, Study Abroad Paris 2022),
 - in the implementation of webinars in conjunction with partner universities and educational agencies and DZS,
 - in paid presentation on foreign educational portals and continuous updating of campaigns conducted on them according to statistics and recommendations of portal representatives (Study portals, CzechUniversities.com) and evaluation of offers of competing portals.
- Development of a network of USB foreign ambassadors (Erasmus+ ambassadors, Media ambassadors) and through them promotion of USB in the form of a blog on the student website usblife.cz and posts on social networks and their participation in online fairs.
- Support for the promotion of science and research at the USB abroad – examples include the online campaign Women in Science or the translation of brochures about science and research at the USB into English.

4.7 Feedback mechanisms

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

USB also regularly evaluates the university's ranking in national and international rankings. The subject of comparison with universities in the Czech Republic is mainly data on the success of projects applying for support from grant agencies, comparison of publication performance, data on unemployment of graduates of public universities and their employment in the labour market and other results of university activities evaluated from outside. Some of these results are regularly monitored by specialised institutions or agencies, and the data obtained are subsequently published in the public media or in

publicly available publications and studies (e.g. rankings of university/faculty performance according to selected criteria, labour market employability of graduates, comparisons of research performance of comparable institutions, etc.). Regular meetings of associations of deans of selected faculties of Czech universities also contribute to regular comparisons of basic quality indicators of faculties of the same or similar focus, not only within the Czech Republic but also in the international context. In addition to the national rankings, USB also follows international rankings (see **Chapter 5.4**), although it is aware of certain negatives associated with some of the existing international rankings (e.g. the focus of the ratings primarily on the scientific performance and/or reputation of the institution being evaluated, ranking based on the number of Nobel Prize winners, inaccuracy of input data, inconsistency of the methodology used over time, annual expansion of the number of institutions included in the evaluation, etc.). From this point of view, USB is also cautious about working with these rankings and interpreting the results contained in them.

Of the feedback processes, the most developed is the system of student evaluation of instruction (SEI). SEI is monitored every semester by the University as well as by faculties and also by individual programme guarantors, or the Board of the degree programme, whereby repeated problems are monitored in particular, as well as verbal evaluations, which often have a greater predictive value than the specific points awarded to individual lecturers and seminar leaders. The results of student evaluations of instruction are also discussed at meetings between the dean or faculty management and students and are also one of the topics of regular meetings of the academic senates and academic communities of the faculties.

From the WS 2020/2021, student evaluation of instruction is implemented University-wide within the IS STAG system, or within the 'Instruction Evaluation' module. The transition to this system is the result of an extensive discussion within the faculty quality coordinators, the USB management and the Rector's Board, the USB Academic Senate and the IEB USB conducted with the aim of adjusting or adjusting the SEI system so that it serves as a real feedback mechanism that provides feedback not only from students to teachers, but also from teachers to students. As a result of this discussion, which also dealt with, among other things, the issues of technical design of SEI, the issue of unification of SEI settings at individual faculties of USB and the basic form of the SEI evaluation questionnaire, it was decided that the USB would no longer use the existing system for the needs of SEI, which technically, in terms of content and financially no longer meets the needs of USB, but will use the IS STAG system. The SEI was carried out for the last time in the framework of the original system for the SS 2019/2020, when the SEI questionnaire was also extended by agreement of the individual faculties of USB with several additional questions that mapped the satisfaction of students with the teaching in the period of the anti-Covid-19 measures. These additional questions were developed by the Faculty of Economics of USB, which enabled their use in the SEI for other faculties of USB. The overall return rate for this evaluation was about 16%, which was the lowest return rate in the last five years. From the perspective of individual faculties, the return ranged from 5 to 70%. Based on discussions with the individual faculties of USB and the university boards, the design of the evaluation questionnaire was also significantly modified in parallel with the transition of SEI to the IS STAG system. The new SEI questionnaire contains mandatory questions that are common to all faculties of USB, with the proviso that beyond these mandatory questions, faculties can also extend the questionnaire with additional questions of their own, which some faculties have already taken advantage of. Within the SEI, the emphasis is on verbal evaluation and on communication (comments by academic staff on the evaluation). An integral part of the SEI is also the possibility to evaluate or send comments on departments providing selected related activities (e.g. canteen, library, halls of residence, student affairs office) or to send any other comments. In the evaluation for FY 2021/2022 in the IS STAG system, an average return of 34.1% was achieved and for FY 2021/2022 a return of 25.3% was achieved. The average return for the whole academic year 2021/2022 was then 29.9%, which can be considered a very good result.

In addition to this University-wide system of student evaluation of instruction, evaluations are also used, which are organized by the teachers themselves within their subjects or courses in order to obtain feedback from students to further improve the quality of teaching. In addition, student evaluation web portals, e.g. Primat.cz or the portal of the Association of Students and Alumni, are also used or monitored. Another level of quality assessment is the direct participation of faculty management representatives in teaching, both for randomly selected courses and for courses for which student evaluations indicate a deficiency or whose teaching is directly pointed out by the students themselves.

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

At the level of individual faculties of USB, there are also regular events such as. surveys focusing on students leaving their studies without proper graduation in order to reveal the real reasons for their departure, surveys among first-year students mapping in particular the motivation to study at the university and possible problems encountered by students during the first year of study, surveys among final-year students providing a retrospective view of their graduating studies, employee satisfaction surveys providing, among other things, anonymous comments and suggestions for improvement, as well as surveys among employers, partners and other external stakeholders. A very important target group from which feedback is regularly obtained is the University's alumni. The graduate surveys map in particular the transition from the university to the labour market, the speed of finding a job, the current position held, the salary conditions of graduates, the evaluation of acquired competences with regard to the requirements of the positions held, or the interest of graduates in joining the University-wide Alumni Club of USB, or faculty alumni clubs. These faculty surveys are mostly conducted in written form, but some faculties are very good at conducting them in the form of telephone interviews. The monitoring of graduates' employment takes different forms at the faculties of USB, as do contacts with employers; more emphasis is placed on such feedback in regulated professions and professionally oriented programmes where employers (schools, hospitals, etc.) are clearly given.), whereas in academically oriented programmes these contacts are often less formalised (meetings with graduates at faculty/branch meetings, or meetings within the USB Alumni Club, lectures by successful graduates at USB, contacts with cultural institutions). The involvement of these external stakeholders in the Boards of individual degree programmes is also a significant improvement of contacts with alumni and employers, which since 2017 has significantly strengthened the feedback on specific fields (programmes), already in the process of creating new degree programmes that are subsequently submitted for accreditation.

An important role in obtaining feedback from the University's graduates is played by the aforementioned USB Alumni Club, which was established in 2016, in connection with the then IP project for 2016–2018. Members of USB Alumni Club can become those who have successfully completed their studies at USB within the framework of the offered bachelor's, master's or doctoral degree programmes. By registering in the USB Alumni Club, graduates receive, among other things, a range of information and offers (graduates are regularly sent newsletters and electronic versions of the university magazine JOURNAL),

but they also provide the university with valuable feedback about the programme/field of study they have graduated from and about their employment in practice. The University also offers a number of benefits to members of USB Alumni Club. The provision of these through the USB Business Centre, which has been operating since March 2021 and which also includes an e-shop where alumni, together with USB staff and students, receive a certain discount, looks very promising. USB is also seeking to expand the offer of USB Business Centre to include lifelong learning courses and other attractive benefits for graduates. USB also organises a number of lectures, cultural and social events for its graduates every year. In 2022, for example, 9 lectures from the Alumni Sessions series, 8 lectures from the Academic Half Hours series, and the Alumni Festival (a two-day festival including the Food Festival and the Campus Alive Festival) were held. Small promotional materials such as badges, key chains, mugs, etc. were also created for members of USB Alumni Club. For the purpose of effective communication with USB alumni, a University-wide coordination platform was also created as part of the strategic project 'USB Development – ESF'. This web-based platform is still being developed, for example, in 2022 its connection with the University's information systems was optimised. Members of USB Alumni Club are also provided with alumni office system licences after registering in the USB identity portal, and they also have a university e-mail account. In order to facilitate registration to the USB Alumni Club, a traditional paper application form has been prepared for alumni. Within the framework of the project 'USB Development – ESF', innovative feedback mechanisms for employers and alumni and several methodological materials, e.g. Methodology of options for types and areas of cooperation with alumni or Recommendations for organising events with alumni, were also developed. Surveys focused on employers and USB alumni were also carried out.

The survey on cooperation with employers was evaluated in 2021. Despite the lower return rate of the questionnaires, it was possible to analyse the possibilities of improving the feedback mechanisms. It can be concluded that the respondents-employers are interested in continuing to cooperate or developing further cooperation with the university. Thus, individual faculties can expand the portfolio of student internships on the basis of cooperation with employers, in which actively cooperating employers enable students to develop their knowledge, skills and prerequisites necessary to perform their chosen job. These internships may be available at all faculties of USB based on the survey conducted. Employers may also cooperate on teaching blocks where students would be introduced not only to specific examples from practice, but also could directly agree with employers' representatives on the implementation of internships, student internships or other forms of cooperation. The survey also found that employers rate the quality of USB graduates as high. Therefore, the USB's efforts to generate quality graduates with a high level of employability are by no means futile. Of course, the employability of graduates varies according to the field of study, but it can be confirmed that the better the quality of students' preparation for life after graduation, the better their chances on the labour market.

At the end of 2021, a survey focused on the issue of the employability of USB graduates on the labour market was also carried out. All USB graduates registered in the USB Alumni Club were contacted as part of this survey. The survey was actively participated by 346 graduates out of a total of more than two thousand graduates of all faculties of USB. The first work experience and its form (FTE, part-time, full-time, business/OSVČ), the role in employment, the match with the graduated field, the sector of the economy, the way the job was obtained and the gross income achieved were examined. In terms of employability, matching with the graduate field is particularly relevant, with 82% of USB graduates working partly or fully in their graduate field, according to the survey results. In terms of the labour market sectors in which USB graduates work, the survey results correspond to the focus of the university.

USB also regularly participates in national surveys that map the labour market application of graduates of Czech universities and their evaluation of their higher education. These surveys are mainly conducted or coordinated by the Centre for the Study of Higher Education, in cooperation with the Centre for the Study of Higher Education, in cooperation with the Centre for Educational Policy of the Faculty of Education of Charles University and other domestic and foreign partners, according to the MEYS assignment. Specifically, the 'Graduate' survey focuses on two target groups. The main target group consists of graduates of bachelor's, master's, and doctoral degree programmes of universities, while the second target group consists of employers of university graduates from the first target group. This survey provides retrospective data not only on the graduates' employment on the labour market, but also on how, with the passage of time, graduates evaluate the quality of study offer, study and teaching conditions, the quality of the university and teachers, their satisfaction with their choice of university

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

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

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

5 EVALUATION OF THE QUALITY OF CREATIVE ACTIVITIES

5.1 External evaluation of science and research

The basic framework for the external evaluation of science and research in the Czech Republic is the Methodology for the Evaluation of Research Organisations and the Evaluation of Programmes of Special Purpose Support for Research, Development and Innovation (hereinafter referred to as the 'M17+ Methodology'), whose creator and guarantor is the Government Board for Research, Development and Innovation (RVVI). From the point of view of USB, its main objective is to provide the basis for decision-making on the provision of institutional support for RDI and to provide information for the long-term management of research organisations by their management. The evaluation is carried out in a total of five modules: Quality of Selected Outcomes (M1), Research Performance (M2), Societal Relevance (M3), Viability/Vitality (M4) and Strategy and Concept (M5). A detailed description of each module can be found on the RVVI website.²⁵ Briefly, the following aspects of science and research are assessed in each module:

- M1: evaluation of selected results in two categories: contribution to knowledge and social relevance.
- M2: overall research performance based mainly on bibliographic data.
- M3: the impact of research on society, in particular applied research.
- M4: quality of management and internal processes of research organisations.
- M5: research strategy of research organisations.

The annual evaluation of research organisations under the M17+ Methodology is carried out in modules M1 and M2. In the M1 module, each HEI delivers a prescribed number of research outputs that it considers to be excellent (and which will be subsequently rated 1–5 on the basis of a remote review). In the M2 module, the indicators monitored are the bibliometric data corresponding to the complete output of the HEI. Assessment is then carried out in all modules in five-year cycles. Based on the result of this assessment, the organisation is placed in one of the four groups A-D. The annual evaluation is then used to monitor the organisation, without revising the classification of research organisations into groups A, B, C and D.

The first comprehensive evaluation according to the M17+ Methodology took place in 2020 and was formally completed in 2021. The evaluation in Modules 1 and 2 was carried out by the RVVI at national level. Within these modules, USB received an aggregated grade of 'A', the highest possible grade, with respect to the individual assessments for the subject groups according to the type of university and profile disciplines, with the following sub-ratings within each subject group:

- Natural Sciences – grade 'a'.
- Engineering and Technology (technical disciplines) – grade 'a'.
- Medical and Health Sciences – grade 'a'.
- Agricultural and Veterinary Sciences – grade 'b+'.
- Social sciences – grade 'b'.
- Humanities and the Arts – grade 'a'.

The evaluation of Modules 1 and 2 also highlighted some of the strengths and weaknesses of USB in relation to the facts assessed in the modules. The strength of USB can be considered as 'a broad spectrum of natural sciences at a relatively very good level (minor disciplines are also at a very good level)', while the weakness can be considered as 'a low proportion of reprint authors for high quality publications in the physical sciences'.

²⁵ <https://www.vyzkum.cz/FrontClanek.aspx?idsekce=799796>

The evaluations in Modules 3 to 5 were conducted at provider level (MEYS) through the International Evaluation Panel (IEP) set up to evaluate USB. Due to the Covid-19 pandemic, the IEP meeting was postponed from June to November 2020, with the IEP meeting eventually taking place remotely (videoconference) due to the persistent adverse epidemiological situation in November 2020. During the three-day, very intensive IEP session (10-12 November 2020), members of this international panel met virtually with more than 100 USB representatives and other invited guests to discuss the topics covered in the modules evaluated, with Module 3 being evaluated at the level of individual USB faculties and Modules 4 and 5 at the level of the whole university.

IEP staffing for the USB assessment in Modules 3 to 5

Name	State	Locations
Prof. Johan Verreth (IEP President)	Netherlands	Wageningen University & Research
Prof. Joseph Bethlehem	Hungary	University of Pécs
Prof. Klaus Baumann	Germany	Albert-Ludwigs-Universität Freiburg
Prof. Martin Lindner	Germany	Martin Luther University Halle-Wittenberg
Prof. Elena Horská	Slovakia	Slovak University of Agriculture, Nitra
Prof. Jan K. Schjoerring	Denmark	University of Copenhagen
Prof. Eva Åkesson	Sweden	Uppsala University
Prof. Henk Schoot	Netherlands	Tilburg University
Prof. Tomáš Opatrný	Czech Republic	Palacky University Olomouc
Doc. Jaroslav Šebek	Czech Republic	Institute of History of the CAS
Dr. Marek Vyšinka	Czech Republic	Ministry of Education, Youth and Sports

Within Modules 3 and 4, USB received a 'Good' rating from the IEP and within Module 5 an 'Average' rating, indicating that USB has a very good starting position and strong potential for further development. The IEP understands the 'average HEI' rating as 'average in European terms', meeting certain minimum standards for a solid European HEI, and from this perspective and taking into account USB's position in Europe, the IEP considers the resulting grade to be logical. IEP admits a certain rigour and honesty in its approach to the evaluation, as it understood the evaluation as an effort to describe the state of affairs and to provide suggestions and recommendations for further development that would bring USB to a higher level. The IEP considers the two biggest challenges for USB to be a clear subscription to the need and development of the social relevance of research and the strengthening of USB's internationalisation.

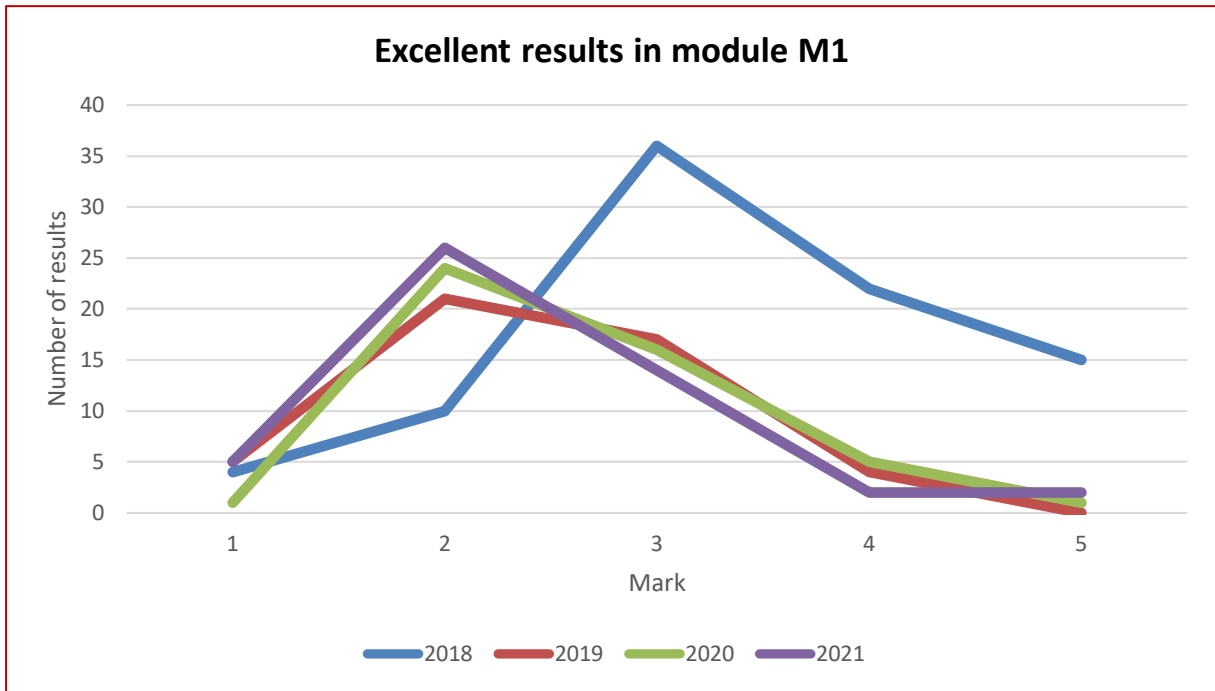
In this context, the provider's Board stated that it considered the IEP's scoring of USB under Modules 3 to 5 to be very critical (underestimated) compared to the scoring of other universities, but nevertheless substantively relevant. The criticality of the IEP was subsequently taken into account by the provider's board in the comprehensive evaluation, i.e. in the aggregate evaluation for Modules 1 to 5, in which USB was the only young university to receive the (highest) grade of 'A – excellent', thus ranking alongside Charles University, Masaryk University in Brno and Palacký University in Olomouc in the category of multidisciplinary universities. The complete evaluation of USB in the framework of the Assessment of Research Organisations in the Higher Education Segment in 2020 was discussed on 7 April 2021 at a joint meeting of MEYS, the Board for Research, Development and Innovation and the Czech Rectors' Conference. The next comprehensive evaluation will take place in 2025.

Following the international evaluation of USB and the recommendations formulated by the IEP, the following activities have been implemented so far:

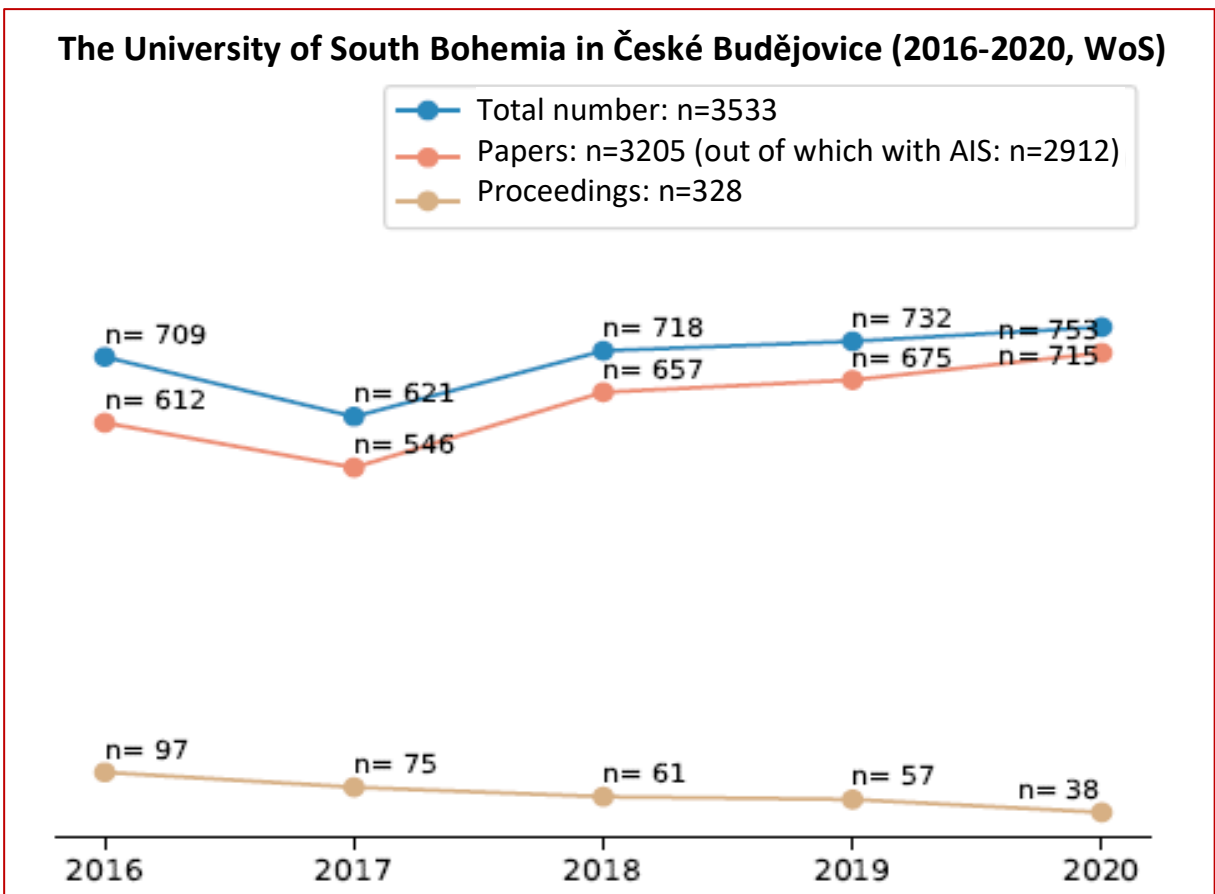
- Work has begun on a University-wide strategy for the development and impact assessment of activities related to the social relevance of research.
- As part of the strengthening of interfaculty cooperation, the first University-wide conference of doctoral students entitled 'Beyond the Horizon and for Mutual Understanding' was held on 3–4 November 2021. The two-day conference was attended by 60 PhD students across all faculties of USB, 53 of them presented their work in lectures and 7 of them through posters. The idea of

this conference was based on three pillars: the need to strengthen the social integration of PhD students beyond disciplines and faculties, the unity of science and mutual respect of scientists of all disciplines as a basis for its successful development, and the necessity of an interdisciplinary approach to solving a number of current societal challenges. The aim of the conference was to start developing values corresponding to these pillars from the very beginning of a scientific career. The conference concluded with a social evening where, among other things, the four best presentations and one best poster were awarded. These awards were largely decided by the students themselves through their votes. The second edition of this University-wide conference, in which 38 USB PhD students actively participated, was then held on 7-8 December 2022. The programme of the second edition included two innovations: the students self-directed their sessions (introducing papers and speakers and directing subsequent discussions); the conference also included an invited paper by the USB Academic Library on Open Access publishing, including issues related to predatory journals. The next edition of this conference will take place in 2023.

- As part of the popularisation of R&D, the publication 'Focus on Science: current research at the University of South Bohemia' was published, which presents recent scientific achievements of the University of South Bohemia. The publication takes the form of interviews with a total of 24 scientists or research groups, three from each faculty of the University of South Bohemia and is published in both Czech and English. The individual contributions will be used in the promotion of R&D at USB and in other promotional formats.
- A series of USB panel discussions on society-wide topics also began in 2022. The aim of these discussions is, on the one hand, to strengthen USB's social responsibility towards the public, and on the other hand, to focus public attention towards USB. Through these activities, the University clearly demonstrates that it also addresses societal issues in its research portfolio.
- In order to further develop applied research at the USB and strengthen cooperation with the non-academic sphere, three new measures were prepared and issued by the USB Technology Transfer Office in the form of Rector's Ordinances: the Rector's Ordinance on the Management of Intellectual Property and Protection of Confidential Information at the USB (R 493), the Rector's Ordinance Issuing the Rules for Establishing Spin-off Companies at the USB (R 494) and the Rector's Ordinance Establishing the Rules of USB Licensing Fund (R 508).
- At the level of USB management and the Rector's Board, substantive discussions were also initiated on the possible centralisation or inter-faculty coordination of some activities with University-wide impact, e.g. in the area of support for the preparation of international grant projects.
- Substantial steps were taken, which led to the establishment of the first spin-off company with USB participation, BIOCANIM a.s., at the beginning of 2023. The scientific content of this company builds on the long-standing research of Dr. Ženka from the Faculty of Science of USB, using the directing of the immune system of an individual to fight against its cancer cells. Dr. Ženka will continue the project within the new company, which was co-founded by a strong investor, and seek to translate the developed technology into clinical practice.
- The Gender Equality Plan of USB has been prepared and published to serve as a tool for initiating and maintaining systematic promotion of gender equality at USB.



USB results in module M1 of the M17+ Methodology.



USB results in module M2 of the M17+ Methodology. Source: <https://m17.rvi.cz/m2/application-m2/>

	Počet výsledků	Decil	Q1	Q2	Q3	Q4
1.1 Mathematics	41	10%	17%	46%	24%	12%
1.2 Computer and information sciences	19	11%	21%	32%	32%	16%
1.3 Physical sciences	75	8%	27%	51%	20%	3%
1.4 Chemical sciences	186	7%	42%	34%	17%	6%
1.5 Earth and related environmental sciences	383	13%	40%	38%	15%	7%
1.6 Biological sciences	1586	12%	35%	31%	23%	11%
1.7 Other natural sciences	210	16%	57%	40%	2%	1%
2.3 Mechanical engineering	11	0%	0%	73%	27%	0%
2.4 Chemical engineering	10	20%	50%	50%	0%	0%
2.5 Materials engineering	45	9%	53%	38%	9%	0%
2.7 Environmental engineering	62	29%	53%	24%	21%	2%
2.8 Environmental biotechnology	59	7%	29%	37%	17%	17%
2.10 Nano-technology	16	12%	31%	56%	0%	12%
2.11 Other engineering and technologies	83	2%	28%	40%	22%	11%
3.1 Basic medical research	225	5%	22%	24%	28%	27%
3.2 Clinical medicine	95	12%	17%	18%	16%	49%
3.3 Health sciences	185	21%	41%	29%	19%	11%
4.1 Agriculture, forestry, and fisheries	299	20%	48%	40%	10%	3%
4.2 Animal and dairy science	65	9%	34%	29%	35%	2%
4.3 Veterinary science	71	7%	48%	32%	15%	4%
4.5 Other agricultural sciences	68	10%	37%	28%	15%	21%
5.1 Psychology and cognitive sciences	38	0%	8%	42%	34%	16%
5.2 Economics and business	12	0%	0%	17%	25%	58%
5.4 Sociology	14	0%	21%	29%	36%	14%
5.7 Social and economic geography	35	3%	17%	29%	23%	31%
6.1 History and archaeology	10	10%	20%	30%	20%	30%

USB results in module M2 of the M17+ Methodology in 2020 by FORD category.

Source: <https://m17.rvvi.cz/m2/application-m2/>. A number of additional and more detailed statistics can be found in the files on this website.

USB has also undergone significant external evaluation through the meetings of the International Board of USB and the International Boards of most of the faculties of USB (see **Chapter 5.2**). The assessment of USB's applications for accreditation of habilitation procedures and procedures for the appointment of professors can also be considered as external evaluation.²⁶ In the five-year period under review, the NAB decided, or its decision became final, to grant accreditation for habilitation procedures in 19 fields of study and for the procedure for the appointment of professor in 14 fields of study at USB. A complete overview of the accreditation of habilitation and professor appointment procedures granted by the NAB, supplemented by an overview of discontinued procedures, is given in **Annexe 9**.

Number of USB proposals for accreditation of habilitation and professor appointment procedures considered by NAB by 2022

Year the NAB decision becomes final	2017	2018	2019	2020	2021	2022
Accreditation of habilitation procedure granted by NAB	x	10	1	5	2	1
Discontinued NAB proceedings for accreditation of the habilitation procedure	x	0	0	0	0	0
Accreditation of the procedure for appointment as a professor granted by NAB	x	10	1	2	1	0
Discontinued NAB proceedings for accreditation of the procedure for appointment as a professor	x	0	0	1	0	0

Other recent external evaluations include the 3rd cycle of the international peer-review evaluation of large research infrastructures in the Czech Republic, which was organised by MEYS in mid-2021 (previous cycles took place in 2014 and 2017). The purpose of this evaluation was to obtain independent expert

²⁶ <https://www.jcu.cz/cz/veda-a-vyzkum/habilitacni-a-jmenovaci-rizeni>

evidence for the adoption of an informed decision of the Czech government on the financing of large research infrastructures from public funds after 2022. The evaluation combined the so-called interim evaluation of 45 large research infrastructures already funded by MEYS and the so-called ex-ante evaluation of 12 large research infrastructure project proposals that were submitted as completely new in response to the outputs of the so-called landscape/gap analysis of the landscape of large research infrastructures. This analysis mapped the scientific and disciplinary or sectoral areas that have not been sufficiently reflected in the framework of large research infrastructure projects so far. The information summarising the background of the evaluation, the principles of its methodological framework and evaluation criteria, the staffing of the international evaluation committee, as well as the course and results of the evaluation itself, was presented by MEYS at the meeting of the Government of the Czech Republic on 6 June 2011. Within the framework of this international peer-review evaluation, two large research infrastructures coordinated or involving USB as a partner were also evaluated, respectively. The large infrastructure CENAKVA (South Bohemia Research Centre for Aquaculture and Biodiversity of Hydrocenoses) of the Faculty of Fisheries and Water Protection of USB (the so-called 'CENAKVA'). Interim evaluation) and the large infrastructure SoWa (National Infrastructure for Comprehensive Monitoring of Soil and Water Ecosystems in Context of Sustainable Use of Landscape), in which the Faculty of Science of USB is involved as a partner institution (ex-ante evaluation).

The methodology of the international peer-review evaluation of large research infrastructures in the Czech Republic in 2021 was also inspired by the monitoring procedures of the European Strategic Forum for Research Infrastructures (ESFRI), used to evaluate research infrastructures of European character, importance and impact. The evaluation was thus carried out in accordance with the highest international standards currently used for the evaluation of research infrastructures in Europe. The methodological framework included a wide range of evaluation criteria covering an extensive range of attributes, in particular the knowledge expertise and technological level of large research infrastructures, their user strategy and open access policy, governance and management structure, approaches to scientific data management, cooperation with the public research community and with industry at national and international level, long-term investment development plans, scientific performance and/or socio-economic benefits and impacts.

The evaluation of large research infrastructures was carried out by an evaluation committee composed of 33 internationally renowned experts, grouped into six evaluation panels and focusing on the disciplinary areas of physical sciences and engineering, energy, environmental sciences, biomedical sciences, humanities and social sciences and e-infrastructure. CENAKVA and SoWa large research infrastructures were both evaluated by an international panel established for the disciplinary area of environmental sciences. The evaluation procedure itself combined a panel evaluation with a remote review evaluation, which consisted in the assignment of 3 international remote reviews for each project of the large research infrastructures, which subsequently served as independent expert inputs or supporting documents for the deliberations conducted by the evaluation panels of the international evaluation committee. The evaluation panels also had the opportunity to interview representatives of the large research infrastructures during the more than six-month evaluation process. In doing so, they were responsible for the final outputs of the evaluation, which, together with the recommendations, were recorded in the form of so-called consensus opinions drawn up for each individual large research infrastructure project.

In accordance with the methodological framework of the international peer-review evaluation, the large research infrastructures and their new proposals were always given an aggregate score by the international evaluation panel, indicating their quality level on a scale of 5 to 1, with 5 being the highest quality level ever, and 1 being the lowest. Large research infrastructures receiving a score of 0 would have been considered by the International Assessment Panel as not meeting the basic qualitative criteria of a large research infrastructure at all, but none of the projects received this rating. Both CENAKVA and SoWa large research infrastructures were ranked identically in the '4 - High' group, i.e. in the group of high quality centres, based on the international panel's assessment, with a view to further MEYS funding in the follow-up period 2023–2029.

In the field of quality assessment of creative activity, the document 'The Agreement on Reforming Research Assessment', published in 2022 by the Coalition for Advancing Research Assessment (<http://www.coara.eu>), has currently come to the fore. This document is the result of negotiations

between more than 350 organisations from over 40 countries and sets out principles for the assessment of science, scientists and research organisations to maximise the quality and impact of science and research. Research and other organisations can sign up to this document and commit to these principles. Some Czech universities have already signed up to this document, and USB is considering doing the same.

5.2 International Boards

Since 2018, USB has established the International Board of USB, which is an important advisory body to the Rector of USB for assessing the direction and quality of the educational and creative activities of USB. It is composed of prominent personalities of European and world science, usually also with experience in university management. The USB International Board was appointed with effect from 1 January 2018 and its President is Prof. Dr. Norbert Müller.

Composition of USB International Board

Members	Locations
Prof. Dr. Norbert Müller (President of USB International Board)	Institute of Organic Chemistry, Johannes Kepler University, Austria
Prof. Dr. hab. Joanna Czaplíńska	Faculty of Philology, University of Opole, Poland
Prof. Dr. Johan Verreth	Graduate School WIAS, Wageningen University, The Netherlands
Prof. Dr. Martin Lindner	Martin Luther University Halle-Wittenberg, Germany
Prof. Dr. József Betlehem, Ph.D.	Faculty of Health Sciences, University of Pécs, Hungary
Prof. Dr. James Sanford Rikoon	College of Human Environmental Sciences, University of Missouri, USA
Assoc. Prof. Ioan Bencsik, PhD	Banat University of Agricultural Science and Veterinary Medicine Timisoara, Romania
Prof. Dr. Klaus Baumann	Albert-Ludwigs-Universität Freiburg, Germany

The first meeting of the International Board of USB took place on 14–16 September 2022 at the University of South Bohemia in České Budějovice. During the meeting, the members of the International Board of USB met with the management of USB and the deans of all faculties of USB. Prior to the actual meeting at USB, the members of the International Board of USB were provided with the Strategic Plan of USB and other relevant documents concerning the activities and internal regulations of USB. For this purpose, a shared drive was set up on which all information was available to the members of the International Board of USB. During their visit to USB, the members of the International Board of USB received basic information on the activities of USB, international cooperation and scientific activities, got acquainted with the educational programmes implemented at USB, the method of quality assessment, educational and research activities and the method of financing and management of USB. The individual faculties presented their educational, scientific and social activities to the members of the International Board of USB. The International Board of USB also visited the CENAKVA research infrastructure and the workplace of the Faculty of Fisheries and Water Protection of USB in Vodnany. At the end of the meeting, a discussion was held between the members of the International Board of USB and members of USB management, deans of faculties and other representatives of USB, during which the results achieved by the International Board of USB at its meeting were also presented. Detailed conclusions and recommendations were drawn up in writing by the USB International Board and sent to the USB management. Suggestive comments and themes that emerged from the evaluation were addressed at a joint meeting of USB management and the faculty deans in January 2023.

Topics for discussion and suggestions for further considerations and plans within the framework of USB strategic management update included the following points:

- Interfaculty cooperation (interdisciplinarity) in science and research.
- The status of University-wide activities integrated into the structure of the faculties (Career Centre, Psychological Counselling).

- The role of the International Boards at the faculties.
- The question of the existing decentralization/centralization of services of the Rectorate departments.
- Responsibility to the region and sustainability.
- Sports activities, health.
- Unequal teaching loads at faculties.
- Offer of bachelor's programmes in English.
- Regular awards for outstanding scientists and teachers.
- Innovative teaching strategies.
- Fighting inbreeding.
- School of Doctoral Studies.
- Further education of university teachers.
- Sabatical – arrivals/departures, support.
- Fund for visiting professors.
- Gender issues.
- Prestigious faculty activities ('flagships' of faculties).
- Budget.
- Sustainability: in curricula, staffing, career development.
- Next meeting of the International Board – outlook, tasks.

In 2022, meetings of the Faculty International Boards were also held. Except for the Faculty of Science and the Faculty of Education of USB, other faculties have already established their International Boards. The USB Faculty of Education plans to establish a Faculty International Board in 2023, while the USB Faculty of Science will further consider the establishment of a Faculty International Board.

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

In accordance with its Long-Term Plan 2016–2020, in December 2017 USB signed up to the principles enshrined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The aim was to win the prestigious HR Award. This is awarded by the European Committee to research institutions that implement HRS4R (The Human Resources Strategy for Researchers). The main benefit of implementing HRS4R is to ensure that the relationship between the USB as an employer and its employees as researchers contributes to the success of the creation, transfer, sharing and dissemination of knowledge and technological development and to the career development of researchers.

As part of the initiation phase of the HR Award process, an internal GAP analysis was developed to compare current practice at USB with the principles of the Charter and Code and the OTM-R manual, which defines the requirements for transparent recruitment of researchers. Following the GAP analysis, a questionnaire survey was carried out targeting all university staff, which focused on four main topics arising from the GAP analysis: ethical and professional aspects, recruitment and selection, working conditions, training and development. After the results of the questionnaire survey were processed, a focus group meeting was held. Thanks to the information gathered, the USB was able to carry out its own self-reflection, which was reflected not only in the GAP analysis itself in the form of identification of weaknesses, but also in the Action Plan setting out concrete steps to address them. These prepared documents were sent to the European Committee as a basis for the evaluation, on the basis of which USB was awarded the HR Award on 22 July 2019.



HR EXCELLENCE IN RESEARCH

Through the HR Award, USB also received the authorization to use the 'HR Excellence in Research' label.

In the so-called implementation phase, which lasts until 2024, the USB continuously fulfils the objectives, activities and outputs set out in the approved Action Plan. The activities of the Task Force and the implementation of the individual phases are overseen by the Steering Committee, which is headed by the Rector of USB and composed of representatives of the University management and senior professional staff of the University. The implementation phase includes an interim evaluation, as well as a progress report on the implementation of the measures set out in the Action Plan, and a Revised Action Plan. At USB, this internal self-assessment took place in 2021 and was submitted to the European Committee for evaluation. In its positive opinion, the Committee positively assessed both the systematic implementation of the Action Plan and the quality and implementation of its activities. On the basis of this opinion, USB is continuing to meet the set objectives and deliverables until 2024, when it will enter the phase for the renewal of the HR Award, which includes, among other things, a one-day on-site inspection of USB by independent evaluators appointed by the European Committee.

Overview of outputs produced according to the Action Plan (AP) and the Revised Action Plan

AP activity	Result
1	R 432 z 19. 5. 2020 Opatření rektora, kterým se vydává Etický kodex JU
	Rector's Ordinance No. 432_Stipulating the USB Code of Conduct
	R 432 z 19. 5. 2020 – příloha 1
	Rector's Ordinance No. 432_Annexe 1
	R 432 z 19. 5. 2020 – příloha 2
	Rector's Ordinance No. 432_Annexe 2
2	R 433 z 19. 5. 2020 Opatření rektora, kterým se vydává Jednací řád Etické komise JU
	Rector's Ordinance No. 433 The Rules and Procedure of the USB Ethics Committee
	Ombudsman of the University of South Bohemia in České Budějovice
	Ombudsman of the University of South Bohemia in České Budějovice
	Podnět ombudsmanovi JU (formulář stížnosti)
	Call for Investigation to the USB Ombudsman
	R 434 z 19. 5. 2020 Opatření rektora JU stanovující postup v případech obtěžování na pracovišti
	Rector's Ordinance No. 434 Dealing with Harassment in the Workplace
	Dodatek číslo 1 z 19. 5. 2020 k Rozhodnutí rektora JU o zřízení Etické komise of the University of South Bohemia in České Budějovice (R 253)

AP activity	Result
	Appendix No. 1 to the Rector's Ordinance Stipulating the USB Code of Conduct (R 253)
3	Interní komunikační strategie JU ²⁷
	Internal communication strategy
	Příloha 1: Seznam a stručný popis nejzásadnějších používaných IS_201201
	Annexe 1: List of major information systems (IS) used at USB
4	Interní komunikační strategie JU
	Internal communication strategy
	Příloha 1: Seznam a stručný popis nejzásadnějších používaných IS_201201
	Annexe 1: List of major information systems (IS) used at USB
5	Návod na zveřejnění inzerátu na stránkách Euraxess
	How to publish an advertisement on Euraxess
	Podávání a vyřizování stížností od uchazečů
	Filling and Handling Job Applicants Complaints
	Doporučený postup výběrového řízení pro obsazování míst neakademických zaměstnanců na JU v ČB
	Recommended Recruitment Process for Non-Academic Staff at the USB in České Budějovice
	Poučení o zpracování osobních údajů uchazeče o zaměstnání
	Guidance on Processing of Personal Data of Job Applicants
	Diagram: Recruitment of academic staff of USB
	Diagram: Recruitment of non-academic staff of USB
6	Concept of USB Staff Development and Education Strategy
	USB Staff Training and Development Strategy – Concept
8	Koncept Strategie rozvoje a vzdělávání zaměstnanců JU
	USB Staff Training and Development Strategy – Concept
	Mobility na Jihočeské univerzitě v Českých Budějovicích
	Mobility at the University of South Bohemia in České Budějovice
	Příloha 1: Mobility pro výzkumné pracovníky
	Annexe 1: International Mobility Opportunities for Researchers
	Annexe 2: Mobilities for academic staff and non-academic staff
Annexe 3: International Mobility Opportunities for Doctoral Students	
9	Post-doc pozice na Jihočeské univerzitě v Českých Budějovicích (Doporučení)
	Postdoctoral positions at the University of South Bohemia in České Budějovice (Recommendation)
10	R 421 ze 17. 3. 2020 Opatření rektora k výkonu práce zaměstnanců JU mimo pracoviště zaměstnavatele – Homeworking
	Rector's Ordinance No. 421 on Performing Work for the University of South Bohemia in České Budějovice outside the Employer's Workplace – Homeworking
	R 421 ze 17. 3. 2020 – příloha
	Annex to Rector's Ordinance No. 421

²⁷ Activity No 3 of the Action Plan focused on formal communication, while Activity No 4 focused on informal communication.

AP activity	Result
12	R 479 z 24. 9. 2021 Opatření rektora, kterým se vydává Kariérní řád of the University of South Bohemia in České Budějovice
	Rector's Ordinance no. 479 issuing Career Regulations of the University of South Bohemia in České Budějovice
14	R 497 z 30. 3. 2022 Opatření rektora ke stanovení pracovní doby a její evidence na JU
	Rector's Ordinance No. 497 on the determination of working time and its recording at the University of South Bohemia in České Budějovice
	R 497 z 30. 3. 2022 – příloha č.1 Annexe No. 1 to the Rector's Ordinance R 497
15	Strategic setting and development of international cooperation in research and development and internationalisation of the research organisation (English version in preparation)
17	Plán genderové rovnosti of the University of South Bohemia in České Budějovice
	Gender Equality Plan of the University of South Bohemia in České Budějovice
18	Strategy for setting and development of internal evaluation of the University of South Bohemia in České Budějovice (English version in preparation)
19	Strategy for the development of intersectoral cooperation, intellectual property management and knowledge transfer from research to practice (English version in preparation)

Revised AP activities under development

Planned activity of the Revised AP

11. Communication – formal – Web pages – improvement of clarity, timeliness of information of the University of South Bohemia and individual faculties for better orientation and clarity

13. Methodological support in the personnel area

16. Manual and systematization of training plans at USB

20. The emergence of a university strategy in the field of social relevance of R&D

21. Promoting and pooling the capacities of interfaculty cooperation – defining cross-cutting themes

The work on obtaining the HR Award, support for its implementation and implementation were solved within the framework of the OP RDE project 'Development of USB – Capacities for R&D' until 2021. In 2022 and 2023, funding from the USB Strategic Priorities Fund is secured under the project 'Implementation of the HR Award in 2022, 2023'. Details regarding the HR Award are listed on the USB website in the Science and Research section.²⁸

5.4 International university rankings

USB has been systematically monitoring all major international rankings focused on the quality of universities and research institutions, both rankings in which the university is already represented and rankings in which it is not yet represented.²⁹ Specifically, the following rankings are monitored:

- **The Big Three rankings** (ARWU – Academic Ranking of World Universities; QS World University Rankings; THE – Times Higher Education World University Rankings).
- **Rankings focused primarily on research** (CWTS Leiden Ranking; NTU – National Taiwan University Ranking; Performance Ranking of Scientific Papers of World Universities; URAP – University Ranking by Academic Performance).

²⁸ <https://www.jcu.cz/cz/veda-a-vyzkum/hr-award/hr-award-hrs4r>
<https://www.jcu.cz/en/science-and-research/hr-award-hrs4r>

²⁹ Of these rankings, USB is not yet ranked in the CWTS Leiden Ranking, the U-Multirank ranking for which USB does not actively provide any data, and the RUR (Round University Ranking).

- **Multirank** (U-Multirank; SIR – SCImago Institutions Rankings).
- **Alternative rankings** (CWUR – Center for World University Rankings; U.S. News Best Global Universities; MosIUR – Three University Missions Moscow International University Ranking; RUR – Round University Ranking).
- **Web rankings** (Webometrics Ranking of World Universities; uniRank – University Ranking).

The fact that USB has been successful in recent years in promoting itself in the so-called Big Three rankings, in which the USB was not represented in the past, can be considered an extraordinary success.

After several years in which USB scored in the regional EECA (Emerging Europe and Central Asia) QS World University Rankings and in some QS sectoral rankings (specifically in the 'Agriculture & Forestry' and 'Biological Sciences' sectoral rankings), USB will also be ranked for the first time in the global ranking of the world's best universities in 2022. This is right at the shared 701st–750th place. The QS World University Rankings, compiled by research company Quacquarelli Symonds Limited (QS), are one of the most prestigious and trusted international rankings that measure the quality of universities, along with the so-called Shanghai Rankings (ARWU rankings) and the Times Higher Education (THE) rankings. It is also the only international ranking that has received official recognition from the IREG Observatory on Academic Ranking and Excellence (IREG Observatory for short), an international non-profit organisation dedicated to evaluating and critically reviewing existing international rankings. The current QS World University Rankings 2023, published in June 2022, measured 1,500 institutions from around the world against six different criteria, with reputation among academics and graduate employers accounting for 50% of the ranking, the number of citations in the Scopus database accounting for 20%, the number of students per academic staff member accounting for 20% and the proportion of international students accounting for 5% of the ranking. The employment of graduates and the ability of the evaluated institution to build geographically diversified international research networks are also monitored, although not scored.

Since 2018, USB has also been regularly ranked in the ARWU (Academic Ranking of World Universities). This highly prestigious ranking is based on a total of six selected criteria (graduates and employees of the institution who have won the Nobel Prize or the Fields Medal; the number of highly cited researchers from the institution in each subject category; the number of articles published in Nature and Science; the number of publications in the Science Citation Index – Expanded and Social Sciences Citation Index databases; and the academic performance of the institution converted into the number of its employees). In addition to the global ARWU ranking, in which USB is consistently (except for 2021) ranked in the top 1000 universities in the world (shared 901st–1000th place), USB is regularly ranked in several disciplinary rankings ('Agricultural Sciences', 'Veterinary Sciences', 'Ecology', 'Biological Sciences', 'Environmental Science & Engineering'). Within these disciplinary rankings, USB again managed to achieve the best ranking in 2022 in the 'Ecology' ranking, where it ranked 101st–150th overall.

Since 2019, USB has also been regularly ranked among the world's top 1,000 universities in the prestigious THE (Times Higher Education World University Rankings). In the current edition of this international ranking, the results of which were published in October 2022, USB once again ranked among the best, taking the overall 801st–1,000th place out of a record number of ranked universities from more than 104 countries, thus defending its ranking from previous years. Within Czech universities, USB improved year-on-year, taking a great shared 2nd place with Masaryk University. In total, 18 universities from the Czech Republic were ranked in THE World University Rankings 2023, but only 3 Czech universities made it into the top 1,000. Universities were again ranked in THE World University Rankings on the basis of 13 calibrated performance indicators grouped into five categories comparing their performance in education, research, citations, knowledge transfer and internationalisation. In all of these areas, USB improved year-on-year, with the greatest improvement in the number of citations and overall citation rate. In recent years, the University has done well not only in these global rankings, but also in the regional rankings (The Times Higher Education Emerging Economy University Rankings), the Times Higher Education Young University Rankings, in which it is regularly ranked first among the 'young' universities in the Czech Republic, and in some subject rankings. These are in particular the subject rankings 'Life Sciences' and 'Clinical, pre-clinical & health'. In 2021, USB also managed for the first time to break into the 'Arts & humanities' and 'Social sciences' sectoral rankings, and in 2022 into the 'Education' sectoral ranking.

The high level of USB is also confirmed by other recognized world university rankings, whose current years were published in 2022. One of them, for example, is the NTU (National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities), in which USB has managed to achieve its best ranking so far (255th overall) in the 'Agriculture' and 'Plant & Animal Science' and 'Environment/Ecology' disciplinary rankings. position within the scientific area 'Agriculture', 135th position in the sectoral ranking 'Plant & Animal Science' and 236th position in the sectoral ranking 'Environment/Ecology'). NTU's ranking is based solely on the qualitative and quantitative assessment of the publication performance of each university, with the qualitative assessment accounting for 75% of the overall score. The main evaluation criteria are the number of publications in impacted journals, the citation rate of scientific publications as well as the number of publications categorised as 'highly-cited'.

Further information on the USB's position in the main international rankings is given in the following tables.³⁰

International rankings of the Big Three

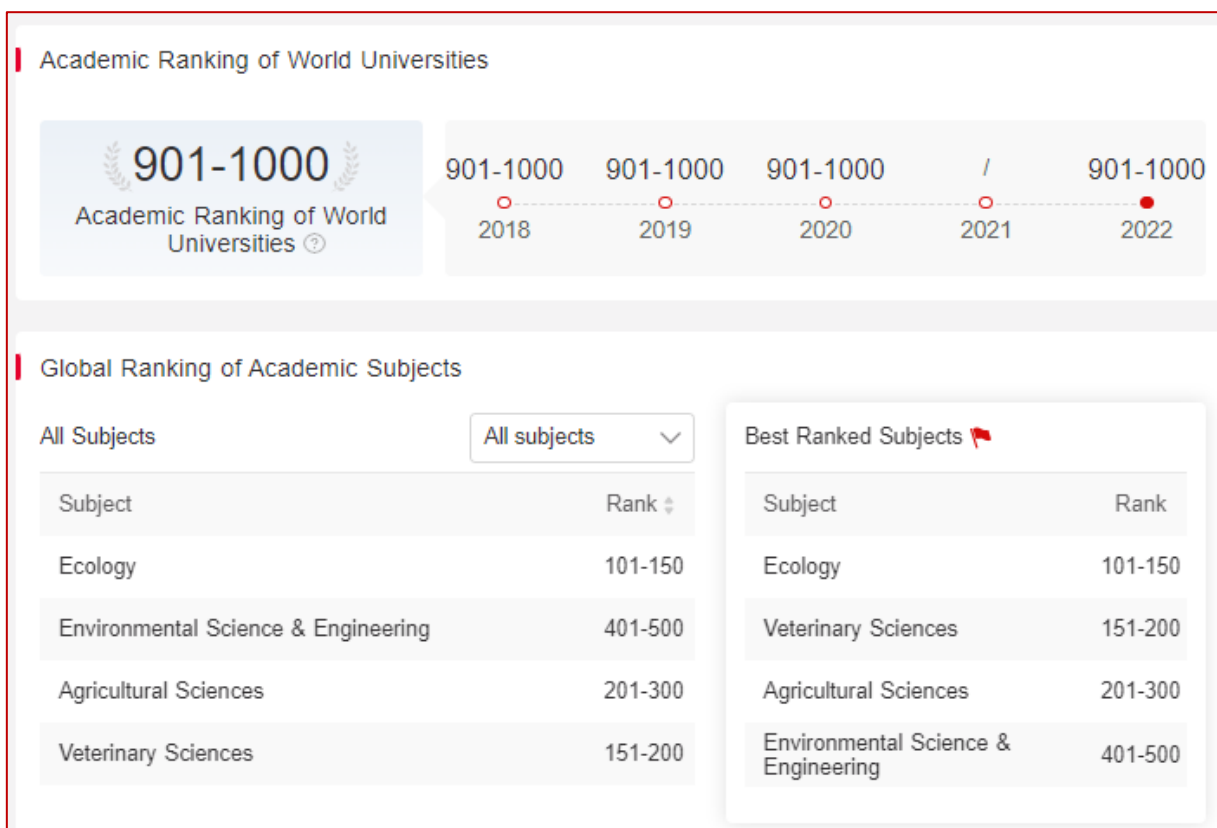
Year / USB ranking	2017	2018	2019	2020	2021	2022
ARWU (Academic Ranking of World Universities)	-	901-1000 (4-6 in the Czech Republic)	901-1000 (6-7 in the Czech Republic)	901-1000 (6-7 in the Czech Republic)	-	901-1000 (6-8 in the Czech Republic)
ARWU – Industry Ranking 'Agricultural Sciences'	201-300 (3-5 in the Czech Republic)	151-200 (1-4 in the Czech Republic)	201-300 (4-5 in the Czech Republic)	201-300 (3-5 in the Czech Republic)	201-300 (3-5 in the Czech Republic)	201-300 (3-5 in the Czech Republic)
ARWU – Industry Ranking 'Veterinary Sciences'	-	151-200 (2-3 in the Czech Republic)	151-200 (2 in the Czech Republic)	151-200 (1-2 in the Czech Republic)	151-200 (1 in the Czech Republic)	151-200 (1 in the Czech Republic)
ARWU – Industry Ranking 'Ecology'	151-200 (2 in the Czech Republic)	151-200 (2 in the Czech Republic)	101-150 (1-2 in the Czech Republic)	101-150 (1 in the Czech Republic)	101-150 (1 in the Czech Republic)	101-150 (1-2 in the Czech Republic)
ARWU – Industry Ranking 'Biological Sciences'	401-500 (4 in the Czech Republic)	401-500 (4 in the Czech Republic)	401-500 (2-4 in the Czech Republic)	-	-	-
ARWU – Industry Ranking 'Environmental Science & Engineering'	-	401-500 (3-4 in the Czech Republic)	401-500 (3-4 in the Czech Republic)	401-500 (3-4 in the Czech Republic)	401-500 (2-4 in the Czech Republic)	40-500 (2-4 in the Czech Republic)
QS World University Rankings	-	-	-	-	-	701-750 (6-7 in the Czech Republic)
QS World University Rankings – EECA (Emerging Europe & Central Asia) regional rankings	146 15 from Czech Republic)	122nd (13 in the Czech Republic)	123 (13 in the Czech Republic)	122 (13 in the Czech Republic)	145 (14 in the Czech Republic)	not yet available
QS World University Rankings – sectoral ranking 'Agriculture & Forestry'	-	251-300 (3-5 in the Czech Republic)	201-250 (2 in the Czech Republic)	251-300 (2-4 in the Czech Republic)	251-300 (3-5 in the Czech Republic)	251-300 (3-5 in the Czech Republic)

³⁰ The rankings do not include web rankings, which mainly assess the 'visibility' of universities on the internet, the size of their web content, the popularity of their websites, etc.

Year / USB ranking	2017	2018	2019	2020	2021	2022
QS World University Rankings – subject ranking ‘Biological Sciences’	-	-	551–600 (3–4 in the Czech Republic)	551–600 (3–4 in the Czech Republic)	601–640 (4 in the Czech Republic)	601–650 (4 in the Czech Republic)
THE (Times Higher Education World University Rankings)	-	-	801–1000 (4–5 in the Czech Republic)	801–1000 (4 in the Czech Republic)	801–1000 (2–4 in the Czech Republic)	801–1000 (2–3 in the Czech Republic)
THE Emerging Economies University Rankings – regional rankings	-	-	201–250 (4–5 in the Czech Republic)	251–300 (4–6 in the Czech Republic)	251–300 (4–5 in the Czech Republic)	not yet available
THE Young University Rankings – rankings of universities under 50	-	-	201–250 (1 in the Czech Republic)	251–300 (1 in the Czech Republic)	251–300 (1 in the Czech Republic)	not yet available
THE – ‘Life sciences’ industry ranking	-	-	301–400 (1–2 in the Czech Republic)	401–500 (1–3 in the Czech Republic)	401–500 (1–2 in the Czech Republic)	401–500 (2–3 in the Czech Republic)
THE – the industry ranking ‘Clinical, pre-clinical & health’	-	-	601+ (4–6 in the Czech Republic)	601+ (4–6 in the Czech Republic)	601+ (3–6 in the Czech Republic)	801+ (5–6 in the Czech Republic)
THE – ‘Arts & humanities’ industry ranking	-	-	-	-	501+ (3–4 in the Czech Republic)	501–600 (3 in the Czech Republic)
THE – ‘Social sciences’ industry ranking	-	-	-	-	601+ (2–5 in the Czech Republic)	801+ (5–6. in the Czech Republic)
THE – Industry ranking ‘Education’	-	-	-	-	-	601+ (4 in the Czech Republic)



In the recent edition of THE World University Rankings, USB was again ranked among the top 1,000 universities in the world.



In addition to the global ranking of the Academic Ranking of World Universities (ARWU), USB has also been successful in several disciplinary rankings. Source: <https://www.shanghairanking.com/>

International rankings focused primarily on research

Year / USB ranking	2017	2018	2019	2020	2021	2022
NTU (National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities)	-	-	-	-	-	-
NTU – ranking for the scientific field 'Agriculture'	282 (2 in the Czech Republic)	301–350 (4 in the Czech Republic)	285 (3 in the Czech Republic)	301–350 (4 in the Czech Republic)	301–350 (3–4 in the Czech Republic)	255 (3 in the Czech Republic)
NTU – departmental ranking 'Plant & Animal Science'	174 (2 in the Czech Republic)	192 (2 in the Czech Republic)	186 (2 in the Czech Republic)	172 (2 in the Czech Republic)	144 (2 in the Czech Republic)	135 (2 in the Czech Republic)
NTU – 'Environment/ Ecology' ranking	276 (3 in the Czech Republic)	-	281 (3 in the Czech Republic)	-	279 (3 in the Czech Republic)	236 (2 in the Czech Republic)
NTU – Field Ranking 'Agricultural Sciences'	451–500 (3 in the Czech Republic)	451–500 (2–4 in the Czech Republic)	451–500 (2–4 in the Czech Republic)	451–500 (3 in the Czech Republic)	-	451–500 (3 in the Czech Republic)
NTU – departmental ranking 'Microbiology'	-	-	291 (2 in the Czech Republic)	289 (2 in the Czech Republic)	297 (2 in the Czech Republic)	-
URAP (University Ranking by Academic Performance)	906 (5 in the Czech Republic)	933 (6 in the Czech Republic)	941 (7 in the Czech Republic)	967 (7 in the Czech Republic)	1 060 (8 in the Czech Republic)	1 070 (7 in the Czech Republic)
URAP – Industry Ranking 'Biological Sciences'	-	344 (3 in the Czech Republic)	345 (3 in the Czech Republic)	332 (3 in the Czech Republic)	382 (3 in the Czech Republic)	not yet available
URAP – 'Environmental Sciences' industry ranking	-	-	232 (3 in the Czech Republic)	254 (3 in the Czech Republic)	290 (4 in the Czech Republic)	not yet available
URAP – industry ranking 'Zoology'	-	132 (3 in the Czech Republic)	119 (2 in the Czech Republic)	99 (2 in the Czech Republic)	100 (2 in the Czech Republic)	not yet available
URAP – Industry ranking 'Agriculture'	-	321 (3 in the Czech Republic)	315 (3 in the Czech Republic)	321 (3 in the Czech Republic)	322 (3 in the Czech Republic)	not yet available
URAP – Industry Ranking 'Veterinary Sciences'	-	93 (1 in the Czech Republic)	95 (1 in the Czech Republic)	96 (1 in the Czech Republic)	123 (1 in the Czech Republic)	not yet available
URAP – Industry Ranking 'Marine Sciences & Technology'	-	-	-	174 (1 in the Czech Republic)	236 (1 in the Czech Republic)	not yet available

Year / USB ranking	2017	2018	2019	2020	2021	2022
URAP – Industry Ranking ‘Chemical Sciences’	-	-	-	-	1 215 (8 in the Czech Republic)	not yet available
URAP – ‘Molecular Biology & Genetics’ industry ranking	-	-	-	-	593 (4 in the Czech Republic)	not yet available
URAP – ‘Environmental Engineering’ industry ranking	-	-	-	-	682 (5 in the Czech Republic)	not yet available
URAP – Industry Ranking ‘Medical and Health Sciences’	-	-	-	-	1 222 (5 in the Czech Republic)	not yet available
URAP – Industry Ranking ‘Technology’	-	-	-	-	1 311 (9 in the Czech Republic)	not yet available

International multi leaderboards

Year / USB ranking	2017	2018	2019	2020	2021	2022
SIR (SCImago Institutions Ranking)³¹	2 717 (8 in the Czech Republic)	3 632 (11 in the Czech Republic)	3 694 (10 in the Czech Republic)	3 947 (8 in the Czech Republic)	4 152 (10 in the Czech Republic)	3 546 (7 in the Czech Republic)
SIR – Research Rank	2 170 (7 in the Czech Republic)	2 169 (7 in the Czech Republic)	2 571 (8 in the Czech Republic)	2 427 (5 in the Czech Republic)	2 322 (5 in the Czech Republic)	2 653 (5 in the Czech Republic)
SIR – Innovation Rank	3 678 (12 in the Czech Republic)	4 514 (15 in the Czech Republic)	5 153 (15 in the Czech Republic)	5 964 (18 in the Czech Republic)	6 490 (19 in the Czech Republic)	5 559 (14 in the Czech Republic)
SIR – Societal Rank	774 (6 in the Czech Republic)	2 069 (11 in the Czech Republic)	1 650 (7 in the Czech Republic)	1 674 (7 in the Czech Republic)	1 748 (5 in the Czech Republic)	1 658 (5 in the Czech Republic)

Alternative International Multi Rankings

Year / USB ranking	2017	2018	2019	2020	2021	2022
CWUR (Center for World University Rankings)	-	930 (5 in the Czech Republic)	1 024 (5 in the Czech Republic)	1 021 (5 in the Czech Republic)	1 052 (5 in the Czech Republic)	1 041 (5 in the Czech Republic)
U.S. News Best Global Universities	868 (5 in the Czech Republic)	816 (5 in the Czech Republic)	904 (5 in the Czech Republic)	941 (5 in the Czech Republic)	1 024 (6 in the Czech Republic)	1 013 (6 in the Czech Republic)

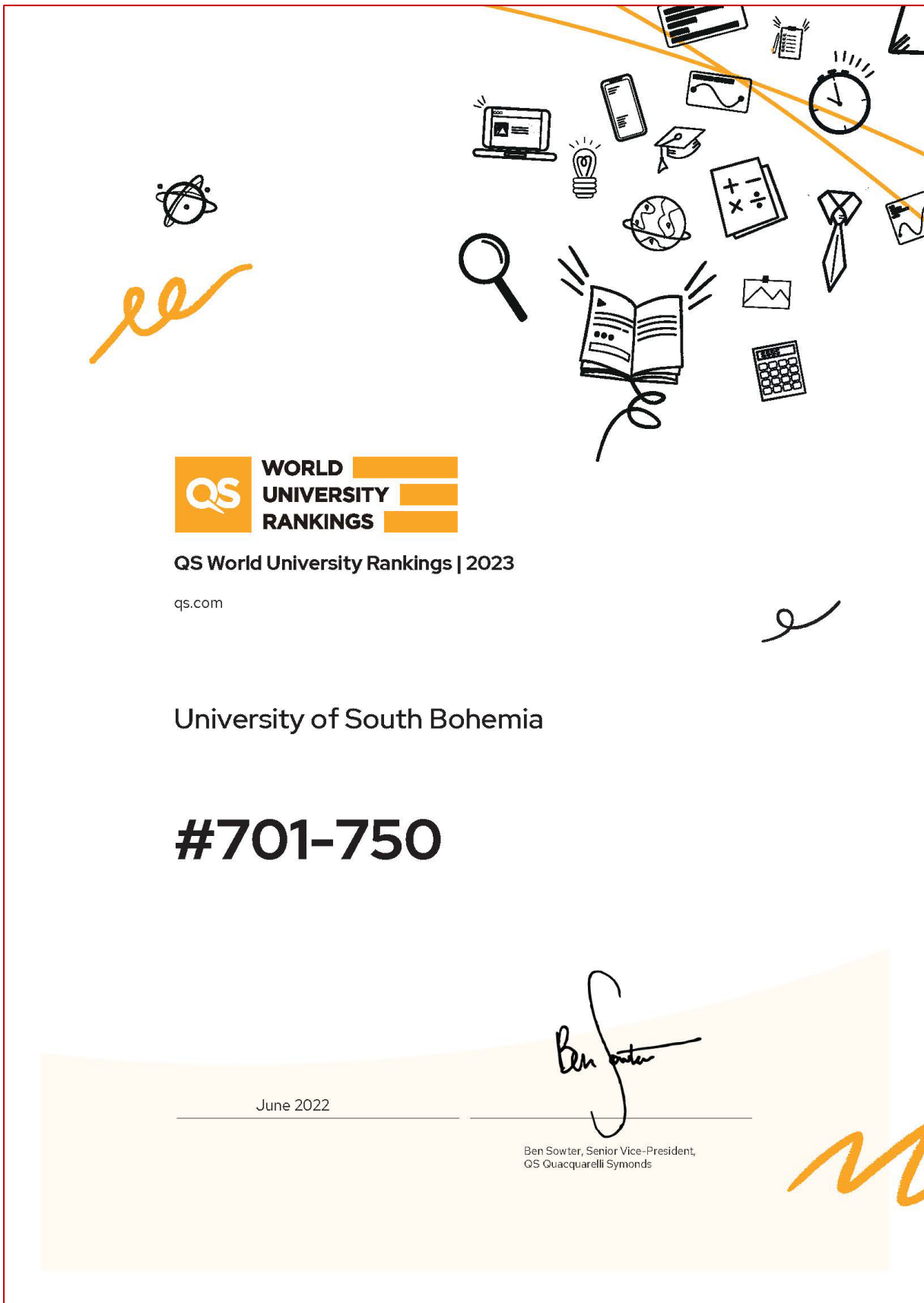
³¹ The SIR rankings have changed the way in which the ranking of individual institutions within a given ranking is determined in 2023. The new method has been applied retrospectively to all previous years of the rankings so that the individual institutions ranked can be realistically compared and their evolution over time can be tracked.

Year / USB ranking	2017	2018	2019	2020	2021	2022
U.S. News Best Global Universities – ‘Plant and Animal Science’	210 (4 in the Czech Republic)	189 (4 in the Czech Republic)	198 (5 in the Czech Republic)	207 (4 in the Czech Republic)	222 (5 in the Czech Republic)	196 (5 in the Czech Republic)
U.S. News Best Global Universities – ‘Microbiology’ industry ranking	-	194 (2 in the Czech Republic)	200 (2 in the Czech Republic)	193 (2 in the Czech Republic)	189 (2 in the Czech Republic)	209 (2 in the Czech Republic)
U.S. News Best Global Universities – ‘Environment/ Ecology’	-	167 (2 in the Czech Republic)	176 (2 in the Czech Republic)	182 (3 in the Czech Republic)	223 (3 in the Czech Republic)	251 (4 in the Czech Republic)
U.S. News Best Global Universities – ‘Biology and Biochemistry’	-	-	473 (4 in the Czech Republic)	-	496 (4 in the Czech Republic)	-
MosIUR (Three University Missions Moscow International University Ranking)	-	-	1 001–1 100 (10–13 in the Czech Republic)	901–1 000 (9–12 in the Czech Republic)	801–900 (11–12 in the Czech Republic)	801–900 (11–12 in the Czech Republic)

○ All sectors ● Universities

Area		World	Eastern Europe	EU-27	OECD	Czech Republic
Agricultural and Biological Sciences	+	685 th	19 th	166 th	439 th	3 rd
Arts and Humanities	+	1008 th	82 nd	333 rd	795 th	7 th
Biochemistry, Genetics and Molecular Biology		1655 th	84 th	422 nd	1079 th	10 th
Business, Management and Accounting		1599 th	114 th	434 th	1022 nd	12 th
Chemistry		2183 rd	131 st	487 th	1175 th	16 th
Computer Science		1909 th	126 th	496 th	1107 th	9 th
Earth and Planetary Sciences		1891 st	202 nd	409 th	1031 st	11 th
Energy		212 th	3 rd	24 th	100 th	1 st
Environmental Science		1343 rd	85 th	353 rd	790 th	7 th
Mathematics		1826 th	123 rd	444 th	1022 nd	9 th
Medicine	+	1534 th	86 th	390 th	983 rd	10 th
Pharmacology, Toxicology and Pharmaceutics		1555 th	106 th	369 th	923 rd	12 th
Physics and Astronomy		858 th	32 nd	234 th	578 th	5 th
Social Sciences	+	1470 th	114 th	432 nd	998 th	11 th
Veterinary		452 nd	27 th	113 th	293 rd	4 th

In 2022, the USB was ranked in 15 out of a total of 19 monitored disciplinary rankings of the international SIR (SCImago Institutions Ranking). Source: <https://www.scimagoir.com/>



Certificate of USB's ranking in the most recent edition of the QS World University Rankings.

Owing to its very good ranking in the prestigious THE ranking, USB has also managed to break into the Cross Ranking compiled by the CU Center for Education Policy³² in recent years. The Cross Ranking links the rankings of the three most respected international university rankings, namely the ARWU, QS and THE rankings. It is a meta-analysis of rankings of higher education institutions and higher education systems worldwide. The basic idea of the Cross Ranking project, which has processed data for the years 2012 and 2016–2019, is to link the available information and data from the three international rankings using both quantitative and qualitative indicators. The Cross Ranking, published at the turn of 2019/2020, provides a comparison of a total of 1,721 top-ranked universities and the 50 most successful university systems from 98 countries. In this 2019 ranking, USB is ranked in a shared 926th–928th place, which is 7th among 17 ranked universities from the Czech Republic. Compared to 2018, USB managed to improve by more than 400 places, which represents the most significant improvement of all universities from the Czech Republic that managed to rank in this ranking in that year.

5.5 Internal evaluation of science and research

Creative activity is developed at all faculties of USB adequately to individual degree programmes. Many of these activities also involve doctoral, master's and in some cases bachelor's degree students. A number of faculties of USB have long supported the creative activities of students primarily through the chosen nature of bachelor, diploma and doctoral theses, which in most cases are part of the research activities of individual departments, institutes or laboratories. Students thus come into direct contact with current developments in various fields and are stimulated to independently conceive research topics and their methodological elaboration. The faculties also use a number of motivational tools (exceptional scholarships, Dean's Award, etc.) to encourage students' access to creative activities. Students participate in research work mainly within the framework of professional grant projects of their supervisors and their laboratories. Students with a stronger inclination towards creative and research activities then enter USB or faculty grant competitions.

The internal evaluation of science and research takes place and is reflected in particular in the creation of USB budget, and at individual faculties in the creation of faculty budgets and the remuneration of academic staff of the faculty (here often in connection with the IS EAS system of evaluation of academic staff). In general, the internal evaluation of science and research includes both bibliographic evaluation (with emphasis on ranking only in the first two quartiles of results for impacted journals, or for publications in journals registered in ERIH+ databases, and for some disciplines for publications in journals registered in Scopus databases), and evaluation of selected results of creative activity in the form of peer review (especially for humanities disciplines and book outputs, or partial chapters). The evaluation also reflects the wide range of creative activities of individual units of USB – for example, artistic activities (RUV) significant at the Faculty of Education, Faculty of Arts and Faculty of Theology of USB are taken into account, as well as applied and contract research, which occurs mainly at the Faculty of Fisheries and Water Protection, Faculty of Science and Faculty of Agriculture and Technology of USB.

USB ranks among research-oriented universities and is a respected centre of university science and research not only in the Czech Republic, but also in some areas in Europe and worldwide. An important component of the University's scientific research activities is close cooperation with institutes of the Czech Academy of Sciences. The quality of research results can be documented by a number of individual awards for scientists, success in grant competitions and the volume of institutional support for research. Recently, many departments have acquired state-of-the-art instrumentation with the support of EU funds, new facilities have been built and existing ones upgraded to meet the highest international standards. This, combined with the quality of the scientific staff, has created the conditions for further dynamic development of scientific results.

The prominent position of USB among educational and research institutions not only in the South Bohemia Region, but also in the Czech Republic and central Europe is also evidenced by the results of various studies, rankings and comparisons, which are regularly published in Czech and foreign periodicals, special issues of newspapers and magazines and on the Internet. In a number of scientific areas, USB is

³² <http://www.strediskovzdelavacipolitiky.info/app/crossranking/>

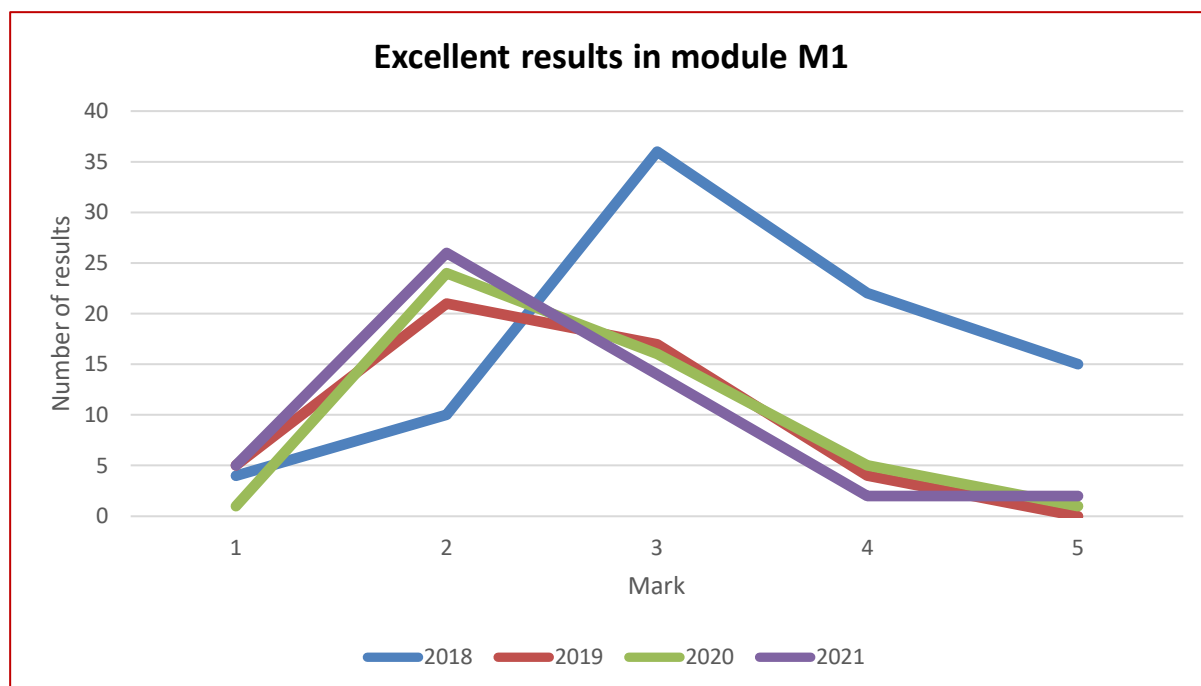
among the top 10 research institutes in the Czech Republic, In several areas, it is comparable to the world's top universities. Within the Czech Republic, USB ranks, in terms of various criteria, among the top 5–7 universities and among the best Czech universities that were established after November 1989 (more on international rankings in **Chapter 5.4**).

USB applies several levels of the system of evaluation of creative activity, which are implemented both at the University-wide and faculty level. Evaluation at the university level is more of a supervisory character, leading to regular discussions with the faculty management on the direction and strategy of creative activities at individual faculties, while evaluation at the faculty level has a direct impact on the allocation of funding for creative activities within the faculties. Although the USB respects and guarantees the freedom of research and scientific work, the current USB Strategic Plan establishes a certain framework for research activities across the entire USB. The basic pillars of this framework include:

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

To fulfil this framework, the USB and individual faculties of USB provide a number of support and motivational tools, including support for postdoctoral positions, support for research infrastructures, support for publishing in open access journals, innovative forms of teaching that respect the current state of knowledge, and grant support.

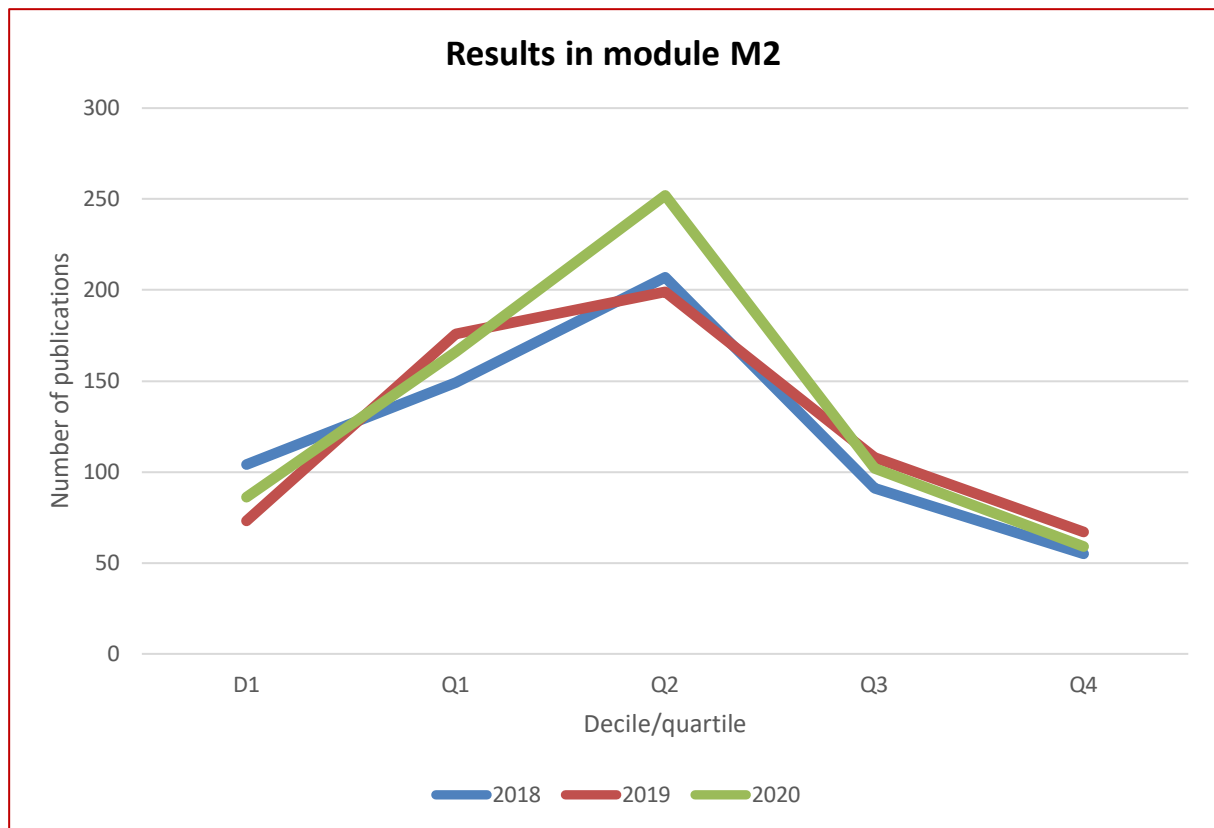
In accordance with the M17+ Methodology, the USB reports the results to the M1 module annually. After receiving information on the number of publications to be delivered by the USB to the M1 module, this number is proportionally allocated to the individual faculties of USB according to the share of LCDRO in a given year (base part) and according to the number of non-bibliographic outputs in a given year (reinforcement). The results supplied by the faculties can be adjusted in the sense that a worse result of one faculty can be replaced (with prior approval) by a better result of another faculty, even if this slightly distorts the calculated shares. The aim is to report only the best results.



Results of the evaluation of excellent scientific outputs of USB in module M1 of the M17+ Methodology. Average grades for the years: 2018 – 3.39; 2019 – 2.43; 2020 – 2.6; 2021 – 2.39.

The results are reported by entering them into the web application SKV (System of Quality Results), while the necessary conditions for the acceptance of the result are the justification of its excellence and its inclusion in one of the two categories: contribution to knowledge or social relevance.

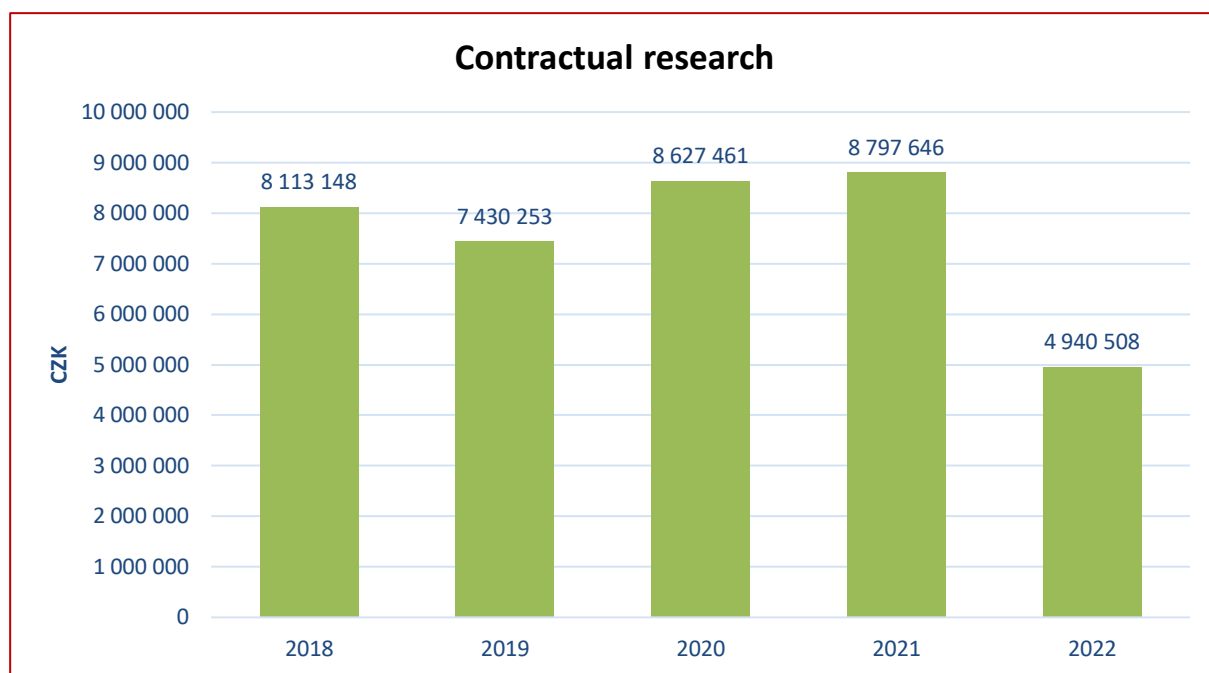
Within the M2 module, the monitored indicators are mainly bibliometric data corresponding to the complete production of USB results.



Results of the evaluation of USB scientific outputs in module M2 of the M17+ Methodology.

Every year, some faculties of USB also report results to the Register of Artistic Outputs (RUV), i.e. the Register of Information on Results for the Purposes of Science and Research, but for artistic disciplines taught at Czech public universities. The RUV application is created to support the process of registration and evaluation of outputs from creative artistic activities at the national level. The application allows for entering and editing records of artistic outputs, supports the process of certification of these outputs and serves for communication between the participants of the whole process including the registration of associated documents.

Contract research has long been a matter mainly of the USB Faculty of Fisheries and Water Protection and the USB Faculty of Agriculture and Technology; in recent years, the share of the USB Faculty of Science has also been increasing. In general, the faculties focus mainly on collaborations where added value in the form of new scientific knowledge can be expected, and routine analyses are usually provided when the capacity of their academic staff is sufficient.



Development of the volume of funds received by USB from contractual research between 2018 and 2022.

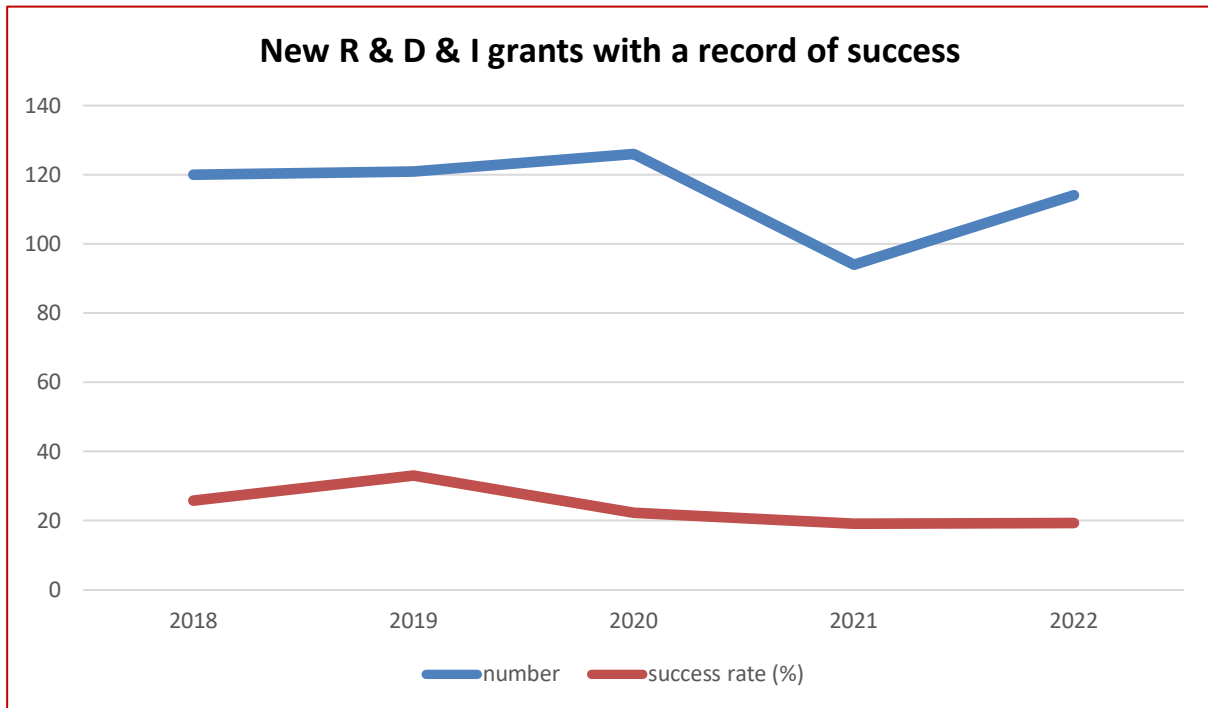
At USB, the USB Technology Transfer Office (TTO USB) is responsible for professional and systemic support for the administration of intellectual property protection, the entire commercialization process and the development of cooperation with practice. The support for the development of commercialization in recent years has been achieved, among other things, by implementing the project of the Technology Agency of the Czech Republic to develop proof-of-concept activities. Within the framework of newly generated R&D results, contacts with business entities and potential investors are continuously established. During the year 2022, the establishment of a spin-off company in the field of immunotherapy research under the leadership of Dr. Jan Ženka from the Faculty of Science of USB was administered and prepared through TTO USB. In terms of setting up an effective internal system, TTO USB prepared and issued two measures in the field of technology transfer during 2022: the Rector's Ordinance on the Rules for the Establishment of Spin-off Companies at USB (R 494) and the Rector's Ordinance on the Establishment of the Rules of USB Licensing Fund (R 508). TTO USB also issued the Rector's Ordinance on the Handling of Intellectual Property and the Protection of Confidential Information at USB (R 493) at the beginning of 2022.

The basic activities of TTO USB include:

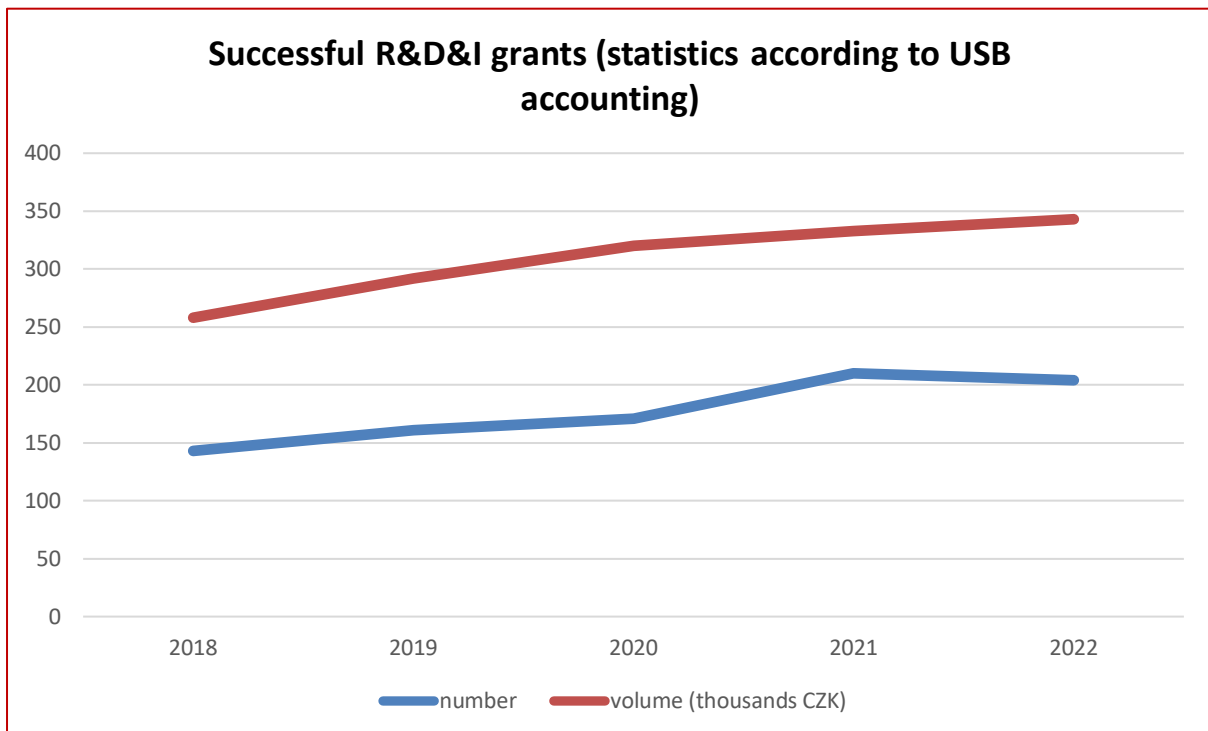
- Systematic advisory and conceptual activities with regard to technology transfer at USB.
- Development and teaching of the subject of Intellectual Property Protection for master's and doctoral students.
- Development of systemic support for the promotion of R&D results into practice through national and international platforms such as Transfera.cz (project database), IPI Singapore, HKTDC or DEIP.
- Development of cooperation with the Faculty of Economics of USB within the INVEST DAY competition.
- Implementation of USB INNOVATION competition for R&D projects with significant potential for the application sphere.
- Support for scientific teams involved in proof-of-concept activities across faculties and promotion of their partial outputs.
- Development of an internal tool for monitoring the intellectual property portfolio at USB.
- Development of networking of TTO USB with regional, national, and international innovation partners across Europe and the rest of the world. A significant recognition of USB in this area is

the representation in the newly established PATLIB Committee of the European Patent Office (USB represents the whole Visegrad region here).

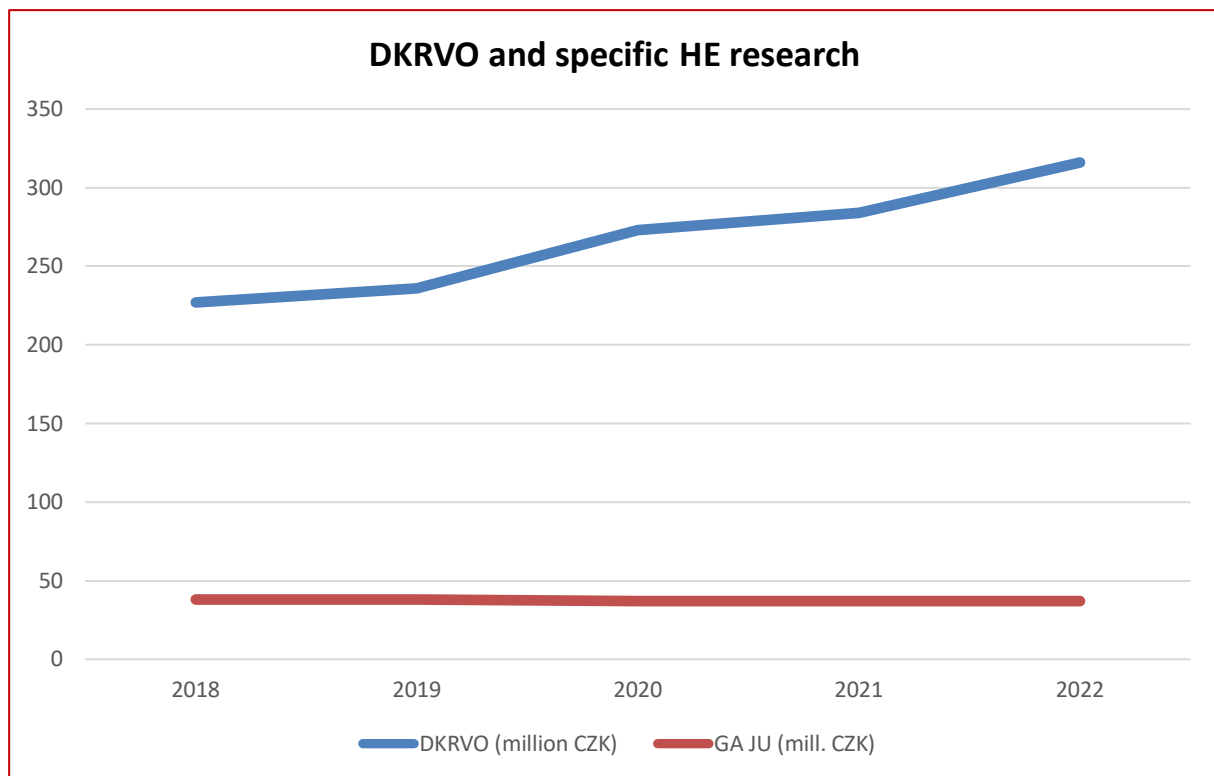
- Efforts to acquire their own projects to support the functioning of TTO USB, but also for their own creative activities.



Development of USB grant success rate within grant schemes announced by the Ministry of the Interior, CSF, NAZV, MEYS, TA CR, AZV CR.



Development of the volume of institutional and special-purpose R&D&I support obtained by USB between 2018 and 2022.



Development of the amount of funding received by USB for LCDRO and specific university research (GA USB) from 2018 to 2022.

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

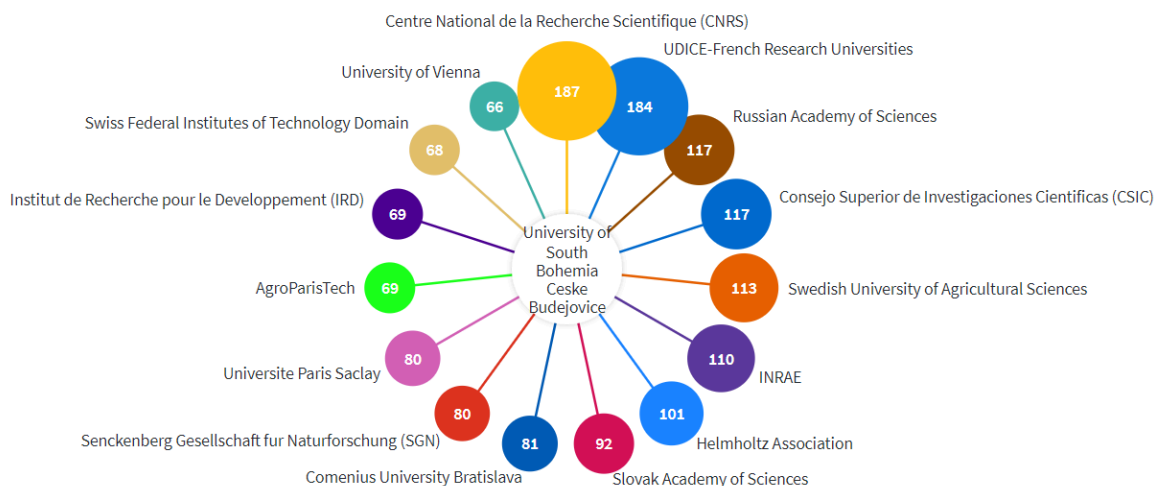
- **Rector's Award for Scientific Publication.** Each year, the individual faculties of USB submit their most significant results of creative activity in four scientific sections: the section of natural sciences, agricultural and fishery sciences, humanities and linguistics, and social sciences and economics. The results are evaluated and submitted to the Rector of USB by the USB Grant Agency's sectoral committees composed of leading experts at the University. Currently, the USB management is discussing the extension of this award to include a prize for young scientists and its structuring according to the type of scientific result.
- **Specific projects related to creative activities.** A part of the LCDRO is allocated for specific projects, which the faculties of USB submit to the Rector's Board for consideration, which then decides on the allocation of funds for the respective projects. This system of identification and evaluation of creative activities at USB has been applied since 2013.
- **University postdoctoral positions.** Every year USB provides an opportunity for high quality young scientists to apply for funding for a university postdoctoral position. Currently, up to four postdoctoral positions are awarded each year, funded by the LCDRO. These positions are offered both in the natural and agricultural sciences and in the humanities and socio-economic sciences. A maximum of three positions are always supported in the natural and agricultural sciences. The USB Scientific Board recommends to the Rector the allocation of these positions to selected candidates, based on the evaluation of specially appointed committees of USB Scientific Board.
- **The USB Grant Agency (GA USB).** GA USB redistributes earmarked support for Specific Undergraduate Research between two types of projects closely linked to doctoral studies: individual projects intended for individuals or small teams and team projects covering entire disciplines at individual USB faculties. Each year, around 90–100 individual projects compete in five disciplinary sections, with a long-term success rate of around 25%. Projects are evaluated by disciplinary committees and subsequently approved by the USB GA Board. Two years ago, the individual competition was enriched with projects that can be submitted jointly by PhD students from several faculties of USB. Within these projects, PhD students can receive more funding than if they submit projects separately. Unfortunately, this specific support for inter-faculty collaboration has not yet found much popularity.

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

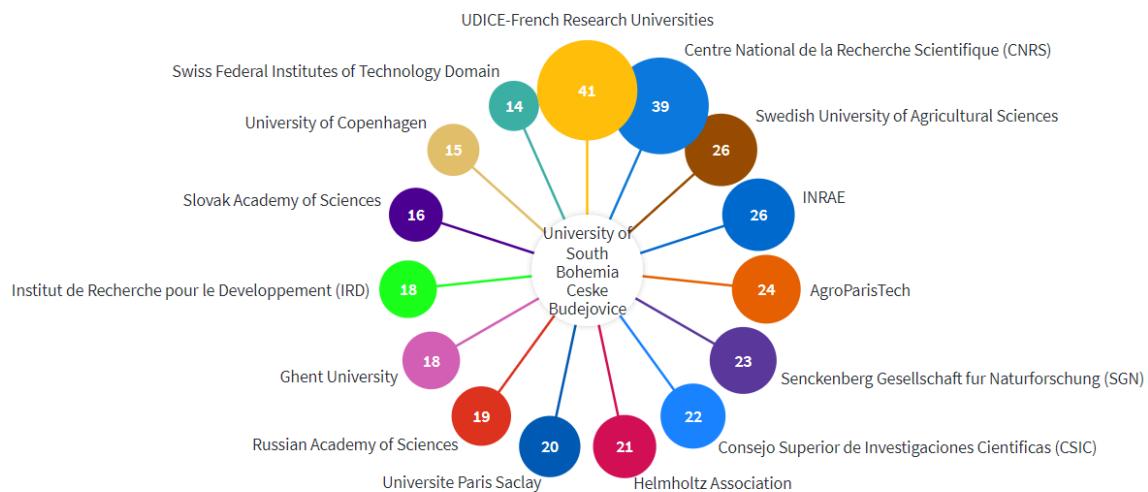
At all faculties of USB, academic staff are currently evaluated mainly on the basis of data in the IS EAS system. For those faculties that have their own career regulations (in the form of deans' measures), the obligation of such evaluation, and possibly also the relevant rules, are specified in these regulations according to the needs of the respective faculty. This obligation is also generally derived from the USB Career Regulations.

For the management of DOIs (digital object identifier, which is published online), USB uses the Actavia editorial system, in which 8 journals (Studia Kinetologica, Caritas et Veritas, Deturope, Acta Universitatis Bohemiae Meridionalis, Journal of Applied Biomedicine, Journal of Nursing, Social Studies, Public Health and Rehabilitation, Echo des Etudes Romaines, Opera Historica) are completely managed. This editorial system is also used to manage conference proceedings and monographs, which are assigned a DOI. The system also checks manuscripts for plagiarism and verifies references. The central management of DOIs is the responsibility of USB Publishing House. In the future, it is planned to use this editorial system also for the editorial management of conference proceedings.

International cooperation in science and research usually takes place on an individual level and is highly desirable. Within the formal mechanisms of internationalisation of creative activities, we can mention the requirements for doctoral studies, habilitation proceedings or procedures for appointment as a professor, where international activities in science and research are strongly reflected, or involvement in international grant projects, which has a number of positive impacts on individuals (remuneration at the faculty level), the faculty (write-in to its budget) and the entire USB (external evaluation). Discussions are currently underway across the USB to strengthen University-wide support for the preparation of international grant projects through inter-faculty coordination of this support or its partial centralisation. International cooperation in science and research is evidenced, among others, by the number of scientific outputs produced in cooperation with foreign research organisations (see the graph for the last completed five-year period and for the last year), which is proving to be very stable, as well as international mobility, which is dealt with in more detail in the USB Annual Report on Activities.



Number of publications in WoS for 2018–2022 (as of March 23, 2023) that were created in collaboration with with foreign partner institutions: 2018 – 463 publications; 2019 – 481 publications; 2020 – 527 publications; 2021 – 608 publications; 2022 – 451 publications. The 15 foreign institutions with which the most publications were produced in the period under review are included in the overview. Source: InCites.



Number of WoS publications in 2022 (as of 23 March 2023) that were created in collaboration with with foreign partner institutions. The 15 foreign institutions with which the most publications were produced in the period under review are included in the overview. Source: InCites.

5.6 Evaluation of faculties

A comprehensive evaluation of the faculties of USB, the content of which was mainly an evaluation of the quality of creative activities, was carried out at the USB in connection with the preparation of the application for institutional accreditation in 2017 or was completed at the beginning of 2018. All eight faculties of USB underwent this evaluation, which covered the years 2012–2016. The basis for this evaluation was, in addition to the assessment of the quality of results and bibliometric analyses, also the faculty's self-assessment report, submitted by the Dean of the Faculty after its discussion by the Faculty's Scientific Board. The faculty self-assessment report was subsequently reviewed by the IEB USB, which formulated a brief narrative evaluation for each faculty. This was sent to the Dean of the relevant faculty, along with a request for a written response to the evaluation. This response was subsequently discussed by the IEB USB.

The faculty's self-evaluation report for 2012–2016 included in particular:

- Definition of the mission of the faculty in terms of creative activity (mission, vision, and goals of the creative activity of the faculty).
- Description of the strategy for further development of creative activity, including measures taken to further develop creative activity at the faculty.
- Bibliometric analysis of the results of creative activity and annotation of the most important results of creative activity at the faculty, including the most important publications abroad.
- Evidence of compliance of creative activities with the structure of the faculty's degree programmes.
- Overview of internal and external scientific and artistic projects and grants.
- Description of students' involvement in creative activities, description of the results of creative activities of students of doctoral degree programmes.
- Overview of the qualification and age structure of the faculty's academic staff.
- Evaluation of the social relevance and viability of the creative activities of the faculty.
- Description of the method of evaluation of creative activity and the results achieved, including the workload of academic staff in scientific and teaching activities.
- Description of the strengths and weaknesses of the results of creative activity, including risks and opportunities for further development of creative activity at the faculty.

An integral part of the faculty's self-evaluation report was also a summary of the strengths and weaknesses of the educational activities and individual degree programmes implemented at the faculty, a warning from the faculty's quality coordinator about possible problems in the implementation of degree programmes and an overview of the corrective and preventive measures taken.

Each of these reports was accompanied in 2018 by an addendum to the faculty's self-evaluation report for 2017, which also included an overview of the results of creative activities applied by the faculty in 2013–2017 and recorded in the OBD database. The addenda thus submitted were discussed at the IEB USB in early 2019. For each of these addenda, the IEB USB formulated a brief narrative evaluation, which was structured according to each of the sub-requirements/areas defined within the 2017 faculty self-evaluation report addendum form.

An addendum to the 2017 faculty self-evaluation report included the following questions:

- Evaluate the extent to which the faculty was able to achieve the goals defined for the area of creative activity in the faculty's strategic documents in 2017.
- Please indicate external research projects (grants) newly obtained/commenced by the faculty in 2017.
- List the most significant results of creative activities at the faculty in 2017.
- Please list key conferences/other major professional events (co-)organised by the faculty in 2017.
- List other significant activities of the faculty (the so-called third role) in 2017.
- If necessary, update the SWOT analysis of the faculty's creative activities presented in the faculty self-evaluation report for the period 2012–2016.
- If necessary, update the SWOT analysis of the faculty's educational activities based on the data contained in the addenda to the self-evaluation reports of the degree programmes (fields of study) for 2017.
- Please provide any statements/comments on the addenda to the 2017 self-evaluation reports of the degree programmes (fields of study).
- Please provide information on the disagreements resolved and corrective and preventive measures taken in connection with the implementation of degree programmes/fields of study at the faculty in 2017.
- Please provide any suggestions for improvement of the set system of quality assurance and internal evaluation of educational, creative, and related activities at USB.

Due to the fact that in 2019 the preparation of the addenda to the faculty self-evaluation reports for 2018 and the self-evaluation reports for the evaluation of research organisations in the higher education segment in 2020 according to Methodology 17+ (evaluation in modules M3 to M5) coincided in time, the IEB USB and the USB management decided that for 2019 individual USB faculties will not be obliged to prepare two very similar reports, but the preparation of the Appendices to the 2018 faculty self-evaluation reports will be replaced by the preparation of the self-evaluation reports for the evaluation of research organisations in the HE segment in 2020 according to Methodology 17+, with the proviso that these self-evaluation reports will be subsequently submitted to the IEB USB for comment also as an addendum to the 2018 faculty self-evaluation reports (one summary material for all faculties of USB). It was also decided that the opinion of the IEB USB on the reports submitted in this way would be more of a recommendation and would not replace the evaluation carried out by the international panel. The opinion of the IEB USB on the submitted self-evaluation reports was issued in May 2020.

Due to the postponement of the date of the International Evaluation of Research Organizations in the Higher Education Segment in 2020 according to Methodology 17+ (in the case of USB from June to November 2020), which was triggered by hygiene measures in connection with the Covid-19 pandemic, the preparation and evaluation of the Supplements to the self-evaluation reports of Faculties for 2019 and the Self-Evaluation Report for the Evaluation of Research Organizations in the Higher Education Segment in 2020 according to Methodology 17+ coincided in 2020. In this context, it was decided by the IEB USB and the USB management (as in the previous year) that the preparation of the Appendices to the 2019 faculty self-evaluation reports would be replaced by the preparation of the Self-Evaluation

Report on the Evaluation of Research Organisations in the Higher Education Segment in 2020 according to Methodology 17+, or the subsequent evaluation of this report by the International Evaluation Panel (IEP). This evaluation was submitted to the IEB USB for comment or for information at the beginning of 2021.

At the same time, it was decided that no further annual addenda would be prepared to the faculty self-evaluation reports for 2012–2016, and that in the future faculties would be assessed only in five-year cycles, without annual addenda. This new system of faculty evaluation was subsequently embodied in Rector's Ordinance R 512, which regulates the internal evaluation of the quality of degree programmes and units of USB.

The main objective of the newly set system of internal faculty quality assessment is:

- To assess the development of the faculties evaluated in the main areas of their activities.
- To assess the place of the faculties evaluated in the whole of USB and its activities.
- To draw attention to possible shortcomings in the activities of the evaluated faculties, to provide suggestions, recommendations and guidelines for further development in the main areas of their activities.
- To recommend financial or other support for faculty in certain strategically important areas to the USB management.
- Provide space for the views, comments and suggestions of the faculty being evaluated.

The internal evaluation of faculties is initiated by the IEB USB, which sets a detailed timetable for the implementation of the individual stages of the internal evaluation for the relevant calendar year by the end of the previous calendar year at the latest. Information on the launch of the internal evaluation, together with other instructions, is given to the faculties under evaluation by the Vice-Rector, whose responsibility is the area of internal evaluation, or by the employee of the Rectorate's Internal Evaluation Office, who has been appointed by the Vice-Rector.

In accordance with the Rector's Ordinance R 512, the IEB USB formally launched the evaluation of the USB Faculty of Science at the end of 2022, which will be carried out in accordance with the approved schedule during 2023. The complete schedule of internal evaluation of individual faculties of USB within the set five-year cycle is shown in the table below, with the proviso that in the case of concurrence of internal and external evaluation, implementation of international evaluation, or other substantial reasons, the IEB USB may decide to skip internal evaluation in a given year at the initiative of the Rector. In this case, the ranking of faculty evaluations will remain unchanged.

Schedule of internal evaluation of faculties of USB

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

The internal evaluation of faculties is carried out in the following successive stages:

- Faculty self-assessment,
- Peer review of the committee's evaluation based on the self-assessment report, USB documents and the faculty being evaluated, and possibly their own research.
- Final statement and approval of the IEB USB.

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

The result of the self-assessment process is the faculty self-assessment report. This report should be a reflective document that contains basic information on the progress to date, strategic goals and the tools to achieve them, in the following areas:

- Strategies in the field of education (this is not an internal evaluation of individual degree programmes, but the overall concept and coherence of studies at a given faculty, its current development and strategic goals).
- Creativity (information on the faculty's own evaluation methodology and the evolution of evaluation over the last five-year period, including strategic goals in this area and the tools to achieve them, with particular attention to departments and scientific areas that are key for habilitation and appointment procedures, doctoral studies and securing accreditation; the evaluation should take into account excellent teams and excellence, domestic and international scientific collaboration and ways to motivate quality growth).
- Social relevance of faculty activities (these are all activities classified as the so-called 'third role' of universities, i.e. lifelong learning programmes for the public, other awareness-raising activities and topics monitored under Module 3 of the M17+ Methodology; the Self-Evaluation Report contains a description of the development to date, strategic goals and means for their achievement in a manner appropriate to the nature of the activity in question, and attention is also paid to the compliance of the related activities with the main mission of USB, which is educational and creative activities).
- Setting up the organisation and management of the faculty (this mainly includes information on the distribution of powers, the method of filling the posts of senior staff, the functioning of boards, commissions and other committees, feedback mechanisms, incentives and the method of budget allocation within the faculty, as well as information on the link between these organisational measures and the strategic objectives of the faculty concerned).

For the purposes of internal evaluation of the faculty, an evaluation committee appointed by the Rector is established, with the following composition:

- A representative of USB management nominated by the Rector, who is the chair of the evaluation committee.
- 3 IEB USB members outside the evaluated faculty proposed by the IEB USB.
- 1 representative of the evaluated faculty nominated by the dean of the faculty (the representative of the evaluated faculty does not have voting rights within the respective evaluation committee, his/her role is advisory and consultative, i.e. to clarify any misunderstandings that may arise within the respective evaluation committee during the evaluation of the faculty).
- 1 student nominated by the Student Chamber of the Academic Senate of USB from a related faculty.
- At least 1 external member nominated by the Dean of the faculty being evaluated and approved by the IEB USB.

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

The self-evaluation report of the faculty, prepared on the basis of the established framework, is sent by the Dean of the evaluated faculty to the Vice-Chair of the IEB USB. After checking its formalities, the latter forwards it to the chair of the relevant evaluation committee, who makes it available to all other

members of the evaluation committee. The internal evaluation of the faculty also includes an on-site visit, which must be attended by at least three members of the evaluation committee. The on-site visit includes in particular:

- Discussions with the management of the faculty being evaluated.
- If appropriate, a tour of the premises of the faculty being evaluated and an on-site study of the materials submitted.
- In relevant cases, discussions with other staff of the faculty being evaluated as well as students.

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

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

The draft report on internal evaluation prepared in this way and approved by an absolute majority of all members of the relevant evaluation committee is forwarded by the chair of the evaluation committee to the dean of the faculty being evaluated for comment. The purpose of this step is to limit the possibility of misinterpretation of the documents or information contained in the self-assessment report of the evaluated faculty, in any other documents and materials provided, including materials and information provided during the on-site visit. The opinion of the dean of the faculty on the submitted draft internal evaluation report may be taken into account by the evaluation committee in the subsequent preparation of the final version of the internal evaluation report of the faculty. After its approval by a majority of all members of the relevant evaluation committee, it is forwarded by the chair of the committee to the vice-chair of IEB USB, who then provides it to all members of IEB USB. The IEB USB approves the submitted internal evaluation report of the faculty and may supplement it with its own recommendations and suggestions for improvement of the evaluated faculty. The dean of the evaluated faculty is informed of the result of the IEB USB evaluation and receives the final version of the internal faculty evaluation report together with any additional recommendations and suggestions for quality improvement formulated by the IEB USB.

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

6 EVALUATION OF THE QUALITY OF RELATED ACTIVITIES

6.1 Evaluation of other units and offices of USB

The quality of related activities means in particular the quality of activities that support the main mission of USB, i.e. the quality of educational and creative activities. Within the framework of the Rules, related activities are considered to be primarily the management and administration of the University, infrastructure, human and financial resources, information and advisory systems and services, including libraries, editorial and publishing activities, accommodation and catering for students and provision of facilities for their leisure activities. Some other areas, e.g. lifelong learning or the University of the Third Age, can also be included in the related activities, but are evaluated separately by the USB according to the currently valid Rules (see **Chapter 6.2**).

The quality assessment of related activities is managed by the Rector or the Rector's Board if the assessment includes other activities of the faculties or the Rectorate as a whole. Some of the activities have their own University-wide or faculty committees or councils so that subsidiarity is maintained, and the evaluation is as objective as possible. At the University-wide level, these are mainly the following committees:

- Information and Communications Technology Board,
- Library Board,
- Editorial Board,
- Ethics Committee.

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

A comprehensive evaluation of related activities, or selected departments that directly provide or coordinate these activities, was carried out at the USB in connection with the preparation of the application for institutional accreditation in 2017, or was completed in early 2018. This evaluation, which covered the years 2012–2016 (if the relevant related activity was provided for the entire five-year period), was carried out for all the establishments under Section 22(1)(c) of the Higher Education Act (the USB Academic Library, the USB British Centre, the USB Centre of Information Technologies, the USB Goethe Centre and the USB Publishing House,³³ then still under the name EPISTEME Publishing House), the special-purpose establishments under Section 22(1)(c) of the Higher Education Act, the USB Academic Library, the USB Information Technology Centre, the USB Goethe Centre and the USB Publishing House, then still under the name EPISTEME Publishing House, 1(d) of the Higher Education Act (USB Dormitories and Refectories and USB Preschool facility – Kvítek Children's Group), as well as the USB Support Centre for Students with Special Needs, as a University-wide workplace. The quality of USB sports facilities, whose management is entrusted mainly to the Faculty of Education of USB, was also evaluated in relation to the provision of physical education degree programmes/fields and the overall sports activities of USB students.

³³ At the time of the evaluation of the related activities for the years 2012-2016, EPISTEME Publishing House was organizationally classified as another department with University-wide scope. After its transformation into the USB Publishing House, it was classified as a department under Section 22(1)(c) of the Higher Education Act.

The starting point for this evaluation, which is carried out in five-year cycles with annual addenda containing in particular a description of the structural and content characteristics of the activities implemented over the past period, including information on the use of feedback mechanisms or auditing, were reports on the quality of related activities submitted by the director of the relevant school-wide unit or the head of another unit responsible for the implementation of the related activities in question. The submitted reports were subsequently discussed by the IEB USB, which formulated a brief verbal assessment of each report. This was sent to the Director or Head of the relevant department. The results of this comprehensive evaluation of the related activities were positive, with a bare minimum of comments on the related activities evaluated or the departments carrying out these activities.

In order to reduce the excessive administrative burden of the departments providing the implementation of related activities and the burden of the evaluators, the subsequent annual addenda to the report on the quality of related activities for the years 2012–2016 were prepared in the form of relevant chapters of the Annual Activity Report of USB for a given calendar year. At the same time, discussions were held within various university committees on possible modifications of the system of quality assessment of related activities so that this system would be as bureaucratic as possible in terms of form and as meaningful as possible in terms of content, with an emphasis on the maximum possible digitalization of the entire system and on the use of Business Intelligence tools.

On the basis of these discussions, the USB decided to significantly upgrade its current system of evaluation of related activities, with the next five-year cycle of evaluation to be implemented using a new procedure. This new procedure was subsequently formalised in Rector's Ordinance R 512, which regulates the internal quality assessment of degree programmes and units of USB. All other USB units and offices should now be evaluated, i.e. not only all departments under Section 22(1)(c) of the Higher Education Act (USB Academic Library, USB British Centre, USB Information Technology Centre, Goethe Centre USB a USB Publishing House), special-purpose facilities under Section 22(1)(d) of the Higher Education Act (USB Dormitories and Canteens and USB Preschool – Kvítek Children's Group), special-purpose facilities with University-wide competence (USB Support Centre for Students with Specific Needs, USB Career Centre and USB University Psychological Counselling Centre), as well as all workplaces of USB Rectorate.

The main objective of the newly set system of internal evaluation of other units and workplaces, i.e. workplaces responsible for the implementation of related activities, is:

- To assess the degree of consistency between the scope and level of services currently provided and those required by users by the evaluated sites.
- To assess the degree of contribution of the evaluated departments to the fulfilment of the University's strategic priorities.
- To assess the ability and capacity of the assessed sites to ensure the quality of the required activities and the conditions that these sites have for their work in the longer term.
- Highlight good practice and changes already implemented.
- To draw attention to possible shortcomings in the activities of the evaluated departments and to provide them with guidance for their further direction and development.
- Provide space for the views, comments and suggestions of the evaluated departments themselves.
- To stimulate discussion about the quality of services provided within the academic and non-academic community of the University.

The internal evaluation of other units and offices is initiated by the IEB USB, which establishes a detailed timetable for the implementation of the individual stages of the internal evaluation for the relevant calendar year by the end of the previous calendar year at the latest. Information on the launch of the internal evaluation, together with further instructions, is given to the evaluated units by the Vice-Rector, whose responsibility is the area of internal evaluation, or by an employee of the Rectorate's Internal Evaluation Office, who has been appointed by the Vice-Rector.

In accordance with the Rector's Ordinance R 512, the evaluation of USB Pre-school (Kvítek Children's Group), the USB Support Centre for Students with Special Needs and three Rectorate units (Project Office, Strategy and Development Office, Marketing Office) was formally initiated within the IEB USB at

the end of 2022 and will be evaluated during 2023 in accordance with the approved schedule. The complete schedule of internal evaluation of other units and other departments of USB (including the Rectorate offices) within the set five-year cycle is presented in the table below.

Schedule of internal evaluation of other units and other departments of USB

Rated other part	Evaluated other workplaces	Year of evaluation
Preschool facilities USB (Children's group Kvítek)	Support Centre for Students with Specific Needs at USB Projects, Development and Marketing (Rectorate departments): <ul style="list-style-type: none"> • Project Office • Strategy and Development Office • Marketing Office 	2023
USB Academic Library USB Publishing House	Economic and property area (department of the bursar, rectorate departments): <ul style="list-style-type: none"> • Office of the Bursar • Economic Division • Investment Division • Public Procurement Office • Property Management Office • Financial Control Office • Building Management and Maintenance Office 	2024
USB Dormitories and Refectories	USB Career Centre Study agenda and internal evaluation (rectorate departments): <ul style="list-style-type: none"> • Office of Study Activities • Lifelong Learning Office • Internal Evaluation Office 	2025
USB Centre of Information Technologies	USB University Psychological Counselling Centre Science (Rectorate departments, including the KTT): <ul style="list-style-type: none"> • Science and Research Office • Technology Transfer Office Rectorate: <ul style="list-style-type: none"> • Rector's Office • Internal Audit Office • Legal Office • Human Resources Office • Occupational Health and Safety and Fire Protection Office • Management Reporting Office • Cyber Security Office • Documentation Centre 	2026
USB British Centre, USB Goethe Centre	International relations (or other agencies, rectorate offices): <ul style="list-style-type: none"> • International Relations Office • Records Management Office and Filing Room 	2027

Given that the procedure for evaluating other units and offices according to Rector's Ordinance R 512 is identical in many points to the evaluation of faculties of USB (for more details on the internal evaluation of faculties of USB, see **Chapter 5.6**), only the facts that distinguish the evaluation of other units and

offices from the evaluation of faculties, or that are linked exclusively to the evaluation of these offices, are presented in more detail in the following text.

The internal quality assessment of other units and offices is carried out in the following successive stages:

- Input and comments from key service users.
- A self-assessment that takes these suggestions and comments into account.
- Peer review panel assessment based on the above points, or your own investigation.
- Final statement and approval of the IEB USB.

As part of the process of evaluating other units and offices, individual faculties (and, where appropriate given the nature of the departments being evaluated, selected other units outside the department being evaluated) are invited to provide user feedback on the activities of the department being evaluated. In particular, the following shall be considered as part of this feedback:

- Experience with the services provided by the evaluated workplace and the extent of their use, their quality, professional, human (respect and consideration in dealing with service users, willingness, collegial and pro-client approach) and material and technical support for the activities of the evaluated workplace, including adequate staff capacity.
- The degree of consistency between the actual and required scope and level of services provided by the evaluated workplace.
- Suggestions for changes in the scope and quality of services, development, and further direction of the evaluated workplace.

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

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

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

For the purpose of internal evaluation of other units and offices, an evaluation committee appointed by the Rector is established, with the following composition:

- A representative of USB management nominated by the Rector, who is the chair of the evaluation committee.
- 2 IEB USB members proposed by IEB USB.
- 2 faculty secretaries nominated by the Bursar in consultation with the faculty secretaries.
- 1 representative of the evaluated unit nominated by the director or head of the unit (in the case of office, the head of the office; if the office does not have a head, a person from the office nominated by the rector).
- 1-2 academic staff members from faculties other than those from which the secretaries are drawn according to the point above, nominated by the dean of the faculty in question.

- 1 student nominated by the USB Academic Senate Student Chamber.

For all other units and workplaces evaluated in a given year, only one evaluation committee is established, in which only the representative of the workplace within the respective evaluation committee changes depending on the unit or workplace being evaluated. The evaluation panel shall determine, taking into account the nature of the unit being evaluated, whether the evaluation of the unit shall be based solely on the submitted self-assessment report (and any other requested material) or whether it shall be supplemented by an on-site visit, whereas in the case of the evaluation of other units and units an on-site visit is not mandatory.

The next steps of the internal evaluation of other units and offices follow the same procedure and under the same conditions as in the case of faculty evaluation. The only difference lies in the possibility for the evaluation committee to recommend, on the basis of the established facts, to carry out an in-depth inspection of the evaluated department. The decision to carry out such an evaluation is then taken by the IEB USB, which also approves the internal evaluation report submitted by the evaluation committee for the department in question. At the same time, the IEB USB may supplement the submitted report with its own recommendations and suggestions for improving the activities of the evaluated establishment, setting out binding measures and a mechanism for monitoring the implementation of these measures, including a deadline for verifying the successful correction of the state of affairs.

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

6.2 Evaluation of lifelong learning

In addition to the implementation of bachelor's, master's and doctoral study programmes (or in connection with these degree programmes), the University's role in society is becoming increasingly important: as an educator, as a promoter of educational activities, or as a promoter of activities popularising scientific knowledge. An important fact is the gradually increasing self-perception of the university as an entity that seeks to increase its social relevance. In this respect, lifelong learning (LLL) programmes are particularly important – interest-oriented or professionally oriented, targeted at children (Children's University), secondary school students (Junior University), young adults or seniors (University of the Third Age). Through LLL programmes, the University can offer its educational services to the general public in a flexible way. At the same time, these programmes are an important means of feedback through which the university can check the demand for educational services and obtain important suggestions in terms of evaluating the quality of the facilities and education provided.

The segment of educational activities more directly related to the degree programmes includes exceptional activities with an international dimension, in the form of activities of a more complex nature (e.g. summer schools, workshops, seminars, courses, conferences) or one-off activities (e.g. internships, visits and lectures by prominent foreign experts, talks and author readings, excursions, etc.). An integral part of the educational activities in this area is also the support of further education of USB employees, either by targeting the support of teaching innovation (development of pedagogical competences) or by focusing on the professional and personal development of staff. The development of pedagogical competences at the USB was supported, among others, by the OP RDE project 'Development of USB – ESF' (2017–2020), within the framework of which a course on pedagogical competences was created. Training in this area is set up to meet the individual needs of staff. Each participant completes the modules and blocks that correspond to his/her training needs in terms of identified reserves in the area of his/her own pedagogical competences and in terms of the applicability of the acquired practical knowledge and skills in his/her own teaching, including taking into account time availability, by choosing appropriate organisational forms of training (e.g. a combination of face-to-face workshop and online training). The organisational guarantor of the training is the Rector's Lifelong Learning Office, while the

Vice-Rector, who is responsible for the content and quality of the training activities, is responsible for the area of lifelong learning at USB.

The Lifelong Learning Office of the Rectorate of USB also supports the improvement of language competences, including skills related to teaching in a foreign language, by offering courses for employees. The faculties support the participation of academic staff in seminars or workshops on pedagogical topics. Ongoing training or training of new teachers is also provided, given the possibilities of using didactic technology that the University is gradually acquiring or continuously upgrading (e.g. workshops on working with interactive whiteboards at several levels of sophistication are offered). Particularly important in this context are activities helping teachers to make more effective use of tools for supporting distance learning (LMS Moodle, MS Teams). In 2019, a separate position of technical and methodological support was established for this purpose at the Centre for Information Technologies of USB. In the following years, support in this direction was further intensified, especially in response to the situation caused by the Covid-19 pandemic. An integral part of the support for the development of pedagogical competences is also the provision of feedback to teachers, whether in the form of systematically implemented and evaluated Student Evaluation of Instruction or in the form of peer-to-peer visits or co-instruction of one subject by several teachers. The sharing of experience and skills between colleagues and the implementation of the idea of the 'learning organisation' is encouraged. Participation in courses is organised on a voluntary basis in relation to the perceived need of the individual academic staff member but is also reflected in the development interviews of heads of departments with lecturers, particularly in relation to the results of regular Student Evaluation of Instruction surveys. The range of educational activities for non-academic staff of the University is also gradually being expanded, many of which are also carried out within the framework of USB staff lifelong learning system.

All eight faculties of USB, the British Centre of USB, the Goethe Centre of USB and the Academic Library of USB are involved in lifelong learning. The intensity of involvement of the individual units varies depending on their professional focus and size. The Lifelong Learning Office of the Rectorate of USB provides methodological guidance, administrative and coordinating facilities for individual units of the University. The office also organises educational activities for USB employees. In terms of systemic development of this segment, the implementation of USB Institutional Plan with a focus on the development of flexible forms of education, where, among other things, the positions of faculty lifelong learning coordinators have been supported, can be considered a significant activity in recent years. In this way, the USB continued to build a network of collaborators who, by sharing experiences and examples of good practice, significantly contribute to the systemic development of the field of LLL at USB. An interesting achievement in terms of expanding the portfolio of activities in the field of lifelong learning was, among other things, the accreditation and launch of post-secondary study of the German language at the Goethe Centre of USB.

Part of the internal evaluation system at USB is also an evaluation of the scope and quality of lifelong learning programmes. This evaluation takes into account feedback from participants and graduates of individual lifelong learning programmes. The subject of the evaluation is especially the quality of teaching and organisational provision of the programmes at the faculty, as well as the promotion of lifelong learning programmes, the development of interest in the programmes offered and the demand for lifelong learning programmes. The organisation, registration, and evaluation of the quality of lifelong learning programmes are governed by the Regulations of Lifelong Learning of USB and related measures of the Rector and internal standards of individual faculties. The USB Lifelong Learning Board appointed in accordance with the USB Lifelong Learning Regulations prepares the evaluation report of lifelong learning programmes implemented at USB. The preparation of this report is coordinated by the Vice-Rector for Student Affairs, who is responsible for LLL issues. The results of the evaluation are reported to the Rector's Board and the IEB USB, which may make recommendations and suggestions for improving these activities, including recommendations on the content and form of the evaluation report.

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

LLL activity	2018	2019	2020	2021	2022
LLL programmes	10 317 184	11 777 015	11 203 003	12 821 786	16 845 310
Courses for individuals	5 502 938	4 749 062	2 466 771	1 043 746	3 688 109

LLL activity	2018	2019	2020	2021	2022
Children's University	237 744	291 445	267 270	71 810	430 616
University of the Third Age (U3V)	775 433	818 132	323 545	258 582	895 591
Courses for organisations	515 829	249 127	204 479	326 876	163 733
TOTAL	17 349 128	17 884 781	14 465 068	14 522 801	22 023 359

A comprehensive evaluation of the quality of lifelong learning programmes, or quality assurance of lifelong learning at USB, was carried out at USB in connection with the preparation of the application for institutional accreditation in 2017, or was completed in early 2018. This evaluation covered the years 2012–2016. The basis for this evaluation was the submitted evaluation report detailing the organisation of lifelong learning at USB, the focus and scope of lifelong learning activities, the promotion of lifelong learning programmes and the demand for these programmes by different target groups, the economic aspects of the implementation of lifelong learning programmes, and the evaluation of the quality of the programmes offered. In this context, the IEB USB particularly appreciated the blending of USB Goethe Centre and the USB British Centre and the language training of staff with lifelong learning activities.

In the following years, annual addenda to this five-year report were then submitted and subsequently discussed within the IEB USB, describing the qualitative progress and main changes in each of the monitored areas of LLL for the respective calendar year. In order to reduce the administrative burden, a decision was taken in 2021 (in the context of ongoing discussions on the necessary adjustments to the internal quality assurance and evaluation system at the USB) that the LLL Evaluation Reports would no longer be prepared for each calendar year, but over a longer period of time, which would allow longer-term trends to be monitored in these reports. On an annual basis, the issue of LLL will continue to be evaluated in the Annual Report on the Activities of USB and the Annual Report on the Financial Management of USB to the extent required by these reports. In the future, it is envisaged that the area of LLL would be evaluated in more detail in five-year cycles, i.e. in the same way as in the case of newly accredited degree programmes, faculties and other units and offices providing so-called related activities.

6.3 Strategic management and project support

The USB Strategic Plan for the period 2021–2030 (hereinafter referred to as 'USB Strategic Plan 2021+') is based on the binding principles of the Ministry's Strategic Plan for Higher Education for the period from 2021 and the Strategy for the Internationalisation of Higher Education for the period from 2021, which formulates objectives and measures to strengthen the international dimension of the activities of higher education institutions. The long-term objective of these binding principles of the Ministry's Strategic Plan for Higher Education for the period from 2021 is to create conditions for all higher education institutions, including the USB, to provide quality education to students both in full-time, combined and distance learning, and through lifelong learning courses available to the general public; to carry out research, development, artistic and other creative and professional activities, the outputs of which will support the social, economic and cultural development of the country; and last but not least, for universities to be active actors in society, open to cooperation, discussion and sharing of knowledge.

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

In 2019, USB participated in the Monitoring Internationalization of Czech Higher Education (MICHE 2019) project, which included an evaluation of internationalization by foreign experts. The final report and recommendations of the evaluators, which USB received in 2020, served as an important basis for the preparation of USB 2021+ SZ in the field of internationalisation.

The structure of the current USB Strategic Plan for the period 2021–2030 was based on and conceptually and logically followed the previous USB Long-term Plan for the period 2016–2020. The degree of fulfilment of the set objectives and values of the defined indicators of USB Long-term Plan for the period 2016–2020 was processed into a summary document and submitted to the USB management and, upon request, to the USB Board of Trustees.

The USB annually prepares a Strategic Plan Implementation Plan, which is an integral part of USB strategic management. It is based on the USB Strategic Plan and aims to specify the set priorities and prepare key measures in a given year.

Information on its activities is compiled annually by the USB in the form of the Annual Activity Report of USB. This is structured into three parts according to the MEYS guidelines: the Main Part, the Text Annexe, and the Table Annexe. The purpose of the main part of the Annual Activity Report is precisely to describe the status of implementation of the activities of the Strategic Plan for the given year. The individual priority objectives are accompanied by descriptions of the implementation of the most significant planned activities that were desirable for the development of USB. Text and table annexes are used by MEYS to collect structured data from all universities.

In order to support the implementation of selected strategic measures in the field of educational activities, management, internal processes and, to a lesser extent, the third role of universities, the Ministry of Education, Youth and Sports of the Czech Republic has announced the Programme to Support the Strategic Management of Universities for 2022–2025 (PSSM). A condition for the provision of support from the PPSD is the identification of key planned measures and activities directly in the strategic plan of the university. The USB management has evaluated and identified areas and activities that should be developed systematically through the PSSM in order to improve the quality of existing processes. Based on the Call for Project Proposals and their subsequent evaluation by the USB management, the implementation of 33 projects in the period 2022–2023 was supported (see **Annexe 13** for a complete list of supported projects). According to MEYS, the allocation is set at CZK 38 180 113 per year, i.e. CZK 152 720 450 for the whole programme period. The call will be repeated for 2024–2025. In the new MEYS programming period, the Strategic Management Support Programme will build on the Institutional Programmes for Public Universities implemented in the form of Institutional Plans from 2021. During the reporting period of this Report, the USB implemented 39 projects under its Institutional Plan in 2018 with an allocation of CZK 30,888,000, 38 projects in 2019–2020 with a total allocation of CZK 64,260,648 and 48 projects in 2021 with a total allocation of CZK 35,630,000.

Since 2019, it is possible to seek support for University-wide projects of a systemic nature that represent a fundamental transformation or development of USB in terms of the nature or quality of the project activities to be carried out within the USB Fund for Strategic Priorities (FSP). In 2019, a total of 14 projects with an allocation of CZK 33,074,496 were supported within the FSP, and in 2020, 21 projects with an allocation of CZK 37,950,638. Starting in 2021, the USB management decided to extend the project implementation period to three years. Under the FSP Call 2021–2023, 15 projects with a total allocation of CZK 42,914,920 are being implemented (see **Annexe 14** for a complete list of supported projects). Under the FSP Call 2022–2024, 24 projects with a total allocation of CZK 69,216,237 are being implemented (see **Annexe 15** for a complete list of supported projects). Due to rising energy prices and high inflation, the USB management decided at the end of 2022 to launch an emergency project FSP 2023 to cover increased operating costs with a total allocation of 20,000,000 CZK.

The USB regularly participates in the Centralized Development Programmes for Universities (CRP) every year. The main objective of the CRP projects is to collaborate and share experiences in addressing the development themes predefined by MEYS. In 2018, USB was involved in 9 projects with a total allocation of CZK 4,225,000, in 2019 in 10 projects with a total allocation of CZK 6,030,000, in 2020 in 10 projects with a total allocation of CZK 6,380,000, in 2021 in 9 projects with a total allocation of CZK 6,386,000

and in 2022 in 13 projects with a total allocation of CZK 5,546,000 (see **Annexe 16** for a complete list of CRP projects in which USB is involved in 2022).

Through the project 'Transformation of USB', USB fulfils the objectives set out in the reform 3.2.1 of the National Recovery Plan (NRP) 'Transform universities to adapt to new forms of learning and in response to the changing needs of the labour market in the post-covid renewal'. All units of USB were involved in the implementation of the project. The University managed to get support in all specific objectives. The project started on 1 August 2022, with a planned completion date of 31 December 2023. The total approved budget is EUR 138.1 million. The total budget of the project is CZK 13838 million.

Specific objective A is aimed at supporting the transformation of the form and content of higher education. Investments in information systems and technologies will accelerate the transition of universities to new, especially digital, forms of learning and will enable an increase in blended learning and distance learning in universities. USB can respond to current and future labour market needs within the NPO project. Specific objective A will therefore also support the creation of new degree programmes with a vocationally oriented profile defined according to the Higher Education Act and the creation of new courses focused on upskilling and/or reskilling, especially in relation to current developments in the field of micro-credentials.

Specific objective B is aimed at supporting the creation of new degree programmes, especially at master's and doctoral levels. A new progressive NMgr. Omics data analysis and biotechnology. The Faculty of Agriculture and Technology of USB is another participating unit with a new progressive PhD programme Agriculture and Technology 4.0.

Specific objective C is oriented to support joint projects of universities aimed at improving the accessibility of education at the level of universities by means of micro-credentials and the digitisation of activities directly related to the provision of educational activities and administrative tasks associated with the study agenda.

6.4 Social responsibility

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

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

In the area of openness, USB is committed to continue to support activities that will build the reputation of the University, establish new partnerships and strengthen existing ones. This primarily includes activities that are socially beneficial and accessible to the public in the areas of culture, health and well-being. By its very nature, USB has a significant role in interpreting events of societal significance, and in

commenting on current events and moods that are influenced by events at the local and global level. In this context, USB is aware of its role and emphasises expertise, insight and impartiality.

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

The strength of the theme of social responsibility of universities was reflected in the Centralized Development Project (2022) 'University leaders in SDG', which involved 24 universities. The purpose of the project was to strengthen the role of universities as effective, accountable and inclusive public organisations by ensuring more effective collaboration in the transfer of good practice in the implementation of the SDGs within the operational aspects of universities and to progressively shape a voluntary set of recommendations for strategic planning and subsequent implementation of processes and actions. A follow-up project will be implemented in 2023 to facilitate the implementation of the selected recommendations through student and staff activation and using communication tools to help develop an internal culture in favour of socially sustainable behaviour, with a possible link to curriculum modification.

In accordance with responsible behaviour and sustainable development, for example, drilled wells were built in 2021 for the needs of experimental departments of the Faculty of Fisheries and Water Protection of the University of South Bohemia. The wells were built using environmentally friendly methods and equipped with the necessary technology for water quality treatment, which enables the replacement of drinking water with drinking water, even with regard to the essential requirements for its quality. The USB fleet was also expanded in 2021 and 2022, with a total of five electric vehicles being used by the staff of the Faculty of Fisheries and Water Protection of USB, the Rectorate and the Kvítek Children's Group. An important and major project, in terms of scope and funding, was the installation of photovoltaic systems on buildings of selected faculties of USB, the Rectorate and the USB Academic Library. Two smart benches were also installed on the USB campus as part of USB Strategic Priorities Fund project entitled 'SMART, Sustainable USB – Stage I', which, thanks to the use of solar energy, allow mobile phones and laptops to be charged. USB has also become a member of the Social Responsibility Association, which is the largest Corporate Social Responsibility (CSR) and Sustainable Development Goals (SDGs) initiative from the United Nations in the country.



USB drives green' – new electric vehicles purchased by USB in 2021 and 2022. Source: USB archive.



Smart bench located on the USB campus. Source: USB archive.

6.5 Human Resources

USB has gradually introduced a methodology for evaluating the educational and creative activities of academic staff at all eight faculties using the IS EAS (Evaluation of Academic Staff) software tool developed at Palacký University in Olomouc. This system enables the results of educational and creative activities of individual staff to be monitored and aggregated at any management level. Data collection from individual staff members takes place annually in March and the results are subsequently evaluated at the level of departments, faculties and the entire University. The results of the evaluation are currently used directly to distribute funding for creative activities within some faculties and also to identify and reward excellent individuals and entire research teams. The aim of using this tool is not to uncritically accept calculated absolute values, but rather to identify weak points within faculties and departments or to monitor long-term trends, and in particular to respond creatively and managerially to these relative (compared to other units) outputs. The IS EAS system is continuously developed and supplemented with additional functionalities, and great efforts are devoted to its interconnection with other university and non-university databases and applications. In recent years, the following new functionalities have been added to the IS EAS system (this is not a complete list, but a selection of the most important ones):

- Option to comment on the supervisor's evaluation. This comment is entered by the Dean of the Faculty, the IS EAS system coordinator at the faculty, or another employee with the necessary role. Regular staff members do not see the supervisor evaluation comment.
- Possibility to set up a method for dividing teaching hours in case of multiple teachers on one scheduling event separately for individual workplaces.
- Making selected analyses available to managers and other user groups – the existing analyses have been supplemented with a question-by-question analysis of the evaluation form (for each item on the form, the basic statistical data for that item – mean, median, minimum and maximum value, and the number of employees who have/have not completed the item on their form) and an analysis of the manager's evaluation.
- Improved import of RUV results – if there is a problem with finding the corresponding author in the IS EAS when importing RUV outputs, it is possible to transfer from the list of reports on the import process to the page for editing this output (icons have been added to this page for individual authors to indicate a possible problem with the reported data).
- Adding a new optional period for additional data editing – this is a period in which authorised staff can check and edit data retrieved from external systems (e.g. lessons from IS STAG) before the start of 'live' data collection.
- Extension of options for setting the visibility of ratings – adding some new features.
- Extension of the possibilities to retrieve data (teaching hours from the teacher's timetable) from IS STAG.

- The ability to switch between the employee's ratings in different years (or in different departments). This allows the manager to easily compare the employee's current rating with his/her earlier ratings.
- Introduction of a new way of displaying publications.
- Implementing a responsive design and making other minor improvements to the app's controls – the app is now more usable on mobile phones, tablets and small screen devices in general.

The career development of academic staff is linked to the need to ensure the quality of educational, creative and related activities and the continuous improvement of results in these areas, which is determined by the nature of the academic and scientific research environment. Career development is thus generally determined, for example, by the attainment of a level of professional qualification, the award of a higher academic or scientific degree or successful creative activity. The USB Career Regulations (Rector's Ordinance R 479) entered into force on 1 January 2022. These regulations regulate the basic principles of career development of USB employees and is one of the tools to fulfil the mission, vision, and strategic goals of USB. One of the bases for the remuneration of USB employees is the staff appraisal, whereby the aim of remuneration is to continuously improve the performance of USB employees and to motivate employees for further career development. Some faculties have their own career regulations, which, however, complement or further develop the USB Career Regulations. At the University-wide level, the best scientific achievements of USB academic and scientific staff are annually awarded the Rector's Award for Scientific Publication (more on this award in **Chapter 5.5**), and the Rector's Award for Popularisation/Review is also newly awarded. In addition, following the recommendations of the first meeting of the International Board of USB, the introduction of a University-wide Award for Teaching Work is now being prepared. Prizes for scientific or pedagogical work have also been set up and awarded by some faculties of USB. Among other things, these awards and the associated rewards often serve as motivational tools for the further development of USB academic staff. USB also strives to systematically anchor and create a stable offer of educational activities for teachers in the system of lifelong learning of USB employees, which can flexibly respond to current demand (more on lifelong learning in **Chapter 6.2**).

USB is also deepening the principle of feedback in the evaluation of non-academic staff, for which the ENS (Evaluation of Non-Academic Staff) system has been used University-wide since the end of 2018. This system is undergoing a gradual adjustment, both in terms of content and process, as well as in terms of technical aspects. At the end of 2019, for example, the ENS system was expanded to include an English version for foreign staff, and in the following year some content changes were made (reduction in the number of questions with an emphasis on open-ended comments and recommendations). The year 2021 was devoted to reflecting on the experience after three years of using this system in the USB environment and discussing necessary changes. These changes were implemented at the end of 2021, among other things, following the newly adopted USB Wage Regulations (an internal regulation registered by MEYS), the USB Career Regulations (Rector's Ordinance R 479) and Rector's Ordinance R 456, which sets standards for professional activities in the management and administration of USB.³⁴ An integral part of the ENS system is now also the Career Development Plans for employees, which are drawn up in accordance with the development concept, or with regard to the tasks and objectives of the workplace of the employee being evaluated. Career development plans are drawn up in cooperation between the staff member being evaluated and his/her supervisor and are placed in the staff member's personal file. Career development plans shall be subject to regular evaluation. Career development of non-academic employees is ensured, in accordance with the USB Career Code, mainly through the following measures:

- Support for the participation of staff in professional events at national and international level contributing to the improvement of expertise in the management, administration and administration of educational, scientific and research projects.
- Support for systematic education of staff in the field of management, administration and administration of educational, scientific and research projects in the form of organized

³⁴ This measure sets out the standards for professional activities in the management and administration of the USB Rectorate, including the educational requirements and mandatory training for individual positions in the USB Rectorate, professional activities and the establishment of employment of senior staff.

programmes and courses of lifelong learning within internal education and education outside the University.

- Support for language learning also in the context of professional internships abroad.
- Support for the acquisition of staff experience in the management, administration and administration of educational, scientific and research projects through short-term internships at external sites.

At present, the ENS system is implemented in MS Excel, and an on-line solution is being considered for the future. A significant help, not only in the area of evaluation of academic and non-academic employees, is the introduction of an electronic version of USB organisational structure, which captures the breakdown of individual departments and workplaces using the relevant database. The management of USB organisational structure system is regulated by Rector's Ordinance R 481.

USB has also developed its own Gender Equality Plan for the period 2021–2024, which is one of the tools the university will use to implement measures to improve conditions in the field of gender policy. At the same time, the gender area is directly addressed in the career ladders at some units of USB. USB has also long been addressing the topic of promoting parenthood among its employees. Emphasis is also placed on flexibility and a supportive working environment to retain or attract quality employees. USB's personnel policy is as accommodating as possible to pregnant women and mothers/fathers of young children. Specific examples include the possibility of part-time work, contract work, working from home, suburban camps, Christmas parties, Children's Day, etc. During parental leave, contact is maintained with the employees and, as a rule, a work e-mail is left to transmit information about current events. In addition, USB is fully aware of the need to invest in the training and development of staff who would leave, i.e. the new costs incurred in finding, selecting and training new staff. The USB pays great attention to the human resources management strategy, as evidenced by the projects under the OP RDE 'USB Development – Capacities for R&D' and 'USB Development – Capacities for R&D II', which are mainly focused on human resources and their development.

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

- Work in an institution implementing the HR Award.
- 5 weeks leave for non-academic staff, 8 weeks for academic staff.
- Subsidized meals.
- Employee courses.
- TOEIC and TOEFL international language exams.
- Cambridge exams at the British Centre at USB.
- Children's group for children of USB employees on the university campus.
- Discounted banking services at partner banks (ČSOB, Raiffeisenbank).
- Mobile operator benefits for employees and family members.
- Free Microsoft Office on private devices.
- Discount for using the services of GoDrive – Budějovice carsharing (discount applies to all employees, students and graduates of USB).

Other employee benefits, including the conditions for their use, are set out in the current Collective Agreement of USB for the period 2021–2024. These include, for example, the possibility to take 4 days off work (indisposition) due to short-term illness without the need to provide evidence of a decision on the occurrence of temporary incapacity for work and regardless of the exhausted leave, the possibility to use the USB's own sports, recreational and rehabilitation facilities at a discounted price, respectively. If possible, priority sale of disposed university property or financial rewards for significant work or life events (attainment of 50 years of age, termination of employment after becoming eligible for retirement pension, birth of a child). Some other benefits are offered directly by individual faculties of USB to their employees.

USB employees can also participate in a number of cultural, educational, charitable and social events, which the University either organises itself or co-organises, or provides support and facilities for. Further information on the range of these activities is provided in the USB Annual Report.

6.6 Information Technology

At USB, the administration and development of centralized information systems and information infrastructure is provided by a University-wide workplace – the Centre for Information Technologies (CIT USB). CIT USB currently includes:

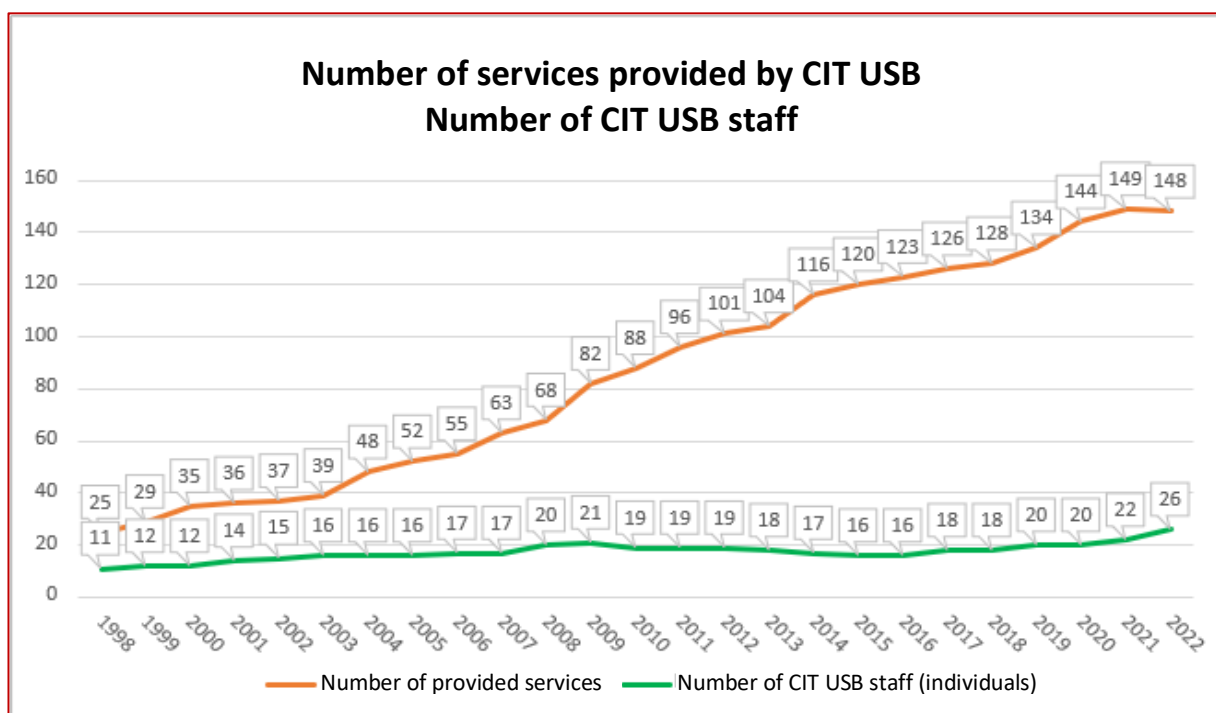
- **Information Infrastructure Management Office (IIMO CIT USB)** – ensures the operation and development of USB academic computer backbone network and its connection to the CESNET network, management of optical routes, passive and active elements of USB backbone network, management of University-wide network services and servers, management and development of USB central data storage facilities, management and development of USB central database servers, management of USB wireless network, including its integration into the eduroam network, security and backup of University-wide servers and services, management of USB central web servers, administration of the central USB user identity management (IDM) system and its connection to other IS, administration of the central USB authentication and authorisation systems (LDAP, Shibboleth, FreeRadius), user and methodological support in the field of hardware, software and network services provided (FTP, WWW, mail, DNS, DHCP, etc.), indirect connection of other organisations to the national research network and administration of the CESNET node in České Budějovice, administration and development of IP telephony at USB and, in cooperation with ISMO, administration and development of the academic digital telephone network.
- **Information Systems Management Office (ISMO CIT USB)** – provides administration of the STAG study system, including modules to support international mobility, administration and support of e-learning systems and online teaching, administration of the student evaluation system, administration of the academic staff evaluation system, administration of the OBD system for recording scientific research activities at USB, user and methodological support in the area of managed information systems and support of faculties in the creation of reports for MEYS, administration of the system for registration and communication of SCSSN staff, administration of the system for registration of LLL, administration of the system for electronic signing, administration of the StuduUSB mobile application, administration of e-circulation systems (orders, liquidation lists, contracts, property,...), administration of central economic systems (iFIS economic system and filing service, EGJE payroll and personnel system, USB building and room passporting system, internal payment system), administration of the organizational structure, administration of Oracle databases (in cooperation with IIMO CIT USB), administration of the academic digital telephone network, administration and management of mobile and fixed line operator services at USB (in cooperation with HDCC CIT USB).
- **Terminal Equipment Management Office (TEMO CIT USB)** – provides in particular the management of the central domain Active Directory USB, management of Microsoft 365 services for USB, management of authentication services and SSO within AD and Microsoft 365, management of University-wide licenses for USB, user and methodological support in the field of AD, Microsoft 365 and other managed systems, PC and network management of the Rectorate, FAR, BC, GC and PF USB, ordering and purchasing PCs and other computer equipment for the Rectorate, FAR, BC, GC and PF USB.
- **HelpDesk and Card Centre (HDCC CIT USB)** – provides in particular user support, handling user requests and solving user problems (in cooperation with other CIT USB centres), all agendas related to issuing and extending the validity of unified electronic identification cards for students, employees and guests at the USB, administration of mobile operator services (in cooperation with ISMO CIT USB), administration and development of the JIS integrated access system, administration and development of USB CCTV system, access to the USB CCTV records, participation in the administration of USB internal payment system (IPS), administration of the SafeQ system for managing printing and copying at the USB, user and methodological support

in the area of managed information systems, handling complaints within the SafeQ system, administration of SafeQ/IPS recharge machines, operation of the IPS cash desk.

In addition to the administration and development of centralized information systems and information infrastructure at USB, CIT USB currently also manages the local network and terminal equipment at the following constituent parts of USB:

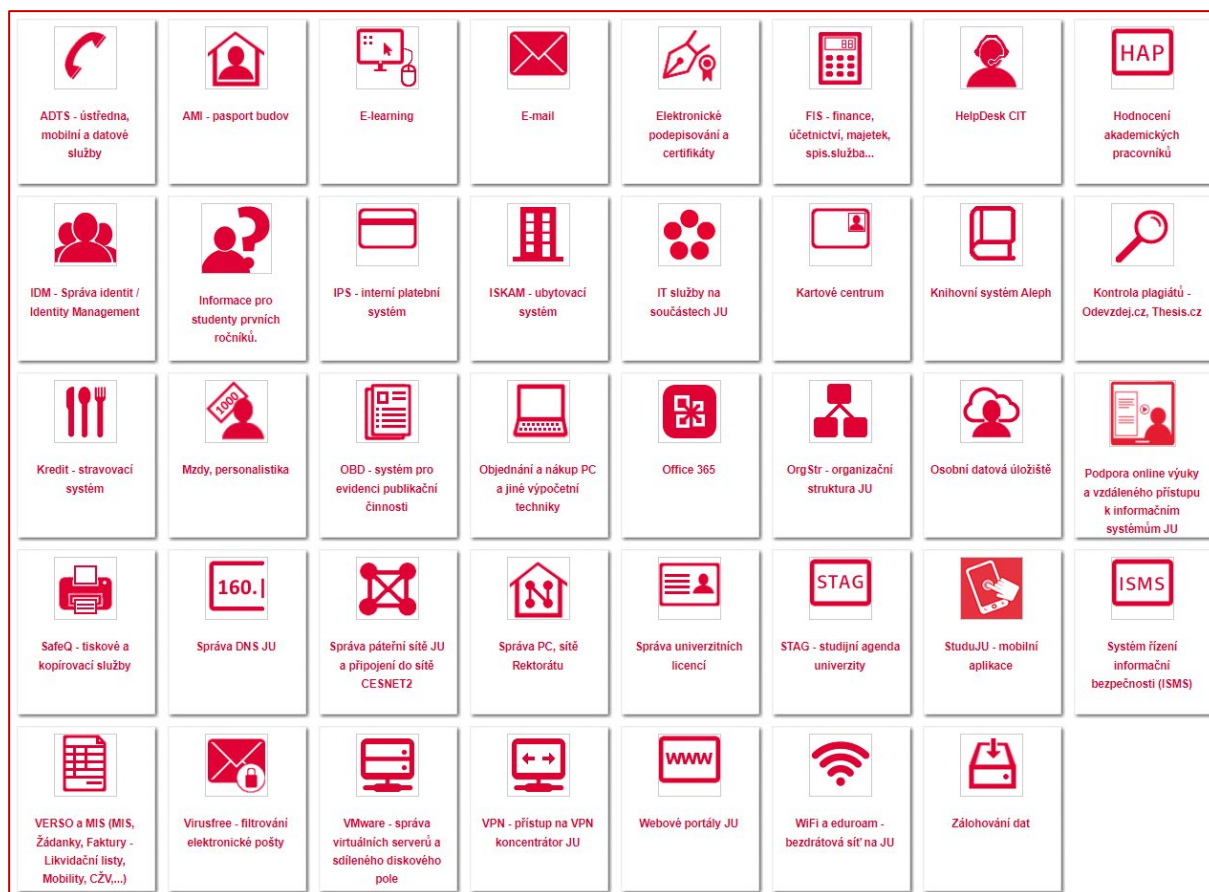
- Rectorate of USB.
- Faculty of Arts, USB.
- British Centre at USB.
- Goethe Centre USB
- USB Preschool facility.

The services provided by CIT USB reach all key areas at USB. The following graph shows the evolution of the number of services and the number of CIT USB staff in recent years.



Development of the number of services provided and the number of CIT USB staff in the years 1998-2022.

The specific ICT needs and requirements of individual faculties and units of USB are provided by the IT offices of the faculties and units of USB. CIT USB provides faculties and units of USB with the necessary assistance in connecting their IS to University-wide services, as well as methodological and user support in using the provided centralized ICT services.



Graphical overview of ICT services provided at USB.

In the area of information systems, the focus is on study-related components, especially the key IS STAG. Here, the following key changes will take place in 2022:

- Further development of IS STAG in the area of Erasmus Without Paper (EWP) – IS STAG is now connected to EWP in the production environment.
- Electronic confirmation of studies has been launched.
- The module Practice at the Faculty of Education, USB, was launched.
- Many partial modifications of IS STAG have been implemented, which lead to improved functionality and user comfort.
- The IS STAG database server was restored.
- Modifications and improvements were made to the StuduUSB mobile application.
- The connection of IS STAG to the USB web presentation (information about degree programmes) was extended.

In the area of digitisation of operational agendas, the following steps were implemented in 2022:

- Modifications and improvements were made to the IS VERSO modules according to current needs.
- Further modifications and improvements were made to the web presentations of USB and faculties.
- The HR portal on REC, CIT and FEC USB has been introduced into routine operation, including time recording, leave approval and requests for changes to personal data.
- The Property module in IS VERSO was launched for property transfers and proposals for disposal.
- Modifications and improvements were made to iFIS and new functionalities were added (innovation of the Property module, bank card payments at ČSOB terminals, invoice requests).

- The server for ID card management was connected to the accommodation system of D&R USB.
- The automatic generation of security groups and e-mail distribution groups according to the organizational structure maintained in EGJE has been enabled.
- By inclusion in the organisational structure, it is now possible to register members of academic senates, scientific and other councils, commissions or committees in EGJE.
- On demand, you can now create a team in MS Teams for a given workplace, an associated site in Sharepoint and automatically synchronize team members.
- Automatic allocation of Microsoft 365 A1/A3/A5 licenses according to user categories and their membership in Active Directory security groups has been enabled.

As part of the NPO, staff support for e-learning was increased, e-learning portal was piloted to launch e-training in OSH and cyber security at USB. As part of specific objective C2, a questionnaire was implemented to all teachers to ensure distance learning, and penetration testing was launched at USB.

In the area of information infrastructure, the following activities were implemented in 2022:

- The operational ProxMox cluster was reinforced with one virtualization server.
- The virtual servers of the operational services were transferred from the VMware cluster to the ProxMox cluster.
- The transition to a new version of the Identity Management System (IDM) was made, which now also manages the routing of e-mail at USB between Microsoft 365 and the post.jcu.cz server.
- Migration of the electronic mail of the users of the Faculty of Science of USB to Microsoft 365 was underway.
- The DNS system was completely switched over to the new KnotDNS authoritative server system.
- Two more secure and fast DNS resolvers were put into operation for the DNS system, which validate the signatures of DNS records.
- The conversion of fixed telephone lines to VoIP (1 450 lines) was solved, the VoIP switchboard was put into operation, its connection to T-Mobile was made using a VoIP trunk and its connection to the VoIP switchboard of the Faculty of Health and Social Sciences of USB was implemented.
- The Boxafe backup solution was deployed to 1,130 staff users, who are now backed up with email (in Microsoft 365), calendar and contacts.
- Deployment of the Intune system for PC and mobile device management was implemented and launched in a test run.
- The JIS access system in hotel service mode was put into routine operation at the K4 dormitory.

In the field of cyber security:

- A Cyber Security Manager (0.5 FTE) has been recruited.
- A substantial part of the Cybersecurity Management System (CMS) guidelines have been revised.
- Training of users in the area of cybersecurity using Moodle was launched.
- DNS security was put into operation by means of zone file signing and other settings were made (in Microsoft 365 and on the post.jcu.cz server) in accordance with the requirements of the NUCIB's general measure to increase the protection of e-mail communication.
- In pilot mode, a system for monitoring and analysing logs of operational services was put into operation.

The following activities are planned for 2023:

- Further development of cyber security at USB.
- Launch of ServiceDesk to replace the existing RT system and Asset Management for better accounting and management of software and hardware.
- Preparation for the implementation of the new filing service.
- Launch of the computerisation of travel orders.
- Launch of USB intranet.

- OneDrive, Sharepoint and Teams backup extensions for selected users.
- Completion of the conversion of USB telephone network to VoIP, provision of a redundant VoIP PBX, virtualization of the border PBX for connection to T-Mobile and the Faculty of Health and Social Sciences of USB, or integration of the VoIP of the Faculty of Health and Social Sciences of USB into a University-wide solution.
- Connecting IDM to NIA or BankID.
- Development of a SIEM system for log collection, control and alerting.
- Committeeing of a new central router for backbone routes at USB.

The CIT USB responded to the problems that arose during the implementation of the new university and faculty websites by hiring a new webmaster and taking over the management of USB and most faculties and units' web presentations into the care of the CIT USB. In parallel, the development of new features and functionalities is gradually being taken over from the supplier company. Thanks to the implemented projects, the salary of many CIT USB employees has been improved in 2022 and 2023 (but of course their workload has also increased).

6.7 Libraries and electronic resources

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

The USB Academic Library was established in 2010 by merging the library collections of the former libraries of the Faculty of Education, Faculty of Science, Faculty of Health and Social Sciences and Faculty of Agriculture. The USB Academic Library includes the Library of Biological Departments of the Czech Academy of Sciences, the Austrian, Swiss and American libraries. The library provides services to students and teachers from all parts of USB, researchers of the institutes of the Czech Academy of Sciences in České Budějovice and interested members of the public.

USB Academic Library offers:

- more than 450,000 volumes of books and journals, of which 200,000 are in free access zones,
- tens of thousands of electronic magazines and e-books,
- more than 500 study places in various types of study rooms,
- 100 computers with internet access,
- Wi-Fi connection for laptops, mobile phones and tablets,
- self-service book return 24 hours a day,
- copying, printing, scanning,
- cafe,
- a shop selling university textbooks and teaching materials.

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

Since 2021, the premises of the Academic Library of USB have also been the base for the new university e-shop,³⁵ which allows interested students, employees, graduates, and the general public to purchase

³⁵ <https://eshop.jcu.cz/simplifyworks/eoc/products>

promotional items of the University and individual faculties of USB, but especially publications and scripts published by individual faculties of USB and the USB Publishing House.

Replenishment and updating of the library collection is carried out in cooperation with the guarantors of individual programmes/disciplines, or directly with teachers who know the information needs of their students. Acquisition is financed from multiple sources, i.e. from institutional or grant funds of constituent parts of USB and from the budget of USB Academic Library. New information resources for all disciplines represented at USB are added in a targeted manner, with special attention paid to those that are new to USB and thus have insufficient information support, often including purchases from antiquarian booksellers or purchases from the libraries of prominent individuals. At the same time, necessary copies are purchased from the most sought-after sources. In recent years, the library collection of USB Academic Library has been expanded (with the support of the CRP project 'Strengthening Academic Integrity of University Students with a Focus on the Risks and Opportunities of Distance Learning and Assessment Methods') with, among other things, selected domestic and foreign literature related to the broader issue of academic integrity.

Special attention is paid to the availability of electronic information resources (EIRs) at USB. Financial support for these extremely expensive but necessary sources of information for teaching and research has been provided to the USB for many years from the programmes announced by MEYS for these purposes (INFOZ, OP RDI, Information – the basis of research). Other necessary resources as well as tools for working with them (EDS search engine³⁶, citation manager CitacePro,³⁷ tool for working with e-journals EZB³⁸ etc.) are financed by USB fully from its budget. In the past years, USB has been involved in a number of projects focused on access to EDIs, followed by participation in the CzechELib project from 2018 and 2020, which guarantees the availability of these cutting-edge information resources in the years to come.

Within the CzechELib project, the library has access to the CELUS system, which is used to monitor the use of individual databases. This system allows to monitor the use of FES both purchased through CzechELib and acquired elsewhere. Outside of the CzechELib consortium, users have access to Czech and foreign books on the ProQuest Ebook Central platform, the ASPI legal database, the EZB electronic journal library, and the EBSCO Discovery Service, which enables simultaneous searches in multiple sources through one interface. Students and employees of the Faculty of Health and Social Sciences have access to the PsycINFO and PsycARTICLES databases within the faculty network.

The currently available and planned EIZs cover all programmes/disciplines that are accredited at the USB and can be used not only within the USB campus but are available to users at the USB virtually without restriction through the VPN concentrator. An overview of all the FERs acquired by the library can be found on the USB Academic Library website.³⁹

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

³⁶ EBSCO Discovery Service (EDS) is a search tool that allows you to search the content of most of the USB Academic Library's information resources from a single location, both licensed and a range of freely available resources. The EDS also integrates the USB online catalogue. The EDS interface is in Czech language and allows simple and advanced searches with extremely fast response times.

³⁷ Citation Manager Citation PRO Plus allows you to export citations to the most commonly used citation styles (e.g. ISO 690, Chicago, Harvard, MLA, IEEE, CSE, etc.), has a direct link to MS Word and supports many other features that simplify work with the sources used. It is available to USB students and staff within the university computer network.

³⁸ The Electronic Journal Library (Elektronische Zeitschriftenbibliothek, EZB) offers convenient access to full-text specialist electronic journals. This service provides quick access to journals available at the USB through consortial and individual subscriptions, as well as to journals freely available on the Internet. In this way, the library has access to more than 120,000 periodicals.

³⁹ <https://lib.jcu.cz/cz/katalog-2/abecedni-seznam-databazi>

death). In addition, full texts of older documents that are copyright free are also available. There are 180,000 digitised volumes.

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

The Advisory Body of the Rector of USB for the area of information resources managed by the Academic Library of USB is the Library Board of USB Academic Library. The Library Board expresses its opinion primarily on the concept of individual key activities of USB Academic Library, on the global principles of allocation of financial resources for replenishment of the library series and other information collections of USB Academic Library, on proposals for improvement of USB Academic Library's activities and on proposals for the Library and Organisational Regulations of USB Academic Library. The USB Academic Library Library Board has 14 members and is chaired by the Vice-Rector for Science and Research. Meetings of USB Academic Library Board are held at least twice a year.

Library statistics – Academic Library

Item/year	2018	2019	2020	2021	2022
Fund growth for the year	7 344 (+ 469 e-books)	6 711 (+ 2 e-books)	3 766 (+ 57 e-books)	4 319 (+ 1 e-book)	3 234 (+ 28 e-books)
Total library collection	364 936 (+ 624 e-books)	371 027 (+ 434 e-books)	370 014 (+ 491 e-books)	370 799 (+ 492 e-books)	373 086 (+ 520 e-books)
Number of periodical titles subscribed	430	423 (+ 25 e-journals)	416 (+ 23 e-journals)	414 (+ 21 e-journals)	405 (+ 20 e-journals)
Number of absentee loans (including renewals)	143 404	130 040	159 658	118 190	97 889
Number of users	12 512	12 144	12 048	12 156	11 887
Number of study places	568	568	568	568	568
Number of volumes in free selection	182 882 (AK)	186 453	196 541	193 486	196 163

USB Libraries – Library of the Biological Centre of the CAS

Item/year	2018	2019	2020	2021	2022
Fund growth for the year	4 361	321	829	1 413	460
Total library collection	64 703	64 970	65 450	66 816	67 246
Number of volumes in free access zones	21 990	22 176	22 086	22 082	-

USB Library Statistics – Austrian Library

Item / year	2018	2019	2020	2021	2022
Fund growth for the year	126	100	84	112	70
Total library collection	7 416	7 516	7 600	7 695	7 765

The J. P. Ondok Library is located on the ground floor of the building of the Faculty of Theology of USB, in the premises of the former Capuchin convent at the Church of St. Anne (closed in 1786) in the centre of České Budějovice. At present, the collection comprises around 50,000 volumes of theological, spiritual and ecclesiastical literature, as well as other specialist literature in the fields of psychology, sociology, philosophy, religious studies, pedagogy, social work, political science, law and natural sciences. In addition to Czech literature, its collection also includes books in German, Slovak, English and Italian. For full-time study in the study room, there is a collection of journals containing about 120 titles of both domestic and foreign provenance. The books and journals are mostly in a free selection arranged by subject. The library includes facilities for full-time study. Most books can be borrowed at home, with the option to renew online, by phone or by mail. Borrowed titles can be reserved online or in person. The library is equipped with the ALEPH library computer system, and all book holdings are searchable via the Internet. The library is intended for students and teachers of the Faculty of Theology of USB, other faculties and schools, as well as interested members of the public.

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

Item/year	2018	2019	2020	2021	2021
Fund growth for the year	782	860	657	1 899	651
Total library collection	50 703	51 063	48 521	51 271	51 541
Number of periodical titles subscribed	112	112	110	112	56
Number of absentee loans (including renewals)	29 920	27 923	17 344	14 717	16 860
Number of study places	30	30	24	24	24
Number of volumes in free access zones	31 844	29 702	29 859	31 305	31 442

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

6.8 Information, advisory and support services

The provision of information, counselling and support services is anchored in the Study and Examination Regulations of USB. Specific issues of the selected range of services are further regulated by the Rector's Ordinances with University-wide scope (e.g. The Rector's Ordinances on the admission procedure for applicants with specific needs at the USB, the Rector's Ordinances regulating the support of students with specific needs at the USB, the Rector's Ordinances regulating the conditions of study of parents and the registration of recognised parenthood) and other internal norms of individual faculties (especially with regard to the determination of the competence and responsibility of degree programme guarantors, heads of departments or other support departments). **Information services** mean the provision of information of a factual or reference nature (providing information, where to find information, contacts or recommendations, whom to contact, etc.); **counselling services** include consultation (one-off meetings which may or may not be part of counselling), guidance (systematic provision of information or consultation) and mentoring (e.g. **Support services** include diagnostics (identifying needs), support (setting up rules taking into account specific needs, providing resources to facilitate independent problem solving, providing financial resources in the form of scholarships), assistance (providing help in solving a problem), facilities (specialised study rooms, coworking space, etc.), etc.), coaching (support in setting and achieving professional or personal goals, increasing the competence of students to set and achieve personal goals), tutoring (accompaniment in studies, pedagogical consultation), supervision

(especially in relation to the work experience of students in professionally oriented degree programmes), education (compensatory courses, additional elective courses, lifelong learning programmes) and pastoral care.

From the point of view of methodological management, the area of information, advisory and support services falls under the competence of the Vice-Rector for Student Affairs, and at individual faculties under the competence of the respective vice-deans. At USB, two levels of provision of these services are distinguished: (i) where appropriate and where the specifics of a given service are not necessarily linked to the specifics of the degree programme, the relevant services are provided by the all-faculty departments (typically the USB Support Centre for Students with Special Needs); (ii) since prospective students or students are always linked to a specific degree programme implemented at a given faculty, the faculty level is considered primary.

The individual faculties of USB offer information and advisory services to study applicants and students related to their studies and the possibility of employing graduates of degree programmes in practice. The primary advising point of each faculty in the field of study matters is the student affairs office, and in order to achieve the maximum degree of personal and individual approach to students, specific study officers are assigned to students. In most faculties, the positions of pedagogical advisors are also established for individual degree programmes, or this advisory function is performed by the guarantor of the degree programme or the head of the department.

USB has established an effective system of support for students with specific needs, which is anchored in the Study and Examination Regulations of USB and further specified in the relevant measures of the Rector. The aim is to make studies accessible to students with specific needs and to provide them with adequate and targeted support so that they can fully exercise their abilities without reducing their study requirements. In order to improve the accessibility of studies, provide support and counselling services and coordinate activities aimed at balancing opportunities to study at the university, USB established the Support Centre for Students with Special Needs (hereinafter referred to as 'SCSSN') in 2012 as a specialised department with University-wide competence.

Through the SCSSN, the USB provides students with specific needs with all support services defined in the methodological standard, which is part of the Rules for the Provision of Contributions and Subsidies to Public Universities MEYS, Annexe 3 – Financing the Increased Costs of Studies for Students with Specific Needs (hereinafter referred to as the 'Methodological Standard'). In addition, the SCSSN provides support to students with specific needs in areas that are closely related to their studies and may affect their quality, such as accommodation or transport. The SCSSN also provides students with special needs with counselling services, especially in the areas of studies, social affairs and employment. All support and counselling services are provided free of charge to students of bachelor's, master's and doctoral degree programmes in full-time and combined form of study, and, as appropriate, to applicants for studies. The SCSSN provides services and other support measures at a professional level through professional staff, with the exception of content-based enrolment, which is partly provided in cooperation with students. In order to improve the quality of the services provided and to expand the range of support measures, SCSSN staff receive ongoing training, in particular by participating in events organised by the Association of Providers of Services to Students with Specific Needs at Universities, of which USB is a member, and the Association of University Counsellors. The activities of the SCSSN are mainly covered by the MEYS contribution to the increased costs of study for students with special needs and partly by the University. In 2021, the SCSSN was involved in the implementation of the strategic projects of the OP RDE 'Development of USB – ESF II' and 'Development of USB – ERDF II', which aimed, among other things, to improve the efficiency of the service delivery system, expand the service portfolio and improve the necessary material and instrumental equipment of the centre.

The use of all support services and measures is voluntary on the part of applicants and students and is conditional only on registration with the SCSSN in accordance with the MEYS guidelines. USB strives to inform potential applicants about the possibilities of studying with specific needs, especially through information materials, websites or open days. Applicants can consult with the SCSSN staff about the suitability of their choice of degree programme and study requirements before applying for studies. They then have the opportunity to formally declare their specific needs when submitting their online application for studies. Students can express their interest in support at any time during their studies,

which is communicated on the university and individual faculties' websites, through lecturers, study officers and especially by an information e-mail sent annually to all USB students. The most significant impact has been the deterioration of the psychological state not only of students with previously diagnosed mental illness, but also of students who had previously managed their studies without such difficulties. At the same time, SCSSN services were also sought by several students with the so-called post-covid syndrome, i.e. a non-specific illness probably related to the previous experience of Covid-19. For SCSSN staff, this meant not only a greater workload in this area of activity, but especially the need to find new approaches and procedures when working with students, including in collaboration with colleagues from similar departments at other universities. Another change that SCSSN staff had to cope with as a result of the pandemic was the move to distance learning. Even under these conditions, it was necessary to provide most of the services and supports that are provided under normal conditions.

Other counselling services provided to students across the University include the following:

The USB Career Centre (substantially developed since 2020 within the activities of the OP RDE project 'Development of USB – ESF II') provides counselling services to students in the field of information about study opportunities, preparation for admission interviews, support for the development of competences for higher employability on the labour market, etc. The area of services to prospective students and employers is currently being developed, especially in the field of information about study opportunities, profiles of degree programmes and their graduates.

The Student Agribusiness Centre of the Faculty of Agriculture and Technology of USB, which is managed by the students themselves, can also serve as a counselling centre for students of many programmes. The Faculty of Fisheries and Water Protection of USB provides assistance to foreign applicants 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 the appropriate recognition body according to the degree programme completed). Foreign students are also provided with assistance in arranging or extending their stay in the Czech Republic. Activities aimed at supporting foreign students are also carried out by the Office for Foreign Relations of the Rectorate of USB and related student associations (the so-called buddy system).

Psychological and pedagogical-psychological counselling services and assistance to students and employees of all faculties of USB are provided by the USB University Psychological Counselling Centre. Counselling services are further developed from 2020 onwards within the activities of the OP RDE project 'Development of USB – ESF II' and are aimed at solving the following difficulties and situations: support for personal growth (getting to know yourself more, finding out your strengths, etc.), development of interpersonal relationships (partner, family and other), counselling in the area of child rearing, coping with psychological difficulties (depression, anxiety, psychosomatic and chronic health problems, addictive substances and addictions), assistance in adapting to university studies and the environment or in adapting to beginning teaching practice (for USB students and for beginning teachers – USB graduates with up to three years of experience), counselling in the area of managing study problems, pre-examination states and stage fright, effective learning, managing procrastination, counselling and therapy in the area of speech disorders. The USB School of Theology offers Pastoral Psychological Counselling services to students across USB, both in the form of one-time counselling and longer-term personal or spiritual accompaniment. Counselling is provided by selected faculty members as well as outside professionals.

The Faculty of Health and Social Sciences of USB provides counselling services at the Centre for the Prevention of Lifestyle Diseases, the Centre for Physiotherapy and the Centre for the Elderly. The Centre for the Prevention of Lifestyle Diseases also offers the services of the Lactation Counselling Centre and the Rheumatology Counselling Centre. The Centre for Physiotherapy is a registered non-state health care facility providing physiotherapy and rehabilitation medicine services not only to USB employees and students, but also to the general public. Services related to the promotion of a healthy lifestyle and prevention of modern diseases are provided here. The range of services provided includes services covered by public health insurance and services not covered by this insurance. The standard outpatient services, such as comprehensive kinesiological examinations, individual physiotherapy, manual therapy, ergonomics, kinesiotaping and thermotherapy, are complemented by combined physical therapy equipment (laser, ultrasound, electrotherapy, combined therapy) and movement analysis equipment.

People with musculoskeletal disorders of various aetiologies, people after injuries, surgeries and those interested in preventing the onset of these problems can turn to the Physiotherapy Centre. The centre also offers the services of a nutritional counsellor and a personal trainer for fitness training. The centre has equipment such as the Bodystat, a range of fitness equipment and measurement of triglycerides or lactate from capillary blood. By combining the services of a health counsellor, a nutritionist and a fitness consultant, it offers effective lifestyle change advice to clients. Seniors in particular are very interested in measuring blood pressure, cholesterol or body fat, but with increasing awareness there are also more middle-aged and younger people, and parents with children are also an important target group. The Centre for the Elderly also focuses on counselling, organises popular memory training courses and lectures, cooperates closely with the Parkinson's Club and also runs a volunteer programme at the České Budějovice Hospital. The Department of Physical Education and Sport at the Faculty of Education of the University of Ljubljana offers students the opportunity to use the Functional Stress Diagnostics Laboratory in the areas of body composition analysis and specialised stress tests in order to optimise training loads and set performance limits.

The IS STAG, which is developed and maintained by the University of West Bohemia in Pilsen, is used as an information system for the administration of the study agenda. IS STAG covers functions from the admission procedure to the issuance of diplomas and contains all information about studies, including information about degree programmes, requirements related to studies and opportunities for graduates to work in practice. Other necessary information about the admission procedure and study rules, such as the USB Study and Examination Regulations, are published on the University's website or on the websites of individual faculties. The IS STAG system is implemented on top of the Oracle database and is operated on the USB's own infrastructure. The IS STAG environment is implemented through a native client for the Microsoft Windows operating system and web access integrated in the GateIN JBoss portal. The native client covers the functions of the student clerk, faculty administrator, department administrator and schedulers. The functions available on the portal are mainly for applicants, students and lecturers. The portal interface is implemented in Czech and English. IS STAG is connected to other information systems of USB – the FIS economic system, the BBM File Service, the Academic Staff Evaluation System, the Student Evaluation of Instruction System, the E-learning Portal – and contains output for national registers – SIMS, VZP, Theses, etc. Communication with students and applicants can be by e-mail, using the bulk e-mail facility in the IS STAG system, or via the BBM Registry Service. The Registry Service is closely linked to IS STAG and documents are sent to students and applicants by post, data box, e-mail or displayed on the IS STAG portal. The evaluation of the information system is carried out at USB by means of various partial tools, for example, in the form of feedback from users of the study information system or an evaluation report on the activities of USB Information Technology Centre, which operates the study information system. Further information on the activities of USB Information Technology Centre is provided in **Chapter 6.6**.

Qualification theses submitted at USB, or its individual units, are also publicly accessible through the IS STAG system. The University uses the National Register of University Qualification Theses and the system for detecting plagiarism (Theses.cz), the heads of qualification theses evaluate possible correspondences with other texts in the system and in case of detected shortcomings proceed according to the USB Study and Examination Regulations. USB also uses a system for detecting plagiarism in seminary and other works (Odevzdej.cz). The e-learning systems used by USB are also connected to this system. In order to improve the detection of plagiarism in foreign-language written works, the Ouriginal anti-plagiarism system was selected and deployed at USB in 2021 on the basis of a previous analysis and a pilot operation, and a licence agreement was concluded with the supplier. All foreign language qualification papers submitted by students are checked by this new system from autumn 2021.

The USB is also gradually integrating and developing a system of support for online distance learning (e-learning.jcu.cz) on the LMS Moodle platform, both in the form of support for self-study in full-time degree programmes and in the form of courses linking elements of full-time and distance learning in degree programmes accredited for the combined form of study. Gradually, USB is moving towards systemic interconnection of e-learning platforms of all faculties (currently, only the Faculty of Education of USB operates a separate e-learning portal, other faculties have switched to a common platform; all faculties use the same LMS Moodle technology). USB has also implemented the interconnection of LMS Moodle with the information system of the study agenda IS STAG, so that it is possible to connect an e-learning course to each taught course and to transfer student identities and records of the results of study

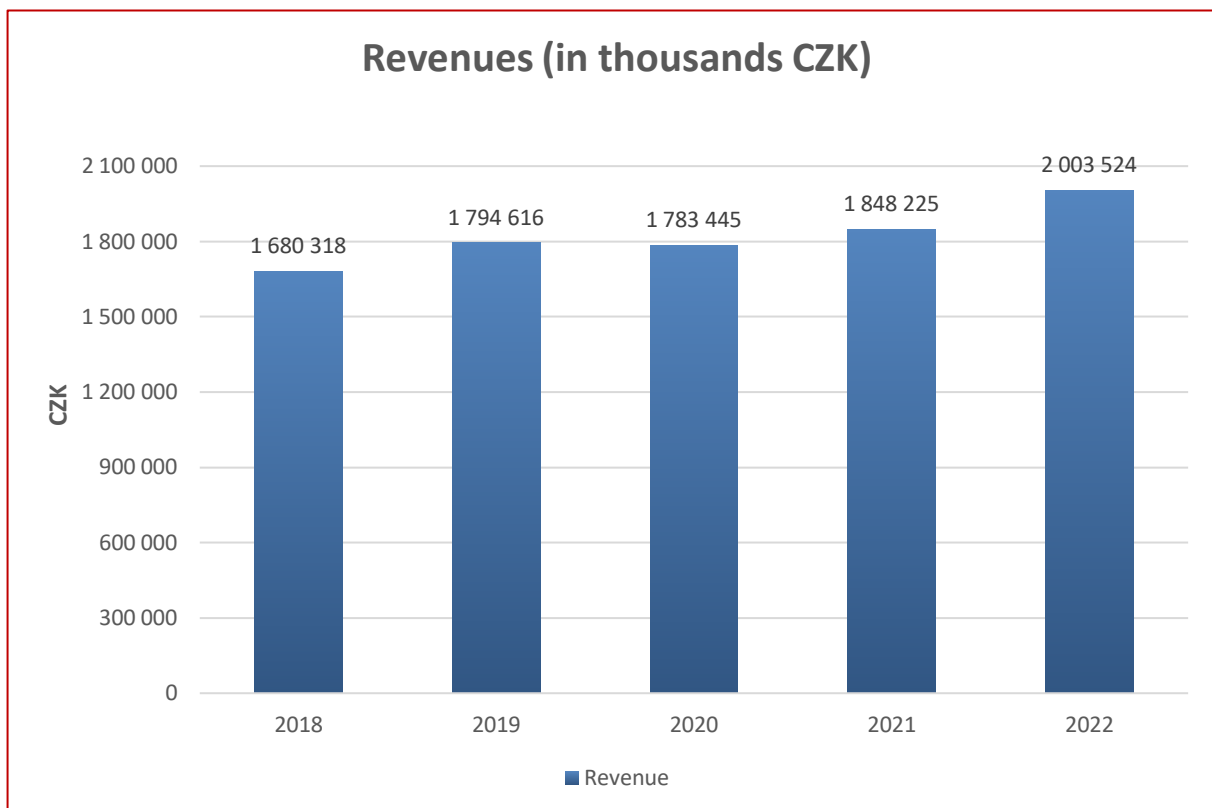
activities or their assessments between IS STAG and LMS Moodle, while students can access the e-learning course directly through the course syllabus in IS STAG. The e-learning portal also includes a module that links it to a web service focused on plagiarism checking (Odevzdej.cz).

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

6.9 Financial security

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

USB's economy is stable and without losses. USB's turnover has been growing for a long time, and in 2022 it will exceed CZK 2 billion for the first time.



Development of USB revenues in 2018–2022.

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

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

Of the funds provided under the A+K indicator, 5% is earmarked to support USB's strategic priorities. The rules of the Strategic Priorities Fund (SPF) were consulted with deans and faculty representatives and were subsequently approved by the academic part of the Rector's Board. The funds of indicator A after the separation of the 5% for the FSP are distributed among the faculties in the proportions of previous years (90%), with a smaller part of the funds (10%) being distributed according to the allocation key (the number of students in the standard period of study and the KEN of their degree programmes as of 15 May of the previous year). Within indicator K, the Methodology works partly with the criteria used by MEYS, partly with its own criteria, taking into account the internal priorities of USB. The subsidy for LCDRO is mostly distributed according to the ratios from the previous year, partly according to the publication performance and research grants received, partly for the support and development of research teams (until 2022, especially co-financing of large infrastructures – CENAKVA and the Centre for Polar Ecology), a small part is allocated for extraordinary LCDRO (postdoctoral positions and small faculty projects), for financing scientific databases and ensuring the operation of USB Publishing House.

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

The internal control system at USB is defined by the Rector's Ordinance R 66 of 30 October 2006 on the implementation of the internal control system and the Bursar's Measure K 33 of 4 January 2010, which governs the circulation of documents. The Rector's Ordinance on the implementation of the internal control system regulates the control system at USB, clearly setting out the duties of the responsible staff to ensure the correct, economical, efficient and effective use of public funds. The deans of the faculties and the directors of the individual units are responsible to the Rector for the economical and efficient use of USB's funds and property. Management control is exercised by senior staff within their management authority or by staff delegated by them in accordance with their powers and responsibilities. Preliminary management control pursuant to Act 320/2001, on financial control in public administration, is exercised at the units of USB by the responsible employees authorised by the deans of the faculties or the directors of the units. The function of the authorising officer is always delegated to the head of the unit or the project manager at each unit. The function of budget manager is usually performed by secretaries or economists of the units, or by authorised employees of the relevant rectorate units (Economic Department or Project Office). Preliminary control of the post of Chief Accountant is carried out by the accounting officers responsible for the booking of specific accounting cases.

The Internal Audit Office is a part of the internal control, which performs its function in accordance with the Financial Control Act and the Statute of the Internal Audit of USB. The Internal Audit Office focuses primarily on continuous monitoring and verification of the system of procedural and financial control, as well as on identifying the actual state and comparing it with the desired state. The activities of the Internal Audit Service are carried out on the basis of a risk map and in accordance with the Financial Control Act, on the basis of the annual activity plan and in accordance with the medium-term activity plan approved by the Rector of USB. The control environment of the University is supported at all levels by an established system of regular meetings, which also include an ongoing follow-up of the implementation of the measures taken.

6.10 Infrastructure and material security

USB owns almost 50 basic buildings for teaching and research purposes, as well as 6 permanently used buildings for accommodation and catering of students, buildings for sports and physical education and buildings of special-purpose facilities of the school agricultural farm. Most of the buildings are located in České Budějovice and then mainly in Vodňany. The Josef Svoboda Czech Arctic Research Station is located on the Svalbard archipelago in Norway. Several premises are also used by the USB on the basis of valid lease agreements.

The USB devotes great efforts to the development and renewal of infrastructure facilities for the implementation of educational, creative and related activities, while proceeding in accordance with the valid Strategic Plan of USB for the period 2021–2030 and the Plan of Investment Activities of USB for the period 2021–2030. The main tasks in this area include:

- Development, building and modernisation of educational and research facilities in line with the strategic development of USB.
- Renovation and reconstruction of real estate in accordance with the current needs of USB.
- Develop a strategy for the necessary future reinvestment of instrumentation (instrument repair and maintenance fund).
- Modernisation and development of accommodation and catering facilities, support for sports, leisure activities and their facilities.
- Modernization and adaptation of development areas (e.g. revitalization of undeveloped areas, parking capacities).
- Promoting accessibility of the University.
- Increasing the efficiency of building operation and management, improving building security, unifying property management.
- Optimisation of the use of the building Na Zlaté stoce 1619.
- Conceptualisation and possible establishment of a faculty health centre/facility.
- Provision of storage and filing facilities, establishment of a central archive.
- Development of target-oriented spaces in the centre of České Budějovice.
- Establishment of the University Primary School (Faculty of Education, USB).

Complete information on planned activities in the field of development and renewal of USB infrastructure is provided by the USB Strategic Plan Implementation Plans and USB Investment Activity Plans, which are compiled for individual calendar years. Examples of the most significant USB infrastructure projects implemented in a given year, together with examples of other significant projects of a non-investment nature, are then presented annually in the relevant chapters of USB Annual Activity Report.

The main investment activities of USB in 2023 will be focused mainly on the implementation of investment projects that have already been launched in 2021 and 2022 and possibly on the launch of projects that USB has been pursuing for some time. The plan of investment activities of USB for 2023 is primarily focused on the implementation of projects directed to the MEYS (PROGFIN) programme financing, programme 133 220, subtitle 133D 22Y, specifically to the programme Development and renewal of the material and technical base of USB (projects Reconstruction of USB auditorium (Bobík), FAT Chemistry Pavilion, FED Reconstruction of the sports complex Na Sádkách, FTH Reconstruction of the building Na Mlýnské stoce and FHSS Vltava Extension IV. stage). The programme runs within a fixed time period: the programme starts in 2018, the completion of the supported investment actions must be no later than June 2027. By this date, the actual investment action must not only be physically implemented, but also all mandatory administration must be completed, including the Final Evaluation of the action. In 2023, the implementation of projects under the programme 133 240 Development and renewal of the material and technical base of medical and pedagogical faculties of public universities will also continue, in the case of USB, these are investment projects of the Faculty of Education of USB. Sub-projects are then directed further to subtitle 133D 221, Development and renewal of accommodation and catering capacities of public universities, Call No 7 (D&R project Reconstruction of the K2 dormitory). Other significant investment activities will be implemented or prepared in 2023 within the framework of

ongoing and planned projects or projects funded from other sources, the contribution to the implementation of the Strategic Management Support Programme, institutional support for the long-term conceptual development of the research organisation, the National Renewal Plan and, last but not least, from the USB's own resources of the Asset Replacement Fund.

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

The USB manages to provide modern equipment for lecture halls, classrooms and laboratories mainly thanks to funding from the European Structural Funds and other appropriate subsidy sources. In addition to public resources, especially in connection with extensive reconstructions carried out with the help of funds from the programme financing of reproduction of university property from the state budget of the Czech Republic, USB also provides study furniture with its own resources according to partial plans for the renewal of teaching equipment.

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

6.11 University sports and leisure activities

The promotion of sport and leisure activities has been included in the USB Strategic Plan for the period 2021–2030 as one of the areas that the USB will develop as part of its activities. At the central level, the support and possible coordination of sporting events organised or co-organised by USB has been placed under the responsibility of the Vice-Rector for Development of USB (Rector's Ordinance R 510), to whom faculties, as well as students, can address their suggestions and needs.

Within the framework of the project of the Strategic Priorities Fund of USB 2022–2024 entitled 'SMART – Sustainable USB, Phase I', funds were allocated to support sports at the USB based on the received proposals for activities. The equipment of the gym in the USB sports hall was renewed and suitably supplemented, and high-quality jerseys in the university visual style were purchased for the student teams of basketball, volleyball, football, futsal and floorball players. A hitherto neglected area was e-sports. In cooperation with the students, a game room was equipped so that the university team had facilities for training and could represent the USB in the university e-sports league. Not only for students and staff, but also for the public, a children's, workout and senior playground was built on the USB campus near the Kampa student club and will be retrofitted with furniture (benches, baskets, etc.). In accordance with the Investment Activity Plan, the USB plans further revitalisation of sports areas on the USB campus.

Since 2021, USB has participated in the annual Academic Bicycle Challenge, an international cycling competition for universities. The purpose of the challenge is to encourage active lifestyles, promote sustainable mobility, climate protection and healthy competition between universities and teamwork for a good cause.



The Academic Bicycle Challenge is meeting with great interest at USB. Source: USB archive.

In 2022, The University of South Bohemia, and in particular the Faculty of Education of the University of South Bohemia, hosted and co-organised the Czech Academic Games for the first time. The Games are the largest student sports event in the Czech Republic. More than 1,500 students competed for the title of Academic Master/Master in a total of 20 sports, of which 13 were individual and 7 team sports.



The Czech Academic Games are the largest student sports event in the Czech Republic. The Games are organised by the Czech University Sports Association and are held annually in cooperation with a selected university. Source: USB Archive.

6.12 Communication and Promotion of the University

The Rectorate of Marketing is responsible for communication and promotion at the university level. Its main tasks include the implementation of the visual style, the creation of promotional materials, the management of the calendar of events, the presentation of USB in the Czech Republic and abroad, the preparation of the university magazine, the implementation of marketing and advertising campaigns, the management of the official USB profile on social networks, cooperation with student associations and, last but not least, the development of USB Alumni Club.

The most important activities implemented in this area in the past period include the joint creation of the main USB campaign (image/recruitment), regular organization or co-organization of joint promotional cultural and social activities (Open Day, USB Representation Ball, University Closer, Academic Half-Hours, University Opener, Alumni Fest, Researchers' Night, Day with the University, Opening of the Academic Year, Advent Concert), coordination of advertising (e.g. Universities.cz, Where to go after graduation, Weekly 5+2) and arranging (or cooperating in arranging) USB participation in domestic and foreign educational fairs (more information on international marketing of USB is given in **Chapter 4.6**) and other events of this type (e.g. Vědafest, Gaudeamus Prague – Brno – Bratislava, online fair vysokeskoly.cz, online fair studuj.to, online fair Congroo, Education and Craft, Země živitelka, ABC Challenge, Rector's Cup Run, etc.). In cooperation with faculty marketing departments, or contact persons responsible for marketing at individual faculties of USB, with whom regular meetings are held, some other activities are implemented, e.g. joint preparation of faculty and university promotional items,

unified design of printed leaflets of faculties and USB, new series of promotional items with the hashtag #studuUSB and others.

USB has long been building its brand through regular advertising campaigns agreed across the University, which reflect modern trends in communication and the specifics of USB target groups defined in the USB marketing strategy. This strategy is continuously updated, e.g. also on the basis of expert analyses (the last such analysis was carried out in 2021 by Focus).

Among the most important activities and measures implemented by the Rector's Marketing Office in 2022, in addition to the creation of a University-wide campaign, is the completion of the redesign of USB web presentation. This is the first ever unification of the presentation of USB, faculties and other parts of the university. The goal was a responsive presentation focused on the user experience of the primary target audience, where content is generated dynamically based on primary IS data. This eliminates the previous need to manually update the website. The unified presentation is also equipped with an English version. All the measures and activities implemented by the Marketing Office in cooperation with the Centre for Information Technologies of USB lead, among other things, to year-on-year increases in the number of visitors to the USB web presentation by the primary target group (pages intended for applicants for studies – monitored using Google analytics), year-on-year increases in traffic to the STAG portal (again measured in the part of the portal intended for applicants – the e-application) and, last but not least, after the adaptation and unification of the web presentation in 2022, an increase in the number of applications to the University by more than 15%. In the following years, unfortunately, due to the Cookies 2022 policy, it is no longer possible to make year-on-year comparisons and relevant measurements of traffic to the USB presentation.

USB also continues to develop a uniform visual style and graphic manual, which were created in 2012, e.g. a new logo for the web presentation, limited edition promotional clothing, faculty T-shirts for the e-shop, etc. In the last five years, the outsourcing of graphic work has also been reduced, with basic (operational) as well as conceptual graphic work being partly handled by the Marketing Unit.

In addition to the centralized calendar of events on the main USB web presentation, the Marketing Office also initiated a new portal studentskyzivot.cz, which brings together events for students and the public organized by USB student associations. The Marketing Office also manages the official USB social media profiles (Facebook, Instagram, LinkedIn, Twitter and YouTube), where it also sets up and implements advertising campaigns – again, implementation is done in-house without the need to use the services of external agencies. As part of the update of the communication strategy and due to changes in the behaviour of the primary target group, the Marketing Office has also implemented advertising campaigns on other relevant social networks and platforms, such as Spotify. The Marketing Unit also coordinates the creation, production and distribution of USB promotional items, and thanks to the intensified cooperation with faculties, it also ensures bulk orders of some promotional items for faculties, including the design of new faculty versions of these items and their implementation (e.g. The marketing department also ensures the long-term publication of the university magazine Journal, which is published 5 times a year (including a special edition for first-year students), with a circulation of 3,000 copies.

The Marketing Office also provides long-term communication with the main partner of USB – the company Budějovický Budvar n. p., and possibly provides other cooperation (one-off or recurring) with other USB partners – e.g. EGD, E.ON, the South Bohemian Museum, GoDrive, etc.

7 CONCLUSION

Institutional accreditation granted to USB means confidence on the part of the state and the academic community (whose members are members of the NAB evaluation boards) that the University is capable not only of carrying out its mission, but also of managing it in a way that guarantees its quality and further development. Specifically, this means a number of points, which are presented in brief form in the table below.

Areas of activities	Strengths	Weaknesses
Management of the institution	<ul style="list-style-type: none"> • Clearly defined vision and mission of the university (see the Strategic Plan of USB). • Through several years of preparation, discussion and gradual implementation, USB has adopted a generally accepted and functional budget preparation methodology that takes into account qualitative criteria and pro-growth tools. • The faculties that had the biggest problems in the IA (FEC, FAG) have undergone significant reflection and organizational changes over the past years, which give good hope for improving the situation in the next round of IA. • A new USB website was launched, which better than before provides a unified visual identity and clear information. • In the past years, more emphasis has been placed on the dissemination of information about USB in the field of education and creative activities. 	<ul style="list-style-type: none"> • Despite significant improvements in recent years, USB still does not have a sufficiently established University identity. In many cases, energy is wasted in tensions between faculties or departments and the University as a whole. • The system of internal evaluation of the results of creative activity is not yet sufficiently ensured at all faculties (in the past, it relied on RIV points). • Further work is needed to digitise and connect some important agendas. • In some cases, vertical information transfer is still not good.
Degree Programmes	<ul style="list-style-type: none"> • USB strives for a good and functional distinction between academic and professional programmes. It does not consider professional programmes to be inferior. • USB is working on the preparation of a comprehensive monitoring and support of the quality of doctoral degree programmes (SBSDS). 	<ul style="list-style-type: none"> • While there is a distinction between academic and vocational programmes, the issue of the quality of creative activity in vocational programmes is still not sufficiently clarified.
Personnel	<ul style="list-style-type: none"> • USB has won the HR Award and is working on continuous quality growth in the field of human resources. • In most areas of education there is a good skill and age structure of staff. 	<ul style="list-style-type: none"> • In some important areas of education, staff with the highest academic qualifications are not yet in sufficient numbers. • In some areas, there is still a large disproportion between male and female representation.
Creative activity	<ul style="list-style-type: none"> • The IEB USB is able to assess well the scientific level of the programme sponsors (good knowledge of the university departments). 	<ul style="list-style-type: none"> • Interfaculty cooperation enabling synergistic effects in this area is far from exhausting its possibilities.

Areas of activities	Strengths	Weaknesses
	<ul style="list-style-type: none"> • USB ranks among the top Czech universities in international rankings. • USB has been repeatedly evaluated with an 'A' grade within the M17+ Methodology. • Excellent cooperation with institutes of the CAS (especially the Biology Centre of the CAS, but also a number of other institutes, including those in the humanities and social sciences). 	
Workplace equipment	<ul style="list-style-type: none"> • It has not directly affected the specific equipment of IA but has caused this area to be more closely monitored in relation to accreditation. It is not just about scrutiny, but also about University-wide discussions over necessary strategic investments in facilities and equipment. 	<ul style="list-style-type: none"> • The very slow progress of the state and local government authorities in the construction procedure is causing major problems.
Students	<ul style="list-style-type: none"> • Interest in studying at USB is stable and in some areas, there is an increase in the number of applicants compared to previous years. • A good degree of internationalisation of studies in some areas (natural sciences, fisheries, philology, etc.). 	<ul style="list-style-type: none"> • Unfortunately, the quality of applicants is lower than a few years ago, a phenomenon observed at virtually all universities.
Organisation of studies	<ul style="list-style-type: none"> • Good provision of study support materials based on the long-standing practice of implementing combined studies at some faculties. In the period of anti-pandemic measures, good software and hardware equipment, flexibility of lecturers in the direction of rapid improvement and use of these tools have also been demonstrated. 	<ul style="list-style-type: none"> • There is no uniform system of study organisation across the university, which complicates the implementation of inter-faculty degree programmes (e.g. teacher training or major-minor combinations).
Internal evaluation system	<ul style="list-style-type: none"> • Reasonably sized and well-functioning IEB USB. • Well-written internal regulations for this area (after reflecting on five years of experience, USB is preparing a revision that will not be as big as it seemed; it appears that the bigger changes will be more at the lower level of regulations, such as the Rector's Ordinances or methodological guidelines). • The EAS (Evaluation of Academic Staff) system has been introduced throughout USB. • Updated the Student Evaluation of Instruction (SEI) method to give more incentive for improving the quality of studies. • On the basis of previous experience, a system of continuous evaluation of 	<ul style="list-style-type: none"> • There was a need to convert the IEB USB agenda into electronic form and to link it with the student agenda system (IS STAG). • Less use of external assessors (external academics, practitioners, etc.). • The potential of data support in some areas of internal evaluation is not yet sufficiently exploited. • The heavy workload of some academic staff related to their activities (not only) in the field of internal evaluation.

Areas of activities	Strengths	Weaknesses
	faculties and other departments of USB was prepared and launched.	

All in all, it can be said that USB has moved in the right direction since obtaining institutional accreditation. While the greater degree of autonomy has its negative aspects (e.g. a greater burden of administration on experienced academic staff related to internal evaluation and accreditation and an increase in university administration in general), the benefits clearly outweigh them. Accreditation has begun to systematically address the strategic plans of individual faculties, mutual cooperation in the implementation of certain areas of study, etc. Similarly, much more attention is being paid to the link between teaching and creative activity. Problems arising from shortcomings on the part of the management system or from the mistakes of particular staff members are not hidden but are sought to be systematically addressed at university level.

All these impulses help to strengthen the university identity, which is still not very important in the minds of many academic and other staff members compared to the identity of individual faculties. A significant shift in this matter for USB has been the creation of a budget methodology that, on the one hand, takes into account the conservative element of stability and, on the other hand, allows for progressive strategic planning, including investments in various important projects (new programmes, science centres, reconstruction and construction of new pavilions, etc.). Another significant step should be the University-wide monitoring and promotion of the quality of doctoral studies, preparing the university for the announced changes to the funding of doctoral studies. The preparation of the SBSDS is at an advanced stage, which will cover all scientific fields carried out at USB. This activity is being worked on in close cooperation with institutes of the CAS, as this cooperation has been highly developed and mutually supported at the USB for a long time. A first phase on biological sciences was launched in 2021, with other areas to follow in 2023.

For the further development of USB, the key element is not only the quality of documents, management system, scientific work and degree programmes, but also a generally human approach to all these activities within the framework of the university identity and ethically set communication.

The first important point is the mental setting of all staff as members of the University, not primarily faculty or departments. The university must not be a loose confederation of faculties, but a unified organism. The situation at USB is still not satisfactory, but important steps in the right direction have been taken in recent years (e.g. successful joint preparation of USB Strategic Plan 2021–2030, new budget methodology, strengthening of the visual identity, unified website, etc.).

USB has won the HR Award in the past years and is now developing some of the activities it has prioritized in this framework for improving the quality of work with people. In this context, the ratio of gender representation in various areas (members of boards, senior management, pay ratios, etc.) is one of the important challenges. This point was also raised in the evaluation of the University by the International Evaluation Panel (evaluation according to the M17+ Methodology). USB is aware that the solution in the form of new regulations is insufficient. Cultivation of the mental attitude of the staff, which should allow adequate freedom and at the same time prevent inappropriate stereotypes that hinder good personnel work, is essential.

A good situation exists in the area of USB's ability to self-reflect and willingness to see and learn from its own shortcomings. USB sees mistakes and problems not as something to be hidden but as an opportunity for further development. It is therefore not afraid of transparency and substantive criticism. This is evidenced, among other things, by the choice of members of the International Evaluation Panel, which was also rated by MEYS as one of the most rigorous evaluation panels.

In the 31 years of its existence, USB (which builds on the previous tradition of higher education and research in some areas) has become a stable research-oriented university that is strong and confident enough not only to develop towards higher quality, but also to be able to see and acknowledge its shortcomings and learn from them for further development.

8 LIST OF ABBREVIATIONS AND ACRONYMS

Shortcut	Meaning of the abbreviation
A+K	Contribution to educational activities (indicator A – fixed part; indicator K – performance part)
AD	Active Directory (Microsoft's directory service)
AE	Area of education
AL / AL USB	Academic Library of the University of South Bohemia in České Budějovice
ALEPH	Electronic system developed by ExLibris for libraries
AP	Action Plan
APAIE	Asia-Pacific Association for International Education (name of organisation)
APW	Agreement to perform work
AR	Academic year
ARWU	Academic Ranking of World Universities (ranking used to rank universities)
a.s.	Joint stock company
AV	Audiovisual
AZV ČR	Agency for Health Research of the Czech Republic
B / Bc.	Bachelor's degree
BankID	Banking identity
BC USB	British Centre of the University of South Bohemia in České Budějovice
BT	Basic theoretical course of profile foundation
CAS	Czech Academy of Sciences
CB	České Budějovice
CBRNE	Chemical, Biological, Radiological, Nuclear, Explosive materials
CC	Climate chamber
CC USB	Career Centre of the University of South Bohemia in České Budějovice
CEEPUS	Central European Exchange Programme for University Studies (programme name)
CEI	Coefficient of economic intensity
CENAKVA	South Bohemian Research Centre for Aquaculture and Biodiversity of Hydrocenoses
CESNET	Czech Education and Scientific NETwork (name of association)
CIA	Lifelong learning
CIT / CIT USB	Centre of Information Technologies of the University of South Bohemia in České Budějovice
Covid-19	Coronavirus 2019
CR	Czech Republic
CRC	Czech Rectors' Conference
CRP	Centralised development programme
CSF	Czech Science Foundation
CSOB	Československá obchodní banka
CSR	Corporate social responsibility
CTU	Czech Technical University in Prague
CU	Charles University
CWTS	Centre for Science and Technology Studies (a ranking used to assess universities)
CWUR	Center for World University Rankings (a company that compiles one of the rankings used to rank universities)

Shortcut	Meaning of the abbreviation
CZ	Czech language
CZE	Czech (version)
CzechELib	National Centre for Electronic Information Resources
D&R / D&R USB	Dormitories and Refectories of the University of South Bohemia in České Budějovice
D / DDP	Doctoral degree studies
DAAD	Deutscher Akademischer Austauschdienst (name of organisation)
DD / JD	Double degree / Joint degree programme
DEPO	Further computerisation of public authority procedures
DHCP	Dynamic Host Configuration Protocol (a protocol that allows dynamic assignment of IP addresses to computers on a network when they connect)
DNS	Domain Name System (a protocol that translates the domain names of web pages into a 'domain name')
DOI	Digital Object Identifier (a unique and persistent identifier of a digital object accessible through digital networks)
DP	Degree programme
DPP	Agreement to perform work
DS	Children's group
DZS	Czech National Agency for International Education and Research
E+	Erasmus+ programme
EAIE	European Association for International Education (name of organisation)
EAS / IS EAS	Evaluation of academic staff
EC	European Commission
ECHE	Erasmus Charter for Higher Education (the charter by which the European Committee authorises a higher education institution to participate in the Erasmus+ programme)
ECTS	European Credit Transfer and Accumulation System
EDS	EBSCO Discovery Service (search tool)
EECA	Emerging Europe and Central Asia (region defined for the purposes of university evaluation)
EGJE	Payroll and HR system Elanor Global Java Edition
EHEVF	The European Higher Education Virtual Fair (name of the international fair)
EIS	Executive Information System (Management Information System)
EIZ	Electronic information resources
EN	English (version)
ENG	English language
ENS	Evaluation of non-academic staff
EPS	Electronic fire alarm system
ERDF	European Regional Development Fund
ERDV	European Danube-Vltava Region
ESF	European Social Fund
ESFRI	European Strategic Forum on Research Infrastructures
ESN	Erasmus Student Network (name of student organisation)
ESS	Electronic security system
EU	European Union
EWP	Erasmus Without Paper (an interface through which university information systems can exchange data via web services)
EZB	Elektronische Zeitschriftenbibliothek (Electronic Library of Journals)

Shortcut	Meaning of the abbreviation
FAR / FAR USB	Faculty of Arts of the University of South Bohemia in České Budějovice
FAT / FAT USB	Faculty of Agriculture and Technology of the University of South Bohemia in České Budějovice
FEC / FEC USB	Faculty of Economics of the University of South Bohemia in České Budějovice
FED / FED USB	Faculty of Education of the University of South Bohemia in České Budějovice
FFPW / FFPW USB	Faculty of Fisheries and Water Protection of the University of South Bohemia in České Budějovice
FHSS / FHSS USB	Faculty of Health and Social Sciences of the University of South Bohemia in České Budějovice
FORD	Fields of Research and Development (structure of scientific disciplines)
FSC / FSC USB	Faculty of Science of the University of South Bohemia in České Budějovice
FSP	Fund for Strategic Priorities
FTE	Full Time Equivalent
FTH / FTH USB	Faculty of Theology of the University of South Bohemia in České Budějovice
FTP	File Transfer Protocol (a standard communication protocol for transferring files between computers over a computer network)
GA USB	Grant Agency of the University of South Bohemia in České Budějovice
GC USB	Goethe centrum of the University of South Bohemia in České Budějovice
GAP	Market gap analysis
HBU	Institute of Hydrobiology
HDCC	HelpDesk and Card Centre
HEI	Higher education institution
HKTDC	Hong Kong Trade Development Board (name of organisation)
HR	Human Resources
HRS4R	The Human Resources Strategy for Researchers
IA	Institutional accreditation
ICT	Information and communication technologies
IDM	Integrated Identity Management
IEB USB / IEB USB	Internal Evaluation Board of the University of South Bohemia in České Budějovice
IEP	International Evaluation Panel
iFIS / FIS	Financial Information System
IIS	Integrated identification system
INFOZ	Information resources for research
INV	Investment funds
IP	Institutional Plan / Internet Protocol address
IPI	Innovation Partner for Impact (name of organisation)
IPS	Internal payment system
IREG	International Ranking Expert Group (name of organisation)
IS	Information system
ISMS / CSMS	Information Security Management System / Cyber Security Management System
IS STAG / STAG	Study agenda information system
IT	Information Technology
ITI	Integrated territorial investments
KA	Key activity
KAAD	Katholischer Akademischer Ausländer-Dienst (name of organisation)

Shortcut	Meaning of the abbreviation
KG	Kindergarten
LAPE	Laboratory of Archaeobotany and Palaeoecology
LCDRO	Long-term conceptual development of the research organisation
LDAP	Lightweight Directory Access Protocol (a protocol for storing and accessing data on a directory server)
LMS	Learning Management System
M / Mgr.	Master's degree studies
MAID	Master of Artificial Intelligence and Data Science (degree programme name)
MaR	Measurement and control system
MC	Mandatory course
MEC	Mandatory elective course
MEYS	Ministry of Education, Youth and Sports
MICHE	Monitoring Internationalization of Czech Higher Education (project title)
MKT	Marketing
Moodle	Software package for creating learning systems and e-courses on the Internet
MosIUR	Three University Missions Moscow International University Ranking (ranking used to rank universities)
MS	Microsoft
MSCA-IF	Marie Skłodowska-Curie Individual Fellowships (grant scheme)
MU	Masaryk University
N / NMgr.	Consecutive master's degree studies
NAFSA	Association of International Educators (name of organisation)
NAU / NAB	National Accreditation Office for Higher Education
NAZV	National Agricultural Research Agency
NCISA	National Cyber and Information Security Agency
NDK – DNNT	National Digital Library – Works unavailable on the market
NIA	National Identity Authority
NIV	Non-investment funds
NPO	National Recovery Plan
NTU	National Taiwan University Ranking: Performance Ranking of Scientific Papers of World Universities (ranking used to rank universities)
OBD	Personal bibliographic database
OHS	Occupational health and safety
OP RDE	Operational Programme Research, Development and Education
OP RDI	Operational Programme Research and Development for Innovation
OSVČ	Self-employed person
OTM-R	Principles of the selection procedure (O = Open; T = Transparent; M = Merit based; other principles are Non-discrimination – equal opportunities and Mobility experience welcome)
PACI	Public administration communication infrastructure
PAS	Primary Art School
PATLIB	Regional patent information centres
PC	Personal Computer
PF USB	Pre-school facilities of the University of South Bohemia in České Budějovice
Ph.D. / PhD	Doctoral studies
PHEI	Public higher education institution

Shortcut	Meaning of the abbreviation
PO	Project Office
PPC	Pay per Click (Internet advertising model)
PR	Public Relations
PROGFIN	Programme funding of the Ministry of Education, Youth and Sports
PSch	Primary school
PZ	Subject of profile foundation
QRS	Quality Results System
QS	Quacquarelli Symonds (a company that compiles one of the rankings used to evaluate universities)
R&D	Research and development
R&D&I	Research, development and innovation
R&D&I Council	Research, Development and Innovation Council
REC / REC USB / RE	Rectorate of the University of South Bohemia in České Budějovice
RIV	Index of information on results
RT	Request Tracker (a tool to support the resolution of user requests)
RUR	Round University Ranking (a ranking used to rank universities)
RUV	Register of artistic outputs
RVO	Research organisation development
SafeQ	Printing and copying services
SBSDS	South Bohemian School of Doctoral Studies
SCSSN	Support Centre for Students with Special Needs
SDG	Sustainable Development Goal
SEI	Student evaluation of teaching
SFE	State Final Examination
SF EU	European Union Structural Funds
SIEM	Security Information and Event Management
SIMS	Pooled information of student registers
SIR	SCImago Institutions Rankings (rankings used to rank universities)
SMART	Analytical technique for designing goals in management and planning (S = Specific; M = Measurable; A = Achievable; R = Realistic; T = Time-bound)
SoWa	National infrastructure for comprehensive monitoring of soil and water ecosystems in the context of sustainable land use
SP USB / SP USB 2021+	USB Strategic Plan / USB Strategic Plan for the period 2021–2030
SS	Summer semester
SSch	Secondary school
SSO	Single Sign-On (a solution that allows you to use a single sign-on to multiple applications at the same time)
STEM	Science, Technology, Engineering and Mathematics
SW	Software
SWOT	A universal analytical technique aimed at evaluating the internal and external factors affecting the success of an organization or a specific plan (S = Strengths; W = Weaknesses; O = Opportunities; T = Threats)
TA CR	Technology Agency of the Czech Republic
THE	Times Higher Education World University Rankings (rankings used to rank universities)

Shortcut	Meaning of the abbreviation
TOFECL	Test of English as a Foreign Language
TOEIC	Test of English for International Communication (language exam)
TTO USB	Technology Transfer Office of the University of South Bohemia in České Budějovice
U3V	University of the Third Age
UBS	Université de Bretagne-Sud
UCT	University of Chemistry and Technology in Prague
UHK	University of Hradec Kralove
UN	United Nations
UP	Palacký University in Olomouc
URAP	University Ranking by Academic Performance (ranking used to rank universities)
U.S.	United States of America
USB	University of South Bohemia in České Budějovice
IIMO	Information Infrastructure Management Office
ISMO	Information Systems Management Office
TEMO	Terminal Equipment Management Office
UTB	Tomas Bata University in Zlín
UWB	University of West Bohemia in Pilsen
VERSO	Application environment
VM/HM	Virtual Mobility / Hybrid Mobility
VoIP	Voice over Internet Protocol (Internet calling)
VSB-TUO	University of Mining and Metallurgy – Technical University of Ostrava
v. v. i.	Public research institution
VZP	General Health Insurance Company
WHZ	Westfälische Hochschule Zwickau
WoS	Web of Science (platform for access to the citation database of the same name)
WS	Winter semester
WWW	World Wide Web (global communications network)

9 ANNEXES

- Annexe 1:** Overview of substantive plans for applications for accreditation of degree programmes under consideration by the IEB USB
- Annexe 2:** Overview of degree programme proposals (full accreditation applications) considered by the IEB USB – degree programmes considered under valid institutional accreditation
- Annexe 3:** Overview of degree programme proposals (full accreditation applications) reviewed by the IEB USB – degree programmes subsequently submitted for NAB review as part of programme accreditation
- Annexe 4:** Overview of accreditations of degree programmes granted by NAB under programme accreditation
- Annexe 5:** Overview of proposals for change of guarantors of degree programmes (fields of study) discussed by the IEB USB
- Annexe 6:** Summary of proposals for making other substantive changes to the delivery of degree programmes under consideration by the IEB USB
- Annexe 7:** Overview of requested audit reports for degree programmes accredited by the IEB USB under institutional accreditation
- Annexe 8:** Summary of requested audit reports for NAB-accredited degree programmes under programme accreditation
- Annexe 9:** List of accreditations of habilitation and professorship procedures granted by NAB
- Annexe 10:** Overview of ongoing bachelor and master programmes evaluated by the IEB USB in 2022
- Annexe 11:** Overview of ongoing doctoral programmes evaluated by the IEB USB in 2022
- Annexe 12:** Overview of other materials, issues and matters discussed and debated by the IEB USB
- Annexe 13:** Projects of USB Strategic Management Support Programme 2022–2023
- Annexe 14:** Strategic Priorities Fund 2021+ projects
- Annexe 15:** Strategic Priorities Fund 2022+ projects
- Annexe 16:** Centralised development projects of USB in 2022

Annexe 1: Overview of the substantive plans of the applications for accreditation of degree programmes considered by the IEB USB

Overview of *substantive plans of applications for accreditation of degree programmes* discussed by the IEB USB⁴⁰ (sorted by date of discussion within the IEB USB)

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FEC USB	Analysis in economic and financial practice	B	Economic fields of study	Approved	12. 12. 2017
FEC USB	Business management and economics	B	Economic fields of study	Approved	12. 12. 2017
FEC USB	Sustainable development and management of the region	B	Economic fields of study	Not Approved	12. 12. 2017
FEC USB	Analysis in economic and financial practice	N	Economic fields of study	Approved	12. 12. 2017
FEC USB	Data Engineering and Management Informatics	N	Informatics	Not approved	12. 12. 2017
FEC USB	Finance and Accounting	N	Economic fields of study	Approved	12. 12. 2017
FEC USB	International business	N	Economic fields of study	Approved	12. 12. 2017
FEC USB	Regional and European Project Management	N	Economic fields of study	Approved	12. 12. 2017
FEC USB	Sustainable development of the region and tourism	N	Economic fields of study	Not Approved	12. 12. 2017
FAR USB	Cultural Studies	B	Media and communication studies	Approved	12. 12. 2017
FAR USB	Aesthetics	B	Arts and Cultural Sciences	Approved	12. 12. 2017
FAR USB	History of Art	B	Arts and Cultural Sciences	Approved	12. 12. 2017
FAR USB	History	B	Historical Sciences	Approved	12. 12. 2017
FAR USB	Archaeology	B	Historical Sciences	Approved	12. 12. 2017
FAR USB	Archiving	B	Historical Sciences	Approved	12. 12. 2017
FAR USB	Czech studies	B	Philology	Approved	12. 12. 2017
FAR USB	English Language and Literature	B	Philology	Approved	12. 12. 2017
FAR USB	German Language and Literature	B	Philology	Approved	12. 12. 2017
FAR USB	Czech-German Area Studies	B	Philology	Approved	12. 12. 2017
FAR USB	French Language and Literature	B	Philology	Approved	12. 12. 2017

⁴⁰ The guarantors of the substantive plans approved by the USB IEB (as well as those approved with reservations) may proceed to the preparation of proposals (full accreditation applications) for individual degree programmes, which must incorporate the reservations and other comments raised by the USB IEB during the discussion of the respective substantive plans. Such prepared full accreditation applications are then submitted to the USB IEB for consideration.

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAR USB	French for European and International Business	B	Philology (81.2%) Economics (18.8%)	Approved	12. 12. 2017
FAR USB	Spanish Language and Literature	B	Philology	Approved	12. 12. 2017
FAR USB	Spanish for European and International Business	B	Philology (81.2%) Economics (18.8%)	Approved	12. 12. 2017
FAR USB	Italian language and culture	B	Philology	Approved	12. 12. 2017
FAR USB	Cultural Studies	N	Media and communication studies	Approved	12. 12. 2017
FAR USB	Art History and Visual Studies	N	Arts and Cultural Sciences	Approved	12. 12. 2017
FAR USB	History	N	Historical Sciences	Approved	12. 12. 2017
FAR USB	Archaeology	N	Historical Sciences	Approved	12. 12. 2017
FAR USB	Archiving	N	Historical Sciences	Approved	12. 12. 2017
FAR USB	Czech studies	N	Philology	Approved	12. 12. 2017
FAR USB	English and American literature	N	Philology	Approved	12. 12. 2017
FAR USB	Czech-German area studies	N	Philology	Approved	12. 12. 2017
FAR USB	Romance Philology: specialization French Philology; Spanish Philology	N	Philology	Approved	12. 12. 2017
FAR USB	Translation: specialisation English Translation – French Translation; English Translation – Spanish Translation	N	Philology	Approved	12. 12. 2017
FAR USB	Czech history	D	Historical Sciences	Approved	12. 12. 2017
FAR USB	Auxiliary Historical Sciences	D	Historical Sciences	Approved	12. 12. 2017
FAR USB	Archaeology	D	Historical Sciences	Approved	12. 12. 2017
FAR USB	Archaeology	D	Historical Sciences	Approved	12. 12. 2017
FAR USB	Romance languages	D	Philology	Approved	12. 12. 2017
FAR USB	Theory and History of Recent Czech Literature	D	Philology	Approved	12. 12. 2017
FAR USB	Theory and History of Modern Czech Literature	D	Philology	Approved	12. 12. 2017
FTH USB	Education: leisure pedagogy	B	Non-teaching pedagogy	Not Approved	9. 1. 2018
FTH USB	Theology	B	Philosophy, Religious Studies and Theology	Approved	9. 1. 2018

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FTH USB	Theology	M	Philosophy, Religious Studies and Theology	Approved	9. 1. 2018
FTH USB	Pedagogy of leisure	N	Non-teaching pedagogy	Not Approved	9. 1. 2018
FTH USB	Ethics in social work	N	Social work	Approved	9. 1. 2018
FTH USB	Theology	N	Philosophy, Religious Studies, and Theology	Approved	9. 1. 2018
FTH USB	Theology of Ministry	N	Philosophy, Religious Studies, and Theology	Approved	9. 1. 2018
FTH USB	Philosophy	D	Philosophy, Religious Studies, and Theology	Approved	9. 1. 2018
FTH USB	Theology	D	Philosophy, Religious Studies, and Theology	Approved	9. 1. 2018
FEC USB	Business management and economics	N	Economic fields of study	Not Approved	9. 1. 2018
FHSS USB	Physiotherapy	B	Health-oriented fields of study	Approved	6. 2. 2018
FHSS USB	Nutritional therapy	B	Health-oriented fields of study	Approved	6. 2. 2018
FHSS USB	Midwifery	B	Health-oriented fields of study	Approved	6. 2. 2018
FHSS USB	Radiology – Radiology assistant	B	Health-oriented fields of study	Approved	6. 2. 2018
FHSS USB	General Nursing	B	Health-oriented fields of study	Approved	6. 2. 2018
FHSS USB	Paramedic rescue	B	Health-oriented fields of study	Approved	6. 2. 2018
FHSS USB	Laboratory diagnostics	B	Health-oriented fields of study	Approved	6. 2. 2018
FHSS USB	Social work	B	Social work	Approved	6. 2. 2018
FHSS USB	Social work management in organisations	N	Social work	Approved	6. 2. 2018
FHSS USB	Health and social care	B	Social work (36%) Health-oriented fields of study (63%)	Approved	6. 2. 2018
FHSS USB	Nursing	N	Health-oriented fields of study	Approved	6. 2. 2018
FHSS USB	Protection of the population with a focus on CBRNE	B	Security disciplines	Approved	6. 2. 2018
FHSS USB	Civil Emergency Preparedness	N	Security fields of study	Approved	6. 2. 2018
FEC USB	Regional Development Management	B	Economic fields of study	Not Approved	20. 3. 2018

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FEC USB	Business Informatics	N	Informatics (65%) Economics (35%)	Approved with Reservations	20. 3. 2018
FTH USB	Education: leisure pedagogy	B	Non-teaching pedagogy	Approved	20. 3. 2018
FTH USB	Pedagogy of leisure	N	Non-teaching pedagogy	Approved	20. 3. 2018
FFPW USB	Water protection	B	Biology, ecology, and environment	Approved	20. 3. 2018
FSC USB	Physical measurement and modelling	N	Physics	Approved	20. 3. 2018
FSC USB	Measuring and automation technology	B	Electrical Engineering	Approved	20. 3. 2018
FSC USB	Biological Chemistry	B	Chemistry	Approved	20. 3. 2018
FSC USB	Biological Chemistry	N	Chemistry	Approved	20. 3. 2018
FSC USB	Environmental chemistry	N	Chemistry	Approved	20. 3. 2018
FSC USB	Biochemistry	D	Chemistry	Approved	20. 3. 2018
FSC USB	Biochemistry	D	Chemistry	Approved	20. 3. 2018
FEC USB	Regional Development Management	B	Economic fields of study	Approved	22. 5. 2018
FEC USB	Business management and economics	N	Economic fields of study	Not Approved	22. 5. 2018
FHSS USB	Nursing care in paediatrics	B	Health-oriented fields of study	Approved	22. 5. 2018
FSC USB	Applied Informatics	B	Informatics	Not Approved	19. 6. 2018
FEC USB	Economics and Management	B	Economic fields of study	Approved with Reservations	20. 11. 2018
FEC USB	Economics and Management	N	Economic fields of study	Approved with Reservations	20. 11. 2018
FSC USB	Applied Informatics	B	Informatics	Approved with Reservations	11. 12. 2018
FSC USB	Forensic Sciences and Information Security in ICT	B	Security (50%) Computer Science (40%) Law (10%)	Approved with Reservations	11. 12. 2018
FSC USB	Ecology	N	Biology, ecology and environment	Approved	11. 12. 2018
FSC USB	Ecosystem biology and ecology	D	Biology, ecology and environment	Approved	11. 12. 2018
FSC USB	Ecosystem biology and ecology	D	Biology, ecology and environment	Approved	11. 12. 2018

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FSC USB	Botany	D	Biology, ecology and environment	Approved	11. 12. 2018
FSC USB	Botany	D	Biology, ecology and environment	Approved	11. 12. 2018
FSC USB	Hydrobiology	D	Biology, ecology and environment	Approved	11. 12. 2018
FSC USB	Hydrobiology	D	Biology, ecology and environment	Approved	11. 12. 2018
FHSS USB	Specialisation in Nursing	N	Health-oriented fields of study	Approved	29. 1. 2019
FSC USB	Measuring and computing technology	B	Electrical Engineering	Approved	28. 2. 2019
FEC USB	Applied Informatics	N	Informatics	Approved	9. 4. 2019
FTH USB	Philosophy	B	Philosophy, Religious Studies, and Theology	Approved	9. 4. 2019
FTH USB	Religious studies	B	Philosophy, Religious Studies and Theology	Approved	9. 4. 2019
FTH USB	Philosophy	N	Philosophy, Religious Studies and Theology	Approved with Reservations	9. 4. 2019
FAT USB	Agroecology	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Agribusiness	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Biology and conservation of organisms of interest	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Biotechnology	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Quality of agricultural products	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Multifunctional Agriculture	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Land improvements and property transfers	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Agricultural and transport technology	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Agricultural Engineering	N	Agriculture	Approved with Reservations	9. 4. 2019
FAT USB	Zootechnics	N	Agriculture	Approved with Reservations	9. 4. 2019

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAT USB	Agroecology	B	Agriculture	Approved with Reservations	14. 5. 2019
FAT USB	Agribusiness	B	Agriculture	Approved with Reservations	14. 5. 2019
FAT USB	Biology and conservation of organisms of interest	B	Agriculture	Approved with Reservations	14. 5. 2019
FAT USB	Biotechnology	B	Agriculture	Approved with Reservations	14. 5. 2019
FAT USB	Land improvements and property transfers	B	Agriculture	Approved with Reservations	14. 5. 2019
FAT USB	Agricultural and transport equipment: trade, service and services	B	Agriculture	Approved with Reservations	14. 5. 2019
FAT USB	Agriculture	B	Agriculture	Approved with Reservations	14. 5. 2019
FAT USB	Zootechnics	B	Agriculture	Approved with Reservations	14. 5. 2019
FFPW USB	Protecting aquatic ecosystems	D	Biology, ecology, and environment	Approved	14. 5. 2019
FFPW USB	Fisheries	D	Agriculture	Approved	14. 5. 2019
FAR USB	Czech language and literature with a focus on education for secondary schools	B	Teacher training	Approved	14. 5. 2019
FAR USB	English language and literature with a focus on secondary school education	B	Teacher training	Approved with Reservations	14. 5. 2019
FAR USB	French language with a focus on secondary school education	B	Teacher training	Approved	14. 5. 2019
FAR USB	Spanish language with a focus on secondary school education	B	Teacher training	Approved	14. 5. 2019
FAR USB	History with a focus on education for secondary schools	B	Teacher training	Approved	14. 5. 2019
FHSS USB	Organisation and Management in Healthcare	N	Health care (67%) Economics (33%)	Approved	14. 5. 2019
FSC USB	Biology with a focus on education for secondary schools	B	Teacher training	Approved with Reservations	14. 5. 2019
FSC USB	Physics with a focus on education for secondary schools	B	Teacher training	Approved	14. 5. 2019
FSC USB	Chemistry with a focus on education for secondary schools	B	Teacher training	Approved	14. 5. 2019
FSC USB	Computer science with a focus on education for secondary schools	B	Teacher training	Approved	14. 5. 2019

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FSC USB	Mathematics with a focus on education for secondary schools	B	Teacher training	Approved	14. 5. 2019
FSC USB	Experimental Biology	D	Biology, ecology, and environment	Approved	14. 5. 2019
FSC USB	Experimental biology	D	Biology, ecology and environment	Approved	14. 5. 2019
FEC USB	Finance and Accounting	B	Economic fields of study	Approved	18. 6. 2019
FEC USB	Enterprise Informatics	B	Informatics (70%) Economics (30%)	Approved with Reservations	18. 6. 2019
FAT USB	Applied and Landscape Ecology	D	Agriculture	Approved with Reservations	18. 6. 2019
FAT USB	General crop production	D	Agriculture	Approved with Reservations	18. 6. 2019
FAT USB	Agricultural Chemistry and Biotechnology	D	Agriculture	Approved with Reservations	18. 6. 2019
FAT USB	General zootechnics	D	Agriculture	Approved with Reservations	18. 6. 2019
FAT USB	Agricultural machinery and technology	D	Agriculture	Approved with Reservations	18. 6. 2019
FED USB	Physical education with a focus on education for secondary schools	B	Teacher training	Approved with Reservations	18. 6. 2019
FED USB	Music education with a focus on education for secondary schools	B	Teacher training	Approved with Reservations	18. 6. 2019
FED USB	Foundations of social sciences with a focus on education for secondary schools	B	Teacher training	Approved with Reservations	18. 6. 2019
FED USB FAR USB FSC USB FTH USB	Teacher training for secondary schools ⁴¹	N	Teacher training	Approved with Reservations	18. 6. 2019

⁴¹ The following specializations were approved as part of the substantive plan of the application for accreditation of the **Consecutive master's degree programme in Teacher Training for Secondary Schools**:

- Teaching for secondary schools with specialization in music education (specialization FED USB)
- Teacher training for secondary schools with specialization in physical education (specialization FED USB)
- Teacher training for secondary schools with specialisation in the foundations of social sciences (specialisation FED USB)
- Secondary School Teacher training with a specialization in Spanish Language and Literature (FAR USB)
- Teacher training for secondary schools with specialisation in French language and literature (specialisation FAR USB)
- Teacher training for secondary schools with specialisation in Czech language and literature (specialisation FAR USB)

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FED USB	Special pedagogy	B	Non-teaching pedagogy	Approved with Reservations	18. 6. 2019
FED USB	Special pedagogy	N	Non-teaching pedagogy	Approved with Reservations	18. 6. 2019
FSC USB	Molecular and cellular biology and genetics	N	Biology, ecology, and environment	Approved	18. 6. 2019
FSC USB	Entomology	D	Biology, ecology, and environment	Approved	18. 6. 2019
FSC USB	Entomology	D	Biology, ecology, and environment	Approved	18. 6. 2019
FSC USB	Parasitology	D	Biology, ecology, and environment	Approved	18. 6. 2019
FSC USB	Parasitology	D	Biology, ecology, and environment	Approved	18. 6. 2019
FSC USB	Zoology	D	Biology, ecology, and environment	Approved	18. 6. 2019
FSC USB	Zoology	D	Biology, ecology, and environment	Approved	18. 6. 2019
FSC USB	Biophysics	D	Biology, ecology, and environment	Approved	18. 6. 2019
FED USB	Field studies with a focus on education at the 2nd level of primary school	B	Teacher training	Approved with Reservations	1. 10. 2019
FED USB	Teacher training for 2nd level of primary schools	N	Teacher training	Approved with Reservations	1. 10. 2019
FED USB	Teacher training for the first level of primary schools	M	Teacher training	Approved	1. 10. 2019
FAR USB	German language with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019
FAR USB FED USB FED USB	Teacher training for secondary schools – Teacher training for secondary schools with a specialisation in German (specialisation FAR USB)	N	Teacher training	Approved	1. 10. 2019
FTH USB	Religion and ethics with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019

-
- Teacher training for secondary schools with specialisation in English language and literature (specialisation FAR USB)
 - Teacher training for secondary schools with specialisation in history (specialisation FAR USB)
 - Teacher training for secondary schools with specialization in biology (specialization at FSC USB)
 - Teacher training for secondary schools with specialisation in physics (specialisation at FSC USB)
 - Teacher training for secondary schools with specialisation in chemistry (specialisation at FSC USB)
 - Teacher training for secondary schools with specialization in informatics (specialization at FSC USB)
 - Teacher training for secondary schools with specialization in mathematics (specialization at FSC USB)
 - Teacher training for secondary schools with specialization in religion and ethics (specialization FTH USB)
 - The degree programme also includes the pedagogical-psychological foundation

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FEC USB	Economics and Management	D	Economic fields of study	Approved with Reservations	3. 12. 2019
FED USB	Educational Psychology	D	Psychology (70%) Teacher training (30%)	Approved	3. 12. 2019
FEC USB	Tourism	B	Economic fields of study	Not Approved	14. 1. 2020
FEC USB	Regional Development Management	N	Economic fields of study	Not Approved	14. 1. 2020
FSC USB	Applied Mathematics	B	Mathematics	Approved	14. 1. 2020
FEC USB	Tourism	B	Economic fields of study	Approved	7. 4. 2020
FSC USB	Applied Informatics	B	Informatics	Approved	7. 4. 2020
FED USB	Art Therapy	B	Psychology	Approved	5. 5. 2020
FED USB	Psychology	B	Psychology	Approved	5. 5. 2020
FAR USB	German Language and Literature	N	Philology	Approved	5. 5. 2020
FAR USB	Translation: specialisation English language translation – Italian language translation	N	Philology	Approved	5. 5. 2020
FAR USB	Romance Philology: specialization Italian Philology	N	Philology	Approved	5. 5. 2020
FEC USB	Regional Development Management	N	Economics (85%) Biology, ecology and environment (15%)	Not Approved	2. 6. 2020
FHSS USB	Nursing	D	Health-oriented fields of study	Approved	2. 6. 2020
FHSS USB	Social work	D	Social work	Approved	2. 6. 2020
FSC USB	Master of Artificial Intelligence and Data Science (MAID)	N	Informatics	Deferred	2. 6. 2020
FED USB	Specialization in Pedagogy – Social Pedagogy	B	Non-teaching pedagogy	Approved with Reservations	30. 6. 2020
FED USB	Teacher training for kindergartens	B	Teacher training	Approved	30. 6. 2020
FED USB	ICT assistant with a focus on education	B	Teacher training	Approved	30. 6. 2020
FED USB	Teacher training of Informatics for the 2nd level of primary school – single-subject	N	Teacher training	Approved	30. 6. 2020
FED USB	Physical education and sport	B	Physical education and sport; kinantropology	Approved with Reservations	29. 9. 2020

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FED USB	Physical education and sport	N	Physical education and sport; kinantropology	Approved with Reservations	29. 9. 2020
FED USB	Playing an instrument with a focus on education for secondary schools and primary art schools	B	Teacher training	Approved	29. 9. 2020
FED USB	Teacher training instrument playing for secondary schools and primary art schools	N	Teacher training	Approved	29. 9. 2020
FED USB	Practical Teacher training	B	Teacher training	Approved	29. 9. 2020
FED USB	Teacher training of vocational subjects	N	Teacher training	Approved	29. 9. 2020
FED USB	Art creation with a focus on education at the PAS	B	Teacher training	Approved	29. 9. 2020
FED USB	Teacher training art education for primary art schools	N	Teacher training	Approved	29. 9. 2020
FEC USB	Regional Development Management	N	Economic fields of study	Approved with Reservations	29. 9. 2020
FSC USB	Master of Artificial Intelligence and Data Science (MAID)	N	Informatics	Not Approved	29. 9. 2020
FSC USB	Applied Physics	D	Physics	Approved	29. 9. 2020
FSC USB	Applied Physics	D	Physics	Approved	29. 9. 2020
FTH USB	Social and charity work	B	Social work	Approved	1. 12. 2020
FTH USB	Theology	M	Philosophy, Religious Studies, and Theology	Approved	1. 12. 2020
FTH USB	Spirituality and Ethics in Social Work	D	Social work (63%) Philosophy, Religious Studies, and Theology (37%)	Approved	1. 12. 2020
FSC USB	Geography with a focus on education for secondary schools	B	Teacher training	Approved	1. 12. 2020
FSC USB FED USB FED USB	Teacher training for secondary schools – Teacher training for secondary schools with specialisation in geography (specialisation FSC USB)	N	Teacher training	Approved	1. 12. 2020
FED USB	Applied Geography	B	Earth Sciences	Not Approved	1. 12. 2020
FED USB	Didactics of biology	D	Teacher training	Approved	1. 12. 2020
FHSS USB	Protection of the population with a focus on CBRNE	B	Security fields of study	Approved	12. 1. 2021
FHSS USB	Civil Emergency Preparedness	N	Security fields of study	Approved	12. 1. 2021

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FSC USB	Physics	B	Physics	Approved with Reservations	2. 3. 2021
FSC USB	Artificial Intelligence and Data Science (MAID)	N	Informatics	Approved	2. 3. 2021
FAR USB	German for European and International Business	B	Philology (78.5%) Economics + Law (21.5%)	Approved with Reservations	2. 3. 2021
FAR USB	Translation: specialisation English language translation – German language translation	N	Philology	Approved	2. 3. 2021
FAR USB	Modern English and American literature	D	Philology	Approved	2. 3. 2021
FAR USB	Cultural Studies	D	Media and Communication Studies	Approved	2. 3. 2021
FED USB	Applied Geography	B	Earth Sciences	Approved with Reservations	13. 4. 2021
FED USB	Didactics of STEM subjects	D	Teacher training	Approved with Reservations	13. 4. 2021
FSC USB	Laboratory and Medical Biology	B	Biology, ecology, and environment	Approved with Reservations	13. 4. 2021
FSC USB	Chemistry	B	Chemistry	Approved with Reservations	13. 4. 2021
FSC USB	Biochemistry	N	Chemistry	Approved with Reservations	13. 4. 2021
FSC USB	Parasitology	N	Biology, ecology, and environment	Not Approved	13. 4. 2021
FSC USB	Clinical Biology	N	Biology, ecology, and environment	Approved with Reservations	13. 4. 2021
FSC USB	Plant physiology and cell biology	N	Biology, ecology, and environment	Approved with Reservations	13. 4. 2021
FSC USB	Parasitology	N	Biology, ecology, and environment	Approved with Reservations	22. 6. 2021
FSC USB	Limnology	N	Biology, ecology, and environment	Approved with Reservations	22. 6. 2021
FED USB	Educator with a focus on assistant and tutoring in primary school	B	Teacher training	Not Approved	22. 6. 2021
FAT USB	Agricultural Engineering ⁴²	N	Agriculture	Approved	16. 11. 2021

⁴² The substantive plan of the application for accreditation of the **Consecutive master's degree programme in Agricultural Engineering of the Faculty of Agriculture and Technology of USB** is a revised version of the study programme of the same name, which has been discussed within the IEB USB in the past, not only in the form of a substantive plan, but subsequently (after approval of the substantive plan in the IEB USB) also in the form of a

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAT USB	Agroecology and applied ecology ⁴³	D	Agriculture (50%) Biology, ecology and environment (50%)	Approved	16. 11. 2021
FSC USB	Botany	N	Biology, ecology, and environment	Approved	14. 12. 2021
FSC USB	Zoology	N	Biology, ecology, and environment	Approved	14. 12. 2021
FFPW USB	Fisheries	B	Agriculture	Approved	18. 1. 2022
FFPW USB	Fisheries and water protection	N	Agriculture (60%) Biology, ecology, and environment (40%)	Approved	18. 1. 2022
FFPW USB	Fishery and Protection of Waters	N	Agriculture (60%) Biology, ecology, and environment (40%)	Approved	18. 1. 2022
FED USB FAR USB	Didactics of a selected foreign language and its literature	D	Teacher training	Approved with Reservations	14. 6. 2022
FED USB	Psychology	N	Psychology	Approved	11. 10. 2022
FSC USB	Applied Ecology and Conservation	N	Biology, ecology, and environment	Approved	11. 10. 2022
FSC USB	Ecosystem biology	N	Biology, ecology, and environment	Approved	11. 10. 2022
FAR USB	Cultural Studies ⁴⁴	D	Media and Communications studies (40%) Historical Sciences (30%) Philology (30%)	Approved	6. 12. 2022

proposal (full accreditation application). However, the draft of the degree programme in question was returned to the faculty for completion (see the IEB USB opinion of 13 April 2021 on the revised version of the draft of the degree programme in question), with the IEB USB recommending, among other things, that the study programme in question be simplified, i.e. designed without specialisations. On the basis of this recommendation, the Faculty of Agriculture and Technology of USB revised the degree programme and subsequently submitted it in the form of a new substantive plan to the IEB USB for consideration. This discussion took place on 16 November 2021.

⁴³ The substantive plan of the application for accreditation of **the doctoral degree programme Agroecology and Applied Ecology of the USB Faculty of Agriculture and Technology** is a revised version of the doctoral degree programme Applied and Landscape Ecology, which has already been discussed within the IEB USB in the past, not only in the form of a substantive plan, but subsequently (after approval of the substantive plan in the IEB USB) also in the form of a proposal (full accreditation application). The proposal for the degree programme was approved by the USB IEB on 30 June 2020 and subsequently sent to NAB for further consideration. On the basis of the documents sent to NAB, which included the opinion and resolution of the evaluation committee and the proposal of the rapporteur that the NAB Board should not grant accreditation to this programme, the Faculty of Agriculture and Technology of USB decided to withdraw its application for accreditation after a detailed analysis of these documents. Subsequently, the Faculty of Agriculture and Technology of USB revised the study programme and submitted it in the form of a new substantive plan to the USB IEB for consideration. This hearing took place on 16 November 2021.

⁴⁴ The substantive plan of the application for accreditation of **the doctoral degree programme Cultural Studies of the Faculty of Arts of USB** is a revised version of the doctoral degree programme of the same name, which has already been discussed within the IEB USB in the past, not only in the form of a substantive plan, but subsequently

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAR USB	Modern English and American literature ⁴⁵	D	Philology	Approved	6. 12. 2022
FSC USB	Teacher training science for secondary schools	N	Teacher training	Deferred	6. 12. 2022

(after the approval of the substantive plan in the IEB USB) also in the form of a proposal (full accreditation application). The proposal for the subject study programme was approved by the USB IEB on 22 June 2021 and subsequently sent to NAB for further consideration. On the basis of the documents sent to the NAB, which included the opinion and resolution of the evaluation committee and the proposal of the Rapporteur that the NAB Board should not grant accreditation to this programme, the Faculty of Arts of USB decided to withdraw its application for accreditation after a detailed analysis of these documents. Subsequently, the Faculty of Arts of USB revised the study programme and submitted it in the form of a new substantive plan to the USB IEB for consideration. This hearing took place on 6 December 2022.

⁴⁵ The substantive plan of the application for accreditation of **the doctoral degree programme Modern English and American Literature of the Faculty of Arts of USB** is a revised version of the doctoral degree programme of the same name, which has already been discussed within the IEB USB in the past, not only in the form of a substantive plan, but subsequently (after the approval of the substantive plan in the IEB USB) also in the form of a proposal (full accreditation application). The proposal for the subject study programme was approved by the USB IEB on 22 June 2021 and subsequently sent to NAB for further consideration. On the basis of the documents sent to the NAB, which included the opinion and resolution of the evaluation committee and the proposal of the Rapporteur that the NAB Board should not grant accreditation to this programme, the Faculty of Arts of USB decided to withdraw its application for accreditation after a detailed analysis of these documents. Subsequently, the Faculty of Arts of USB revised the degree programme and submitted it in the form of a new substantive plan to the USB IEB for consideration. This hearing took place on 6 December 2022.

Annexe 2: Overview of degree programme proposals (full accreditation applications) considered by the IEB USB – degree programmes assessed under valid institutional accreditation

Overview of degree programme proposals (full accreditation applications) considered by the IEB USB – degree programmes considered under valid institutional accreditation (sorted by date of consideration by the IEB USB)

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FAR USB	History	B	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Archaeology	B	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Archiving	B	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	History	N	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Archaeology	N	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Archiving	N	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Czech history	D	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	Yes (NAB)
FAR USB	Auxiliary Historical Sciences	D	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	Yes (NAB)
FAR USB	Archaeology ⁴⁶	D	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	Yes (NAB)
FAR USB	Archaeology	D	Historical Sciences	Approved	20. 11. 2018	16. 11. 2028	Yes (NAB)
FAR USB	French for European and International Business	B	Philology (78,5%) Economics (21.5%)	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Spanish for European and International Business	B	Philology (78.5%) Economics (21.5%)	Approved	20. 11. 2018	16. 11. 2028	No

⁴⁶ The guarantor of the **doctoral degree programmes Archaeology and Archaeology of the Faculty of Arts of USB** has submitted an objection against the decision of the USB IEB of 20 November 2018 regarding the granting of the authorisation to implement the above degree programmes within the framework of the valid institutional accreditation. The reason was the fact that an agreement on cooperation in the implementation of these doctoral degree programmes had been concluded with the Institute of Archaeology of the Czech Academy of Sciences and the University of West Bohemia in Pilsen, Faculty of Arts. The Faculty of Arts of USB failed to include this information in the full accreditation file of the degree programmes in question (under the heading of cooperating institutions). It was the cooperation with the University of West Bohemia in Pilsen that was the reason why it was not possible to grant the authorization to implement the degree programmes in question within the framework of the valid institutional accreditation, but why it was necessary to approve the proposals of the said degree programmes once again within the framework of the IEB USB, with the following approved degree programme proposals (approved by the IEB USB on 11 December 2018) being referred to NAB for further consideration within the framework of programme accreditation.

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FAR USB	Czech studies	B	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	English Language and Literature	B	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	German Language and Literature	B	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Czech-German area studies	B	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	French Language and Literature	B	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Spanish Language and Literature	B	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Italian language and culture	B	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Czech studies	N	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	English and American literature	N	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Czech-German area studies	N	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Romance Philology	N	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FAR USB	Translation	N	Philology	Approved	20. 11. 2018	16. 11. 2028	No
FHSS USB	Health and social care	B	Social Work (63%) Health Professions (37%)	Approved	11. 12. 2018	16. 11. 2028	No
FHSS USB	Social work	B	Social work	Approved	11. 12. 2018	16. 11. 2028	No
FHSS USB	Social work management in organisations	N	Social work	Approved	11. 12. 2018	16. 11. 2028	Yes (NAB)
FSC USB	Ecology	N	Biology, ecology and environment	Approved	12. 3. 2019	16. 11. 2028	No
FEC USB	Economics and Management	B	Economic fields of study	Deferred	9. 4. 2019	x	x

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FEC USB	Regional Development Management	B	Economic fields of study	Deferred	9. 4. 2019	x	x
FHSS USB	Physiotherapy	B	Health-oriented fields of study	Approved	9. 4. 2019	16. 11. 2028	No
FHSS USB	Nutritional therapy	B	Health-oriented fields of study	Approved	9. 4. 2019	16. 11. 2028	No
FHSS USB	Midwifery	B	Health-oriented fields of study	Approved	9. 4. 2019	16. 11. 2028	No
FHSS USB	Radiological assistance	B	Health-oriented fields of study	Approved	9. 4. 2019	16. 11. 2028	No
FHSS USB	Paramedic rescue	B	Health-oriented fields of study	Approved	9. 4. 2019	16. 11. 2028	No
FHSS USB	General Nursing	B	Health-oriented fields of study	Approved	9. 4. 2019	16. 11. 2028	No
FHSS USB	Nursing	B	Health-oriented fields of study	Approved	9. 4. 2019	16. 11. 2028	No
FEC USB	Economics and Management	B	Economic fields of study	Approved for a period shorter than the duration of the IA	14. 5. 2019	14. 5. 2024	No
FEC USB	Regional Development Management	B	Economic fields of study	Approved for a period shorter than the duration of the IA	14. 5. 2019	14. 5. 2024	No
FTH USB	Philosophy	B	Philosophy, Religious Studies, and Theology	Approved	18. 6. 2019	16. 11. 2028	No
FTH USB	Philosophy	N	Philosophy, Religious Studies, and Theology	Approved	18. 6. 2019	16. 11. 2028	Yes (NAB)

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FHSS USB	Paediatric Nursing	B	Health-oriented fields of study	Approved	18. 6. 2019	16. 11. 2028	No
FEC USB	Analysis in economic and financial practice	B	Economic fields of study	Approved for a period shorter than the duration of the IA	18. 6. 2019	18. 6. 2024	Yes (IEB USB)
FED USB	Physical education with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	Yes (IEB USB)
FED USB	Music education with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	Yes (IEB USB)
FED USB	Foundations of social sciences with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	Yes (IEB USB)
FED USB FAR USB FSC USB	Teacher training for secondary schools ⁴⁷	N	Teacher training	Approved	1. 10. 2019	16. 11. 2028	Yes (IEB USB)

⁴⁷ The following specialisations have been approved for the **Consecutive master's degree programme in Secondary School Teacher training**:

- Teacher training for secondary schools with specialization in music education (specialization FED USB)
- Teacher training for secondary schools with specialization in physical education (specialization FED USB)
- Teacher training for secondary schools with specialisation in the foundations of social sciences (specialisation FED USB)
- Secondary School Teacher training with a specialization in Spanish Language and Literature (FAR USB)
- Teacher training for secondary schools with specialisation in French language and literature (specialisation FAR USB)
- Teacher training for secondary schools with specialisation in Czech language and literature (specialisation FAR USB)
- Teacher training for secondary schools with specialisation in English language and literature (specialisation FAR USB)
- Teacher training for secondary schools with specialisation in history (specialisation FAR USB)
- Teacher training for secondary schools with specialization in biology (specialization FSC USB)
- Teacher training for secondary schools with specialisation in physics (specialisation at FSC USB)
- Teacher training for secondary schools with specialisation in chemistry (specialisation at FSC USB)
- Teacher training for secondary schools with specialization in informatics (specialization at FSC USB)
- Teacher training for secondary schools with specialization in mathematics (specialization at FSC USB)
- The degree programme also includes the pedagogical-psychological foundation

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FSC USB	Biology with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No
FSC USB	Physics with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No
FSC USB	Chemistry with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No
FSC USB	Computer science with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No
FSC USB	Mathematics with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No
FAR USB	Czech language and literature with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No
FAR USB	English language and literature with a focus on secondary school education	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	Yes (IEB USB)
FAR USB	French language with a focus on secondary school education	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No
FAR USB	Spanish language with a focus on secondary school education	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FAR USB	History with a focus on education for secondary schools	B	Teacher training	Approved	1. 10. 2019	16. 11. 2028	No
FEC USB	Finance and Accounting	B	Economic fields of study	Approved	1. 10. 2019	16. 11. 2028	No
FHSS USB	Laboratory diagnostics	B	Health-oriented fields of study	Approved	5. 11. 2019	16. 11. 2028	No
FHSS USB	Specialization in nursing-body	N	Health-oriented fields of study	Approved	5. 11. 2019	16. 11. 2028	No
FTH USB	Ethics in social work	N	Social work	Returned for Completion	5. 11. 2019	x	x
FTH USB	Religious studies	B	Philosophy, Religious Studies, and Theology	Approved	3. 12. 2019	16. 11. 2028	No
FTH USB	Theology	B	Philosophy, Religious Studies, and Theology	Approved	3. 12. 2019	16. 11. 2028	No
FTH USB	Ethics in social work	N	Social work	Approved	3. 12. 2019	16. 11. 2028	Yes (NAB + IEB USB)
FFPW USB	Water protection	B	Biology, ecology, and environment	Approved	3. 12. 2019	16. 11. 2028	No
FFPW USB	Protecting aquatic ecosystems	D	Biology, ecology, and environment	Approved	3. 12. 2019	16. 11. 2028	No
FFPW USB	Protection of Aquatic Ecosystems	D	Biology, ecology, and environment	Approved	3. 12. 2019	16. 11. 2028	No
FAT USB	Agroecology	B	Agriculture	Returned for Completion	14. 1. 2020	x	x
FAT USB	Agribusiness	B	Agriculture	Returned for Completion	14. 1. 2020	x	x
FAT USB	Biology and conservation of organisms of interest	B	Agriculture (50%) Biology, ecology and environment (50%)	Returned for Completion	14. 1. 2020	x	x

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FAT USB	Agricultural biotechnology	B	Agriculture	Returned for Completion	14. 1. 2020	x	x
FAT USB	Land improvements and property transfers	B	Agriculture	Approved	14. 1. 2020	16. 11. 2028	Yes (IEB USB)
FAT USB	Agriculture	B	Agriculture	Returned for Completion	14. 1. 2020	x	x
FAT USB	Zootechnics	B	Agriculture	Returned for Completion	14. 1. 2020	x	x
FTH USB	Theology	N	Philosophy, Religious Studies, and Theology	Approved	14. 1. 2020	16. 11. 2028	Yes (NAB + IEB USB)
FTH USB	Theology of Ministry	N	Philosophy, Religious Studies, and Theology	Approved	14. 1. 2020	16. 11. 2028	Yes (NAB + IEB USB)
FTH USB	Theology – CZ version	D	Philosophy, Religious Studies, and Theology	Approved	14. 1. 2020	16. 11. 2028	Yes (NAB + IEB USB)
FTH USB	Theology – EN version	D	Philosophy, Religious Studies, and Theology	Returned for Completion	14. 1. 2020	x	x
FTH USB	Philosophy – CZ version	D	Philosophy, Religious Studies, and Theology	Approved	14. 1. 2020	16. 11. 2028	Yes (NAB)
FTH USB	Philosophy – EN version	D	Philosophy, Religious Studies, and Theology	Returned for Completion	14. 1. 2020	x	x
FAR USB	German language with a focus on education for secondary schools	B	Teacher training	Approved	3. 3. 2020	16. 11. 2028	No

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FED USB FAR USB	Teacher training for secondary schools – Teacher training for secondary schools with specialisation in German language and literature (specialisation FAR USB)	N	Teacher training	Approved	3. 3. 2020	16. 11. 2028	No
FED USB	Teacher training for the first level of primary schools	M	Teacher training	Approved	3. 3. 2020	16. 11. 2028	No
FAT USB	Agricultural biotechnology	B	Agriculture	Approved	5. 5. 2020	16. 11. 2028	No
FAT USB	Agribusiness	B	Agriculture	Returned for Completion	5. 5. 2020	x	x
FTH USB	Religion and ethics with a focus on education for secondary schools	B	Teacher training	Approved	5. 5. 2020	16. 11. 2028	No
FED USB FTH USB	Teacher training for secondary schools – Teacher training for secondary schools with specialisation in religion and ethics (specialisation FTH USB)	N	Teacher training	Approved	5. 5. 2020	16. 11. 2028	No
FAR USB	Translation: specialisation English language translation – Italian language translation	N	Philology	Approved	2. 6. 2020	16. 11. 2028	No
FAR USB	Romance Philology: specialization Italian Philology	N	Philology	Approved	2. 6. 2020	16. 11. 2028	No

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FEC USB	Tourism	B	Economic fields of study	Approved	2. 6. 2020	16. 11. 2028	No
FAT USB	Agriculture	B	Agriculture	Approved	2. 6. 2020	16. 11. 2028	No
FED USB FAR USB FAT USB	Field studies with a focus on education at the 2nd level of primary school ⁴⁸	B	Teacher training	Approved	30. 6. 2020	16. 11. 2028	Yes (IEB USB)
FED USB FAR USB FAT USB	Teacher training for 2nd level of primary schools ⁴⁹	N	Teacher training	Approved	30. 6. 2020	16. 11. 2028	Yes (IEB USB)

⁴⁸ The following specialisations have been approved for the **Bachelor's degree programme in Field of Education at the 2nd level of primary school**:

- History with a focus on education at the 2nd level of primary school (specialization FAR USB)
- Chemistry with a focus on education at the 2nd level of primary school (specialization FAT USB)
- English language with a focus on education at the 2nd level of primary school (specialization FED USB)
- Czech language and literature with a focus on education at the 2nd level of primary school (specialization FED USB)
- Physics with a focus on education at the 2nd level of primary school (specialization FED USB)
- Music education with a focus on education at the 2nd level of primary school (specialization FED USB)
- Information technology with a focus on education at the 2nd level of primary school (specialization FED USB)
- Mathematics with a focus on education at the 2nd level of primary school (specialization FED USB)
- German language with a focus on education at the 2nd level of primary school (specialization FED USB)
- Natural History with a focus on education at the 2nd level of primary school (specialization FED USB)
- Russian language and literature with a focus on education at the 2nd level of primary school (specialization FED USB)
- Social sciences with a focus on education at the 2nd level of primary school (specialization FED USB)
- Physical education with a focus on education at the 2nd level of primary school (specialization FED USB)
- Art production with a focus on education at the 2nd level of primary school (specialization FED USB)
- Geography with a focus on education at the 2nd level of primary school (specialization FED USB)

The pedagogical-psychological basis and the subjects of teacher propedeutics are provided by FED USBes for all specialisations of the programme.

⁴⁹ The following specialisations have been approved for the **Consecutive master's degree programme in Teacher training for Primary School Level 2**:

- Teacher training for 2nd grade of primary schools with specialisation in history (specialisation FAR USB)
- Teacher training for 2nd grade of primary schools with specialization in chemistry (specialization FAT USB)
- Teacher training for 2nd grade of primary schools with specialization in English language (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in Czech language and literature (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in Czech as a second language (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in physics (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in music education (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in informatics (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in mathematics (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in German language (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in science (specialization FED USB)

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FAT USB	Agribusiness	B	Agriculture	Approved	30. 6. 2020	16. 11. 2028	No
FSC USB	Botany	D	Biology, ecology and environment	Approved	27. 10. 2020	16. 11. 2028	No
FSC USB	Botany	D	Biology, ecology, and environment	Returned for Completion	27. 10. 2020	x	x
FSC USB	Ecosystem biology and ecology	D	Biology, ecology, and environment	Approved	27. 10. 2020	16. 11. 2028	No
FSC USB	Ecosystem biology and ecology	D	Biology, ecology, and environment	Returned for Completion	27. 10. 2020	x	x
FSC USB	Entomology	D	Biology, ecology, and environment	Approved	27. 10. 2020	16. 11. 2028	No
FSC USB	Entomology	D	Biology, ecology, and environment	Returned for Completion	27. 10. 2020	x	x
FSC USB	Hydrobiology	D	Biology, ecology, and environment	Approved	27. 10. 2020	16. 11. 2028	No
FSC USB	Limnology	D	Biology, ecology, and environment	Returned for Completion	27. 10. 2020	x	x
FSC USB	Integrative biology	D	Biology, ecology, and environment	Approved	27. 10. 2020	16. 11. 2028	No
FSC USB	Integrative Biology	D	Biology, ecology, and environment	Returned for Completion	27. 10. 2020	x	x
FSC USB	Parasitology	D	Biology, ecology, and environment	Approved	27. 10. 2020	16. 11. 2028	No
FSC USB	Parasitology	D	Biology, ecology, and environment	Returned for Completion	27. 10. 2020	x	x
FSC USB	Zoology	D	Biology, ecology, and environment	Approved	27. 10. 2020	16. 11. 2028	No

- Teacher training for 2nd grade of primary schools with specialization in Russian language and literature (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in physical education (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in education for citizenship (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in art education (specialization FED USB)
- Teacher training for 2nd grade of primary schools with specialization in geography (specialization FED USB)

The pedagogical-psychological basis and subjects of teacher propedeutics are provided by FED USB for all specializations of the programme.

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FSC USB	Zoology	D	Biology, ecology, and environment	Returned for Completion	27. 10. 2020	x	x
FAT USB	Zootechnics	B	Agriculture	Approved	1. 12. 2020	16. 11. 2028	No
FAT USB	Biology and conservation of organisms of interest	B	Agriculture (50%) Biology, ecology and environment (50%)	Approved	1. 12. 2020	16. 11. 2028	No
FSC USB	Botany	D	Biology, ecology, and environment	Approved	1. 12. 2020	16. 11. 2028	No
FSC USB	Ecosystem biology and ecology	D	Biology, ecology, and environment	Approved	1. 12. 2020	16. 11. 2028	No
FSC USB	Entomology	D	Biology, ecology, and environment	Approved	1. 12. 2020	16. 11. 2028	No
FSC USB	Limnology	D	Biology, ecology, and environment	Approved	1. 12. 2020	16. 11. 2028	No
FSC USB	Integrative biology	D	Biology, ecology, and environment	Approved	1. 12. 2020	16. 11. 2028	No
FSC USB	Parasitology	D	Biology, ecology, and environment	Approved	1. 12. 2020	16. 11. 2028	No
FSC USB	Zoology	D	Biology, ecology, and environment	Approved	1. 12. 2020	16. 11. 2028	No
FED USB	Playing an instrument with a focus on education for secondary schools and primary art schools	B	Teacher training	Approved	1. 12. 2020	16. 11. 2028	No
FED USB	Teacher training instrument playing for secondary schools and primary art schools	N	Teacher training	Approved	1. 12. 2020	16. 11. 2028	No
FED USB	Teacher training for kindergartens	B	Teacher training	Approved	12. 1. 2021	16. 11. 2028	No

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FED USB	Field studies with a focus on education at the 2nd level of primary school – specialization Technical education and practical activities with a focus on education at the 2nd level of primary school	B	Teacher training	Approved	12. 1. 2021	16. 11. 2028	No
FED USB	Teacher training for 2nd level of primary schools – Teacher training for 2nd level of primary schools with specialisation in technical education and practical activities	N	Teacher training	Approved	12. 1. 2021	16. 11. 2028	No
FED USB	Art creation with a focus on education at the ZUŠ	B	Teacher training	Approved	12. 1. 2021	16. 11. 2028	No
FED USB	Teacher training of Art Education for ZUŠ	N	Teacher training	Approved	12. 1. 2021	16. 11. 2028	No
FHSS USB	Nursing	D	Health-oriented fields of study	Approved	2. 3. 2021	16. 11. 2028	No
FHSS USB	Nursing	D	Health-oriented fields of study	Approved	2. 3. 2021	16. 11. 2028	No
FAT USB	Agricultural machinery and technology	B	Agriculture (70%) Economics (30%)	Returned for Completion	13. 4. 2021	x	x
FAT USB	Agroecology	B	Agriculture	Returned for Completion	13. 4. 2021	x	x

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FED USB	Geography with a focus on education for secondary schools	B	Teacher training	Approved	13. 4. 2021	16. 11. 2028	No
FAT USB	Agricultural machinery and technology	B	Agriculture (75%) Economics (25%)	Approved for a period shorter than the duration of the IA	22. 6. 2021	22. 6. 2027	Yes (IEB USB)
FAT USB	Agroecology	B	Agriculture	Approved for a period shorter than the duration of the IA	22. 6. 2021	22. 6. 2027	Yes (IEB USB)
FTH USB	Social and charity work	B	Social work	Returned for Completion	22. 6. 2021	x	x
FTH USB	Theology	M	Philosophy, Religious Studies and Theology	Approved	22. 6. 2021	16. 11. 2028	Yes (NAB)
FTH USB	Philosophy	D	Philosophy, Religious Studies and Theology	Approved	22. 6. 2021	16. 11. 2028	Yes (NAB)
FTH USB	Theology	D	Philosophy, Religious Studies and Theology	Approved	22. 6. 2021	16. 11. 2028	Yes (NAB)
FED USB	Assistant with a focus on education and informatics	B	Teacher training	Returned for Completion	22. 6. 2021	x	x
FED USB	Teacher training of Informatics for the 2nd level of primary school – single-subject	N	Teacher training	Returned for Completion	22. 6. 2021	x	x
FSC USB	Laboratory and Medical Biology	B	Biology, ecology, and environment	Approved	22. 6. 2021	16. 11. 2028	No
FSC USB	Molecular and cellular biology and genetics	N	Biology, ecology, and environment	Returned for Completion	22. 6. 2021	x	x

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FSC USB	Plant physiology and cell biology	N	Biology, ecology, and environment	Returned for Completion	22. 6. 2021	x	x
FAR USB	Translation: Specialization English Translation – German Translation	N	Philology	Approved	22. 6. 2021	16. 11. 2028	No
FAR USB	German Language and Literature	N	Philology	Approved	22. 6. 2021	16. 11. 2028	No
FTH USB	Social and charity work	B	Social work	Approved	16. 11. 2021	16. 11. 2028	Yes (IEB USB)
FED USB	Assistant with a focus on education and informatics	B	Teacher training	Approved for a period shorter than the duration of the IA	16. 11. 2021	16. 11. 2027	x
FED USB	Teacher of Informatics for 2nd grade of primary school – single-subject study	N	Teacher training	Approved for a period shorter than the duration of the IA	16. 11. 2021	16. 11. 2027	x
FSC USB	Clinical biology	N	Biology, ecology, and environment	Approved	16. 11. 2021	16. 11. 2028	x
FSC USB	Plant physiology and cell biology	N	Biology, ecology, and environment	Approved	16. 11. 2021	16. 11. 2028	x
FSC USB	Molecular and cellular biology and genetics	N	Biology, ecology, and environment	Approved	14. 12. 2021	16. 11. 2028	x
FSC USB	Parasitology	N	Biology, ecology, and environment	Approved	8. 3. 2022	8. 3. 2032	x
FSC USB	Botany	N	Biology, ecology, and environment	Approved	8. 3. 2022	8. 3. 2032	x
FSC USB	Zoology	N	Biology, ecology, and environment	Approved	8. 3. 2022	8. 3. 2032	x

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB Statement	The period of validity of the authorisation of the DP	Req. to submit an audit report
FED USB FEC USB FHSS USB	Teacher training of vocational subjects	N	Teacher training	Returned for Completion	11. 10. 2022	x	x
FSC USB	Applied Ecology and Conservation	N	Biology, ecology, and environment	Approved	6. 12. 2022	6. 12. 2032	x
FSC USB	Ecosystem biology	N	Biology, ecology, and environment	Approved	6. 12. 2022	6. 12. 2032	x
FFPW USB	Fisheries	B	Agriculture	Approved	6. 12. 2022	6. 12. 2032	x

Annexe 3: Overview of degree programme proposals (full accreditation applications) reviewed by the IEB USB – degree programmes subsequently submitted to NAB for review as part of programme accreditation

Overview of degree programme proposals (full accreditation applications) reviewed by the IEB USB – degree programmes subsequently submitted for NAB review as part of programme accreditation (sorted by date of IEB USB review)⁵⁰

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAR USB	Cultural Studies	B	Media and Communication Studies	Approved	20. 3. 2018
FAR USB	Art History and Visual Studies	N	Arts and Cultural Sciences	Approved	20. 3. 2018
FAR USB	Aesthetics	B	Arts and Cultural Sciences	Approved	20. 3. 2018
FAR USB	History of Art	B	Arts and Cultural Sciences	Approved	20. 3. 2018
FAR USB	Cultural Studies	N	Media and Communication Studies	Approved	20. 3. 2018
FAR USB	History	B	Historical Sciences	Approved	20. 3. 2018
FAR USB	Archaeology	B	Historical Sciences	Approved	20. 3. 2018
FAR USB	Archiving	B	Historical Sciences	Approved	20. 3. 2018
FAR USB	History	N	Historical Sciences	Approved	20. 3. 2018
FAR USB	Archaeology	N	Historical Sciences	Approved	20. 3. 2018
FAR USB	Archiving	N	Historical Sciences	Approved	20. 3. 2018
FAR USB	Czech history	D	Historical Sciences	Approved	20. 3. 2018
FAR USB	Auxiliary Historical Sciences	D	Historical Sciences	Approved	20. 3. 2018
FAR USB	Archaeology	D	Historical Sciences	Approved	20. 3. 2018
FAR USB	Archaeology	D	Historical Sciences	Approved	20. 3. 2018

⁵⁰ Degree programme proposals approved by the USB IEB in the period prior to the granting of institutional accreditation should be referred to NAB for evaluation under program accreditation. However, the submitting faculties decided to wait to send the approved proposals of the subject degree programmes to NAB until the decision on the USB application for institutional accreditation was received. After obtaining institutional accreditation, the faculties decided to resubmit the subject degree programmes (programmes falling within the fields of education for which USB has obtained institutional accreditation) to the USB IEB, this time with a request for their approval under the current institutional accreditation. Approved proposals of degree programmes belonging to the areas of education for which USB has not obtained institutional accreditation or for which it has not applied for institutional accreditation have been sent to NAB for further consideration.

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAR USB	French for European and International Business	B	Philology (78.5%) Economics (21.5%)	Approved	20. 3. 2018
FAR USB	Spanish for European and International Business	B	Philology (78.5%) Economics (21.5%)	Approved	20. 3. 2018
FAR USB	Czech studies	B	Philology	Approved	20. 3. 2018
FAR USB	English Language and Literature	B	Philology	Approved	20. 3. 2018
FAR USB	German Language and Literature	B	Philology	Approved	20. 3. 2018
FAR USB	Czech-German area studies	B	Philology	Approved	20. 3. 2018
FAR USB	French Language and Literature	B	Philology	Approved	20. 3. 2018
FAR USB	Spanish Language and Literature	B	Philology	Approved	20. 3. 2018
FAR USB	Italian language and culture	B	Philology	Approved	20. 3. 2018
FAR USB	Czech studies	N	Philology	Approved	20. 3. 2018
FAR USB	English and American literature	N	Philology	Approved	20. 3. 2018
FAR USB	Czech-German area studies	N	Philology	Approved	20. 3. 2018
FAR USB	Romance Philology	N	Philology	Approved	20. 3. 2018
FAR USB	Translation	N	Philology	Approved	20. 3. 2018
FAR USB	Romance languages	D	Philology	Approved	20. 3. 2018
FAR USB	Theory and History of Recent Czech Literature	D	Philology	Approved	20. 3. 2018
FAR USB	Theory and History of Modern Czech Literature	D	Philology	Approved	20. 3. 2018
FEC USB	Analysis in economic and financial practice	B	Economic fields of study	Approved	22. 5. 2018
FEC USB	Business management and economics	B	Economic fields of study	Not Approved	22. 5. 2018
FEC USB	Analysis in economic and financial practice	N	Economic fields of study	Not Approved	22. 5. 2018
FEC USB	Finance and Accounting	N	Economic fields of study	Approved	22. 5. 2018
FEC USB	International business	N	Economic fields of study	Not Approved	22. 5. 2018
FEC USB	Regional and European Project Management	N	Economic fields of study	Approved	22. 5. 2018

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FEC USB	Enterprise Informatics	N	Computer Science (65%) Economics (35%)	Not Approved	22. 5. 2018
FSC USB	Physical measurements and modelling	N	Physics	Approved	22. 5. 2018
FSC USB	Measuring and automation technology	B	Electrical Engineering	Approved	22. 5. 2018
FSC USB	Biological Chemistry	B	Chemistry	Approved	22. 5. 2018
FSC USB	Biological Chemistry	N	Chemistry	Approved	22. 5. 2018
FSC USB	Environmental Chemistry	N	Chemistry	Approved	22. 5. 2018
FSC USB	Biochemistry	D	Chemistry	Approved	22. 5. 2018
FSC USB	Biochemistry	D	Chemistry	Approved	22. 5. 2018
FTH USB	Pedagogy of leisure	B	Non-teaching pedagogy	Approved	19. 6. 2018
FTH USB	Pedagogy of leisure	N	Non-teaching pedagogy	Approved	19. 6. 2018
FHSS USB	Protection of the population with a focus on CBRNE	B	Security disciplines	Approved	11. 12. 2018
FHSS USB	Civil Emergency Preparedness	N	Security disciplines	Approved	11. 12. 2018
FAR USB	Archaeology	D	Historical Sciences	Approved	11. 12. 2018
FAR USB	Archaeology	D	Historical Sciences	Approved	11. 12. 2018
FSC USB	Applied Informatics	B	Informatics	Returned for Completion	29. 1. 2019
FSC USB	Applied Informatics	B	Informatics	Approved	12. 3. 2019
FEC USB	Economics and Management	N	Economic fields of study	Deferred	9. 4. 2019
FEC USB	Economics and Management	N	Economic fields of study	Approved	14. 5. 2019
FEC USB	Analysis in economic and financial practice	N	Economic fields of study	Approved	18. 6. 2019
FEC USB	Applied Informatics	N	Economic fields of study	Approved	18. 6. 2019
FSC USB	Measuring and computing technology ⁵¹	B	Electrical Engineering	Approved	18. 6. 2019

⁵¹ The proposal (full accreditation application) for **the Bachelor's degree programme in Measurement and Computing Technology, or Measurement and Automation Technology of the Faculty of Science of USB** was approved by the USB IEB on 22 May 2018 and was subsequently sent to NAB for further consideration. Based on the documents sent to NAB, which included the opinion and resolution of the evaluation committee and the proposal of the Rapporteur that the NAB Council should not grant accreditation to this programme, the Faculty

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAT USB	Agroecology	N	Agriculture	Returned for Completion	1. 10. 2019
FAT USB	Breeding, cultivation and protection of organisms of interest	N	Agriculture	Returned for Completion	1. 10. 2019
FAT USB	Agricultural biotechnology	N	Agriculture	Approved	1. 10. 2019
FAT USB	Quality and processing of agricultural products	N	Agriculture	Approved	1. 10. 2019
FAT USB	Multifunctional Agriculture	N	Agriculture	Returned for Completion	1. 10. 2019
FAT USB	Land improvements and property transfers	N	Agriculture	Returned for Completion	1. 10. 2019
FAT USB	Agricultural machinery and technology	N	Agriculture	Approved	1. 10. 2019
FAT USB	Agricultural Engineering	N	Agriculture	Returned for Completion	1. 10. 2019
FAT USB	Zootechnics	N	Agriculture	Returned for Completion	1. 10. 2019
FAT USB	Agricultural machinery and technology	D	Agriculture	Returned for Completion	1. 10. 2019
FFPW USB	Fisheries	D	Agriculture	Approved	3. 12. 2019
FFPW USB	Fishery	D	Agriculture	Approved	3. 12. 2019
FED USB	Special pedagogy	B	Non-teaching pedagogy	Approved	3. 12. 2019
FED USB	Special pedagogy	N	Non-teaching pedagogy	Approved	3. 12. 2019
FAT USB	Agroecology	N	Agriculture	Approved	3. 12. 2019
FAT USB	Agribusiness	N	Agriculture (80%) Economics (20%)	Not Approved	3. 12. 2019
FAT USB	Biology and conservation of organisms of interest	N	Agriculture (50%) Biology, ecology and environment (50%)	Returned for Completion	3. 12. 2019
FAT USB	Land improvements and property transfers	N	Agriculture	Approved	3. 12. 2019
FAT USB	Agricultural Engineering	N	Agriculture	Approved	3. 12. 2019
FAT USB	Zootechnics	N	Agriculture	Approved	3. 12. 2019

of Science of USB decided to withdraw its application for accreditation after a detailed analysis of these documents. At the same time, it started the preparation of a new subject plan and subsequently (after its approval by the USB IEB) a proposal (full accreditation application) of the subject degree programme, already under the title of **Measurement and Computing Technology**. The latter was discussed within the IEB USB on 18 June 2019.

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FTH USB	Pedagogy of leisure ⁵²	N	Non-teaching pedagogy	Returned for Completion	14. 1. 2020
FSC USB	Biophysics	D	Physics	Approved	14. 1. 2020
FSC USB	Biophysics	D	Physics	Approved	14. 1. 2020
FEC USB	Enterprise Informatics	B	Computer Science (65%) Economics (35%)	Approved	14. 1. 2020
FHSS USB	Organisation and Management in Healthcare	N	Health care (73.3%) Economics (26.7%)	Approved	3. 3. 2020
FED USB	Educational Psychology – CZ version	D	Psychology (70%) Teacher training (30%)	Approved	3. 3. 2020
FED USB	Educational Psychology – EN version	D	Psychology (70%) Teacher training (30%)	Returned for Completion	3. 3. 2020
FTH USB	Pedagogy of leisure	N	Non-teaching pedagogy	Approved	7. 4. 2020
FAT USB	Biology and conservation of organisms of interest	N	Agriculture (50%) Biology, ecology and environment (50 %)	Returned for Completion	7. 4. 2020
FAT USB	Applied and Landscape Ecology	D	Agriculture (60%) Biology, ecology and environment (40%)	Returned for Completion	7. 4. 2020
FAT USB	General crop production	D	Agriculture	Returned for Completion	7. 4. 2020
FAT USB	Agricultural Chemistry and Biotechnology	D	Agriculture	Approved	7. 4. 2020
FAT USB	General zootechnics	D	Agriculture	Returned for Completion	7. 4. 2020
FEC USB	Economics and Management	D	Economic fields of study	Approved	7. 4. 2020
FEC USB	Economics and Management	D	Economic fields of study	Approved	7. 4. 2020
FSC USB	Applied Mathematics	B	Mathematics	Approved	5. 5. 2020
FAT USB	General crop production	D	Agriculture	Approved	2. 6. 2020

⁵² The proposal (full accreditation application) for the **Master's degree programme in Pedagogy of Leisure Time of the Faculty of Theology of USB** was approved by the IEB USB on 19 June 2018, but the complete accreditation file was submitted to the Rectorate of USB only in autumn 2019. During the exit inspection at the Rectorate of USB, it was found that several significant changes were made to the degree programme compared to the originally approved version. These changes were so substantial that it was decided by the USB IEB that it was necessary to renegotiate the said degree programme within the USB IEB. This renegotiation took place on 14 January 2020.

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAT USB	Biology and conservation of organisms of interest	N	Agriculture (50%) Biology, ecology and Environment (50%)	Approved	30. 6. 2020
FAT USB	Applied and Landscape Ecology	D	Agriculture (60%) Biology, ecology and environment (40%)	Approved	30. 6. 2020
FAT USB	General zootechnics	D	Agriculture	Approved	30. 6. 2020
FSC USB	Applied Mathematics ⁵³	B	Mathematics	Approved	30. 6. 2020
FSC USB	Applied Informatics ⁵⁴	B	Informatics	Approved	30. 6. 2020
FED USB	Art Therapy	B	Psychology	Approved	29. 9. 2020
FED USB	Psychology	B	Psychology	Approved	29. 9. 2020
FED USB	Educational Psychology – CZ version ⁵⁵	D	Psychology (70%) Teacher training (30%)	Approved	29. 9. 2020
FED USB	Educational Psychology	D	Psychology (70%) Teacher training (30%)	Approved	29. 9. 2020
FAT USB	Biology and Conservation of Interest Organisms ⁵⁶	N	Agriculture (50%) Biology, ecology and environment (50%)	Approved	27. 10. 2020

⁵³ The proposal (full accreditation application) for the **Bachelor's degree programme Applied Mathematics of the Faculty of Science of USB** was approved by the USB IEB on 5 May 2020, but before it was sent to NAB for further consideration, the guarantor of the degree programme in question was changed. For this reason, it was necessary to renegotiate the proposal for the degree programme in question within the IEB USB. This discussion took place on 30 June 2020.

⁵⁴ The proposal (full accreditation application) for the **Bachelor's degree programme Applied Informatics of the Faculty of Science of USB** was approved by the USB IEB on 12 March 2019 and was subsequently sent to NAB for further consideration. Based on the documents sent to NAB, which included the opinion and resolution of the evaluation committee and the proposal of the Rapporteur that the NAB Council should not grant accreditation to this program, the Faculty of Science of USB decided to withdraw its application for accreditation after a detailed analysis of these documents. At the same time, it started the preparation of a new subject plan and subsequently (after its approval by the USB IEB) a proposal (full accreditation application) of the subject degree programme. The latter was discussed by the USB IEB on 30 June 2020.

⁵⁵ The proposal (full accreditation application) of the **Doctoral degree programme in Educational Psychology (CZ version) of the Faculty of Education of USB** was already approved by the IEB USB on 3 March 2020, but since the EN version of this programme was not approved by this date, the degree programme was submitted by the Faculty of Education of USB to the IEB USB for reconsideration, both in the CZ and EN version. This discussion took place on 29 September 2020.

⁵⁶ The proposal (full accreditation application) of the **Consecutive master's degree programme Biology and Conservation of Organisms of Interest of the Faculty of Agriculture and Technology of the USB** was approved by the USB IEB on 30 June 2020, but before it was sent to the NAB for further consideration, several substantial changes were made in the subject degree programme compared to the originally approved version. These changes were so substantial that it was decided by the USB IEB that it was necessary to reconsider the said degree programme within the USB IEB. This renegotiation took place on 27 October 2020.

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAT USB	General Zootechnics ⁵⁷	D	Agriculture	Approved	27. 10. 2020
FED USB	Social pedagogy	B	Non-teaching pedagogy	Approved	12. 1. 2021
FAT USB	Multifunctional Agriculture	N	Agriculture	Approved	12. 1. 2021
FHSS USB	Protection of the population with a focus on CBRNE ⁵⁸	B	Security disciplines	Approved	2. 3. 2021
FHSS USB	Civil Emergency Preparedness ⁵⁹	N	Security disciplines	Approved	2. 3. 2021
FHSS USB	Social work	D	Social work	Approved	2. 3. 2021
FHSS USB	Social Work	D	Social work	Approved	2. 3. 2021
FTH USB	Spirituality and Ethics in Social Work	D	Social Work (63%) Philosophy, Religious Studies and Theology (37%)	Approved	2. 3. 2021
FSC USB	Applied Physics	D	Physics	Approved	2. 3. 2021
FSC USB	Applied physics	D	Physics	Approved	2. 3. 2021
FSC USB	Physics	B	Physics	Approved	13. 4. 2021
FSC USB	Artificial Intelligence and Data Science (MAID)	N	Informatics	Approved	13. 4. 2021

⁵⁷ The proposal (full accreditation application) of the **Doctoral degree programme General Zootechnics of the Faculty of Agriculture and Technology of USB** was already approved by the USB IEB on 30 June 2020, but before it was sent to NAB for further consideration, several substantial changes were made in the subject degree programme compared to the originally approved version. These changes were so substantial that it was decided by the USB IEB that it was necessary to reconsider the said degree programme within the USB IEB. This renegotiation took place on 27 October 2020.

⁵⁸ The proposal (full accreditation application) for the **Bachelor's degree programme in Population Protection with a focus on CBRNE of the Faculty of Health and Social Sciences of the USB Faculty of Health and Social Sciences** was approved by the USB IEB on 11 December 2018 and subsequently sent to NAB for further consideration. Based on the documents sent to NAB, which included the opinion and resolution of the evaluation committee and the proposal of the rapporteurs that the NAB Council should not grant accreditation to this program, the Faculty of Health and Social Sciences of USB decided to withdraw its application for accreditation after a detailed analysis of these documents. At the same time, it started the preparation of a new substantive plan and subsequently (after its approval by the USB IEB) a proposal (full accreditation application) for the subject degree programme. The latter was discussed by the USB IEB on 2 March 2021.

⁵⁹ The proposal (full accreditation application) for the **Consecutive master's degree programme in Civil Emergency Preparedness of the Faculty of Health and Social Sciences of the Faculty of Health and Social Sciences of USB** was approved by the USB IEB on 11 December 2018 and subsequently sent to NAB for further consideration. Based on the documents sent to NAB, which included the opinion and resolution of the evaluation committee and the proposal of the rapporteurs that the NAB Council should not grant accreditation to this program, the Faculty of Health and Social Sciences, USB, after a detailed analysis of these documents, decided to withdraw its application for accreditation. At the same time, it started the preparation of a new substantive plan and subsequently (after its approval by the USB IEB) a proposal (full accreditation application) for the subject degree programme. The latter was discussed by the USB IEB on 2 March 2021.

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FAT USB	Land improvements and property transfers ⁶⁰	N	Agriculture	Approved	13. 4. 2021
FAT USB	Agricultural Engineering ⁶¹	N	Agriculture	Returned for Completion	13. 4. 2021
FEC USB	Regional Development Management	N	Economic fields of study	Returned for Completion	13. 4. 2021
FEC USB	Regional Development Management	N	Economic fields of study	Approved	11. 5. 2021
FED USB	Didactics of biology	D	Teacher training	Approved	11. 5. 2021
FAR USB	German for European and International Business	B	Philology (79%) Economics (14%) Law (7%)	Approved	22. 6. 2021
FAR USB	Modern English and American literature	D	Philology	Approved	22. 6. 2021
FAR USB	Cultural Studies	D	Media and Communication Studies	Approved	22. 6. 2021
FED USB	Physical education and sport	B	Physical education and sport; kinantropology	Approved	22. 6. 2021
FED USB	Physical education and sport	N	Physical education and sport; kinantropology	Approved	22. 6. 2021
FSC USB	Chemistry	B	Chemistry	Returned for Completion	22. 6. 2021
FSC USB	Biochemistry	N	Chemistry	Returned for Completion	22. 6. 2021
FAT USB	Land improvements and property transfers ⁶²	N	Agriculture (40%) Earth Sciences (35%) Economics (25%)	Approved	31. 7. 2021

⁶⁰ The proposal (full accreditation application) of the **Consecutive master's degree programme Land Improvement and Real Estate Conveyancing of the Faculty of Agriculture and Technology of USB** was approved by the USB IEB on 3 December 2019, but it was not sent to NAB for further consideration. It was awaiting the opinion of the approval authority for the regulated profession, which was not the State Land Office as stated in the originally approved draft of the subject degree programme, but the Ministry of Agriculture. Due to the longer time lag since the approval of the draft degree programme, two changes in the course guarantees were made. For this reason, it was decided by the USB IEB that it was necessary to renegotiate the said degree programme within the USB IEB. This renegotiation took place on 13 April 2021.

⁶¹ The proposal (full accreditation application) of the **Consecutive master's degree programme in Agricultural Engineering of the Faculty of Agriculture and Technology of the USB** was approved by the USB IEB on 3 December 2019, but it was not sent to NAB for further consideration due to the additional discovery of some irregularities (especially in the structure of the groups of courses and courses of the SFE). Therefore, the draft of the subject curriculum was revised and subsequently submitted to the USB IEB for reconsideration. This discussion took place on 13 April 2021.

⁶² On April 13, 2021, the IEB USB approved the proposal for a **Consecutive master's degree program in Land Improvement and Real Estate Conveyance of the Faculty of Agriculture and Technology of the USB**, with the inclusion of the subject program in the field of education Agriculture (100%) within this proposal. The proposal so approved was sent to NAB for further consideration. On receipt of the subject proposal, NAB issued a Suspension Order and asked USB to rectify the deficiencies in the application submitted. These deficiencies, according to NAB, were that as per the composition of the courses of study and the content of the State Final Examination, the subject programme of study should fall in more than one field of education than Agriculture. These areas along with the justification have been mentioned in the relevant NAB Resolution. On the basis of the

Faculty	Degree programme name	Type of study	Area of education	Statement of the IEB USB	Date of the IEB USB statement
FSC USB	Chemistry	B	Chemistry	Approved	16. 11. 2021
FSC USB	Biochemistry	N	Chemistry	Approved	16. 11. 2021
FAT USB	Agroecology and applied ecology	D	Agriculture (50%) Biology, ecology and environment (50%)	Approved	8. 3. 2022
FED USB	Applied Geography	B	Earth Sciences	Returned for Completion	12. 4. 2022
FED USB	Didactics of STEM subjects	D	Teacher training	Approved	14. 6. 2022
FFPW USB	Fisheries and water protection	N	Agriculture (60%) Biology, ecology and environment (40%)	Approved	6. 12. 2022
FFPW USB	Fishery and Protection of Waters	N	Agriculture (60%) Biology, ecology and Environment (40%)	Approved	6. 12. 2022
FED USB	Psychology	N	Psychology	Approved	6. 12. 2022

call of the NAB, and after analysing the reasons given in the justification of the Resolution, the Faculty of Agriculture and Technology of the USB proposed to include the subject degree programme in three areas of education (OV Agriculture 40 %; OV Earth Sciences 35 %; OV Economics 25 %) with a simultaneous modification of the text describing the profile of the graduate of the subject degree programme so that all three subject areas of education are mentioned in this profile. The composition of the subjects of study and the content of the final state examination of the degree programme concerned remained unchanged. According to the NAB Resolution, the above changes to the subject degree programme are subject to the approval of the USB IEB, therefore, the revised draft of the subject degree programme has been submitted to the USB IEB for reconsideration. This deliberation took place through per rollam and was completed on 31 July 2021.

Annexe 4: Overview of accreditations of degree programmes granted by NAB under programme accreditation

Overview of accreditations of degree programmes granted by NAB within the framework of programme accreditation (sorted according to the date of the NAB decision coming into force)

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entry into force	Accreditation valid until
FAR USB	Cultural Studies	B	Media and Communication Studies	NAU-207/2018-7	1. 12. 2018	1. 12. 2028
FAR USB	Cultural Studies	N	Media and Communication Studies	NAU-207/2018-7	1. 12. 2018	1. 12. 2028
FAR USB	History of Art	B	Arts and Cultural Sciences	NAU-205/2018-7	17. 10. 2018	17. 10. 2028
FAR USB	Art History and Visual Studies	N	Arts and Cultural Sciences	NAU-205/2018-7	17. 10. 2018	17. 10. 2028
FSC USB	Environmental chemistry	N	Chemistry	NAU-353/2018-8	28. 12. 2018	28. 12. 2028
FSC USB	Biochemistry	D	Chemistry	NAU-353/2018-8	28. 12. 2018	28. 12. 2028
FSC USB	Biochemistry	D	Chemistry	NAU-353/2018-8	28. 12. 2018	28. 12. 2028
FSC USB	Physical measurement and modelling	N	Physics	NAU-345/2018-8	1. 12. 2018	1. 12. 2028
FSC USB	Biological Chemistry ⁶³	B	Chemistry	NAU-346/2018-11	8. 1. 2019	8. 1. 2029
FAR USB	Aesthetics	B	Arts and Cultural Sciences	NAU-206/2018-8	8. 1. 2019	8. 1. 2029
FAR USB	Theory and History of Recent Czech Literature ⁶⁴	D	Philology	NAU-402/2018-10	1. 3. 2019	1. 3. 2029
FAR USB	Theory and History of Modern Czech Literature ⁶⁵	D	Philology	NAU-402/2018-10	1. 3. 2019	1. 3. 2029
FAR USB	Romance languages	D	Philology	NAU-403/2018-7	24. 4. 2019	24. 4. 2029
FSC USB	Biological Chemistry ⁶⁶	N	Chemistry	NAU-346/2018-13	29. 6. 2019	29. 6. 2029

⁶³ The degree programme is implemented by the Faculty of Science of USB in cooperation with Johannes Kepler University, Linz, Austria (according to Section 47a of the Higher Education Act).

⁶⁴ The degree programme is implemented by the Faculty of Arts of USB in cooperation with the Institute for Czech Literature of the CAS (according to Section 81 of the Higher Education Act).

⁶⁵ The degree programme is implemented by the Faculty of Arts of USB in cooperation with the Institute for Czech Literature of the CAS (according to Section 81 of the Higher Education Act).

⁶⁶ The degree programme is implemented by the Faculty of Science of USB in cooperation with Johannes Kepler University, Linz, Austria (according to Section 47a of the Higher Education Act).

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entry into force	Accreditation valid until
FEC USB	Regional and European Project Management ⁶⁷	N	Economic fields of study	NAU-500/2018-10	2. 10. 2019	2. 10. 2029
FEC USB	Finance and Accounting	N	Economic fields of study	NAU-12/2019-10	14. 11. 2019	14. 11. 2024
FTH USB	Pedagogy of leisure	B	Non-teaching pedagogy	NAU-441/2019-8	14. 12. 2019	14. 12. 2029
FAR USB	Archaeology ⁶⁸	D	Historical Sciences	NAU-40/2019-10	17. 12. 2019	17. 12. 2029
FAR USB	Archaeology ⁶⁹	D	Historical Sciences	NAU-40/2019-10	17. 12. 2019	17. 12. 2029
FEC USB	Applied Informatics	N	Informatics	NAU-426/2019-9	1. 4. 2020	1. 4. 2025
FEC USB	Economics and Management	N	Economic fields of study	NAU-427/2019-9	30. 4. 2020	30. 4. 2025
FEC USB	Analysis in economic and financial practice	N	Economic fields of study	NAU-425/2019-12	16. 7. 2020	16. 7. 2030
FAT USB	Quality and processing of agricultural products	N	Agriculture (80%) Food (20%)	NAU-594/2019-10	17. 7. 2020	17. 7. 2030
FSC USB	Biophysics ⁷⁰	D	Physics	NAU-31/2020-9	21. 7. 2020	21. 7. 2030
FSC USB	Biophysics ⁷¹	D	Physics	NAU-31/2020-9	21. 7. 2020	21. 7. 2030
FAT USB	Agricultural biotechnology	N	Agriculture	NAU-593/2019-9	15. 9. 2020	15. 9. 2030
FED USB	Special pedagogy	B	Non-teaching pedagogy	NAU-6/2020-9	16. 9. 2020	16. 9. 2030
FED USB	Special pedagogy	N	Non-teaching pedagogy	NAU-6/2020-10	25. 9. 2020	25. 9. 2025
FFPW USB	Fisheries ⁷²	D	Agriculture	NAU-101/2020-9	16. 10. 2020	16. 10. 2030

⁶⁷ The degree programme is implemented by the Faculty of Economics of USB in cooperation with the Université de Bretagne-Sud (UBS) in France and the Westsächsische Hochschule Zwickau (WHZ) in Germany (according to Section 47a of the Higher Education Act).

⁶⁸ The degree programme is carried out by the Faculty of Arts of USB in cooperation with the Institute of Archaeology of the CAS, Prague, v.v.i., and the Faculty of Arts of the University of UWB in Pilsen (according to Section 81 of the Higher Education Act).

⁶⁹ The degree programme is carried out by the Faculty of Arts of USB in cooperation with the Institute of Archaeology of the CAS, Prague, v.v.i., and the Faculty of Arts of the University of UWB in Pilsen (according to Section 81 of the Higher Education Act).

⁷⁰ The degree programme is implemented by the Faculty of Science of USB in cooperation with the Biological Centre of the CAS, v.v.i. and the Institute of Microbiology of the CAS, v.v.i. (according to Section 81 of the Higher Education Act).

⁷¹ The degree programme is implemented by the Faculty of Science of USB in cooperation with the Biological Centre of the CAS, v.v.i. and the Institute of Microbiology of the CAS, v.v.i. (according to Section 81 of the Higher Education Act).

⁷² The degree programme is carried out by the Faculty of Fisheries and Water Conservation of USB in cooperation with the Biological Centre of the CAS (according to Section 81 of the Higher Education Act).

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entry into force	Accreditation valid until
FFPW USB	Fishery ⁷³	D	Agriculture	NAU-101/2020-9	16. 10. 2020	16. 10. 2030
FAT USB	Agricultural machinery and technology	N	Agriculture (50%) Engineering, technology and materials (25%) Electrical engineering (15%) Transport (10%)	NAU-595/2019-11	21. 10. 2020	21. 10. 2025
FEC USB	Enterprise Informatics	B	Computer Science (65%) Economics (35%)	NAU-50/2020-11	13. 11. 2020	13. 11. 2030
FSC USB	Measuring and computing technology	B	Electrical engineering (35%) Physics (35%) Computer Science (30%)	NAU-461/2019-19	19. 11. 2020	19. 11. 2025
FAT USB	General crop production	D	Agriculture	NAU-271/2020-9	15. 12. 2020	15. 12. 2030
FEC USB	Economics and Management	D	Economic fields of study	NAU-148/2020-11	29. 12. 2020	29. 12. 2025
FEC USB	Economics and Management	D	Economic fields of study	NAU-148/2020-11	29. 12. 2020	29. 12. 2025
FAT USB	Agricultural Chemistry and Biotechnology	D	Agriculture	NAU-198/2020-11	27. 2. 2021	27. 2. 2031
FTH USB	Pedagogy of leisure	N	Non-teaching pedagogy	NAU-220/2020-11	6. 3. 2021	6. 3. 2026
FAT USB	Biology and conservation of organisms of interest	N	Biology, ecology and environment (50%) Agriculture (50%)	NAU-356/2020-9	9. 4. 2021	9. 4. 2026
FED USB	Educational Psychology	D	Psychology (70%) Teacher training (30%)	NAU-342/2020-9	24. 4. 2021	24. 4. 2031
FED USB	Educational Psychology	D	Psychology (70%) Teacher training (30%)	NAU-342/2020-9	24. 4. 2021	24. 4. 2031
FSC USB	Applied Mathematics	B	Mathematics	NAU-257/2020-13	24. 4. 2021	24. 4. 2031
FAT USB	Agroecology	N	Agriculture	NAU-325/2020-13	6. 5. 2021	6. 5. 2026

⁷³ The degree programme is carried out by the Faculty of Fisheries and Water Protection of USB in cooperation with the Biology Centre of the CAS (according to Section 81 of the Higher Education Act).

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entry into force	Accreditation valid until
FAT USB	General zootechnics	D	Agriculture	NAU-344/2020-9	6. 5. 2021	6. 5. 2026
FAT USB	Zootechnics	N	Agriculture	NAU-286/2020-9	21. 5. 2021	21. 5. 2026
FED USB	Psychology	B	Psychology	NAU-334/2020-9	19. 6. 2021	19. 6. 2031
FED USB	Art Therapy	B	Psychology (89%) Arts and Cultural Studies (11%)	NAU-335/2020-12	22. 6. 2021	22. 6. 2031
FSC USB	Applied Physics	D	Physics	NAU-70/2021-10	23. 6. 2021	23. 6. 2026
FSC USB	Applied Physics	D	Physics	NAU-70/2021-10	23. 6. 2021	23. 6. 2026
FSC USB	Applied Informatics	B	Informatics	NAU-256/2020-12	20. 7. 2021	20. 7. 2026
FAT USB	Multifunctional Agriculture	N	Agriculture	NAU-115/2021-9	3. 8. 2021	3. 8. 2031
FSC USB	Physics	B	Physics	NAU-152/2021-9	25. 9. 2021	25. 9. 2031
FHSS USB	Social work	D	Social work	NAU-69/2021-9	27. 10. 2021	27. 10. 2026
FHSS USB	Social Work	D	Social work	NAU-69/2021-9	27. 10. 2021	27. 10. 2026
FED USB	Didactics of biology ⁷⁴	D	Teacher training	NAU-185/2021-9	19. 11. 2021	19. 11. 2031
FTH USB	Spirituality and Ethics in Social Work	D	Social Work (63%) Philosophy, Religious Studies and Theology (37%)	NAU-112/2021-12	24. 12. 2021	24. 12. 2026
FHSS USB	Protection of the population with a focus on CBRNE	B	Security disciplines	NAU-114/2021-22	25. 2. 2022	25. 2. 2027
FSC USB	Artificial Intelligence and Data Science ⁷⁵	N	Informatics	NAU-165/2021-11	25. 2. 2022	25. 2. 2027
FEC USB	Regional Development Management	N	Economic fields of study	NAU-154/2021-9	22. 4. 2022	22. 4. 2027
FSC USB	Chemistry	B	Chemistry	NAU-283/2021-10	14. 7. 2022	14. 7. 2032
FSC USB	Biochemistry	N	Chemistry	NAU-283/2021-10	14. 7. 2022	14. 7. 2032

⁷⁴ The degree programme is carried out by the Faculty of Education of USB in cooperation with the Faculty of Education of Charles University (pursuant to Section 81 of the Higher Education Act).

⁷⁵ The degree programme is implemented by the Faculty of Science of USB in cooperation with the Technische Hochschule Deggendorf, Germany (according to Section 47a of the Higher Education Act).

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entry into force	Accreditation valid until
FAT USB	Agroecology and applied ecology	D	Biology, ecology and environment (66%) Agriculture (34%)	NAU-77/2022-11	20. 12. 2022	20. 12. 2032

Overview of discontinued NAB procedures for accreditation of degree programmes (sorted according to the date of the NAB decision becoming final)

Faculty	Degree programme name	Type of study	Area of education	Decision number	Date of entry into force	Reason for discontinuance of proceedings
FSC USB	Applied Informatics	B	Informatics	NAU-183/2019-9	4. 3. 2020	Discontinued at the request of USB
FHSS USB	Protection of the population with a focus on CBRNE	B	Security disciplines	NAU-42/2019-18	19. 9. 2020	Discontinued at the request of USB
FHSS USB	Civil Emergency Preparedness	N	Security disciplines	NAU-42/2019-18	19. 9. 2020	Discontinued at the request of USB
FAT USB	Applied and Landscape Ecology	D	Agriculture (60%) Biology, ecology and environment (40%)	NAU-272/2020-9	19. 12. 2020	Discontinued at the request of USB
FAR USB	German for European and International Business	B	Philology (79%) Economics (14%) Law (7%)	NAU-187/2021-9	25. 2. 2022	Discontinued at the request of USB
FAT USB	Land improvements and property transfers	N	Agriculture (40%) Earth Sciences (35%) Economics (25%)	NAU-146/2021-13	18. 3. 2022	Discontinued at the request of USB
FHSS USB	Organisation and Management in Healthcare	N	Economics (51.6%) Health (48.4%)	NAU-199/2020-19	18. 5. 2022	Discontinued at the request of USB
FAR USB	Cultural Studies	D	Media and Communication Studies (60%) Historical Sciences (40%)	NAU-183/2021-12	18. 5. 2022	Discontinued at the request of USB
FAR USB	Modern English and American literature	D	Philology	NAU-186/2021-13	18. 5. 2022	Discontinued at the request of USB
FHSS USB	Civil Emergency Preparedness	N	Security disciplines	NAU-114/2021-24	14. 7. 2022	Discontinued at the request of USB

Annexe 5: Overview of proposals for changes in the guarantors of degree programmes (fields of study) discussed by the IEB USB

List of proposals for change of guarantors of *ongoing degree programmes (fields of study)* discussed by the IEB USB (ordered by date of discussion within the IEB USB)

Faculty	Degree programme name	Name of field of study	Type of study	Statement of the IEB USB	Date of the IEB USB statement
FFPW USB	Zootechnics	Fisheries	B	Approved	20. 3. 2018
FFPW USB	Agricultural specialisation	Fisheries and water protection	N	Approved	20. 3. 2018
FTH USB	Social work	Social and charity work	B	Approved	22. 5. 2018
FTH USB	Philosophy	Philosophy	D	Approved	22. 5. 2018
FTH USB	Humanities Studies	Charity work	D	Approved	22. 5. 2018
FEC USB	Economics and Management	Business management and economics	B	Approved	19. 6. 2018
FEC USB	Economic policy and governance	EU structural policy for public administration	B	Approved	19. 6. 2018
FEC USB	Economics and Management	Business management and economics	N	Approved	19. 6. 2018
FED USB	Specialization in pedagogy	Natural history with a focus on education	B	Approved	19. 6. 2018
FED USB	Specialization in pedagogy	Science and environmental education	B	Approved	19. 6. 2018
FHSS USB	Rehabilitation	Rehabilitation – psychosocial care for disabled children, adults, and seniors	B	Approved	19. 6. 2018
FHSS USB	Social policy and social work	Social work in public administration	B	Approved	19. 6. 2018
FHSS USB	Nursing	General nurse	B	Approved	19. 6. 2018
FHSS USB	Midwifery	Midwife	B	Approved	19. 6. 2018
FHSS USB	Specialisation in healthcare	Physiotherapy	B	Approved	19. 6. 2018
FHSS USB	Specialisation in healthcare	Radiology assistant	B	Approved	19. 6. 2018
FHSS USB	Specialisation in healthcare	Nutritional therapist	B	Approved	19. 6. 2018
FHSS USB	Special pedagogy	Special Education-Nursing	B	Approved	19. 6. 2018
FHSS USB	Rehabilitation	Rehabilitation – psychosocial care for disabled children, adults, and seniors	N	Approved	19. 6. 2018
FHSS USB	Rehabilitation (DP without specialisation)		D	Approved	19. 6. 2018
FAT USB	Zootechnics	Zootechnics	B	Approved	19. 6. 2018

Faculty	Degree programme name	Name of field of study	Type of study	Statement of the IEB USB	Date of the IEB USB statement
FAT USB	Agriculture	Agroecology	B	Approved	19. 6. 2018
FAT USB	Agriculture	Sustainable landscape management systems	B	Approved	19. 6. 2018
FAT USB	Agriculture	Agriculture	B	Approved	19. 6. 2018
FAT USB	Agriculture	Agricultural biotechnology	B	Approved	19. 6. 2018
FAT USB	Agricultural Engineering	Agroecology	N	Approved	19. 6. 2018
FAT USB	Agricultural Engineering	Agroecology	D	Approved	19. 6. 2018
FED USB	Specialization in pedagogy	Social pedagogy	B	Approved	20. 11. 2018
FAT USB	Zootechnics	Zootechnics	B	Approved	20. 11. 2018
FAT USB	Agriculture	Agroecology	B	Approved	20. 11. 2018
FAT USB	Agricultural Engineering	Agroecology	D	Approved	20. 11. 2018
FAT USB	Chemistry	Agricultural Chemistry	D	Approved	20. 11. 2018
FED USB	Specialization in pedagogy	Education in biology	D	Approved	28. 2. 2019
FEC USB	Economic policy and governance	EU structural policy for public administration	B	Approved	18. 6. 2019
FEC USB	Economics and Management	Business management and economics	B	Approved	18. 6. 2019
FEC USB	Economics and Management	Commercial business	B	Approved	18. 6. 2019
FEC USB	Economics and Management	Business Entrepreneurship / Commerce and Entrepreneurship	N	Approved	18. 6. 2019
FEC USB	Applied Mathematics	Financial and Actuarial Mathematics	B	Approved	18. 6. 2019
FAT USB	Agricultural specialisation	Biology and conservation of organisms of interest	B	Approved	6. 9. 2019
FAT USB	Agricultural specialisation	Biology and conservation of organisms of interest	N	Approved	6. 9. 2019
FAT USB	Zootechnics	Zootechnics	N	Approved	6. 9. 2019
FAT USB	Zootechnics	Special zootechnics	D	Approved	6. 9. 2019
FSC USB	Botany / Botany	Botany / Botany	N	Approved	1. 10. 2019
FAT USB	Biotechnology	Agricultural biotechnology	D	Approved	1. 10. 2019
FTH USB	Teacher training for secondary schools	Teacher training of Religion and Ethics	N	Approved	5. 11. 2019

Faculty	Degree programme name	Name of field of study	Type of study	Statement of the IEB USB	Date of the IEB USB statement
FSC USB	Mathematics	Mathematics for Education	B	Approved	5. 11. 2019
FSC USB	Applied Mathematics	Applied Mathematics	B	Approved	5. 11. 2019
FSC USB	Biochemistry	Biological chemistry	B	Approved	5. 11. 2019
FSC USB	Biochemistry	Biological Chemistry	B	Approved	5. 11. 2019
FSC USB	Biology	Biology	B	Approved	5. 11. 2019
FSC USB	Biology	Biomedical laboratory technology	B	Approved	5. 11. 2019
FSC USB	Biophysics	Biophysics	B	Approved	5. 11. 2019
FSC USB	Ecology and environmental protection	Care for the environment	B	Approved	5. 11. 2019
FSC USB	Physics	Physics	B	Approved	5. 11. 2019
FSC USB	Physics	Physics for Education	B	Approved	5. 11. 2019
FSC USB	Applied Informatics	Applied Informatics	B	Approved	5. 11. 2019
FSC USB	Applied Informatics	Bioinformatics	B	Approved	5. 11. 2019
FSC USB	Electrical Engineering and Computer Science	Measuring and computing technology	B	Approved	5. 11. 2019
FSC USB	Mathematics	Teacher training mathematics for secondary schools	N	Approved	5. 11. 2019
FSC USB	Biochemistry	Biological chemistry	N	Approved	5. 11. 2019
FSC USB	Biochemistry	Biological Chemistry	N	Approved	5. 11. 2019
FSC USB	Biophysics	Biophysics	N	Approved	5. 11. 2019
FSC USB	Physics	Teacher training physics for secondary schools	N	Approved	5. 11. 2019
FSC USB	Physics	Physical measurement and modelling	N	Approved	5. 11. 2019
FED USB	Specialization in pedagogy	Mathematics with a focus on education	B	Approved	5. 11. 2019
FED USB	Specialization in pedagogy	Information technology and e-learning	B	Approved	5. 11. 2019
FED USB	Teacher training for primary schools	Teacher training mathematics for the 2nd level of primary schools	N	Deferred	5. 11. 2019
FHSS USB	Public health	Protection of public health	B	Approved	3. 12. 2019
FED USB	Teacher training for primary schools	Teacher training mathematics for the 2nd level of primary schools	N	Approved	3. 12. 2019

Faculty	Degree programme name	Name of field of study	Type of study	Statement of the IEB USB	Date of the IEB USB statement
FED USB	Teacher training for primary schools	Teacher training for the first level of primary schools	M	Approved	3. 12. 2019
FED USB	Specialization in pedagogy	Theory of education in mathematics	D	Approved	3. 12. 2019
FSC USB	Biology	Ecosystem biology	N	Approved	14. 1. 2020
FSC USB	Biology	Ecosystem biology	D	Approved	14. 1. 2020
FHSS USB	Rehabilitation	Rehabilitation – psychosocial care for disabled children, adults, and seniors	B	Approved	3. 3. 2020
FAT USB	Agriculture	Sustainable landscape management systems	B	Approved	1. 12. 2020
FEC USB	Economics and Management	Accounting and financial management	B	Approved	12. 1. 2021
FEC USB	Economics and Management	Accounting and financial management	N	Approved	12. 1. 2021
FSC USB	Ecology and environmental protection	Care for the environment	B	Approved	16. 11. 2021
FAT USB	Phytotechnics	General crop production	D	Approved	12. 4. 2022
FAT USB	Agriculture	Sustainable landscape management systems	B	Approved	11. 10. 2022
FAT USB	Zootechnics	Zoohygiene and prevention of livestock diseases	D	Approved	11. 10. 2022
FFPW USB USB	Zootechnics	Fisheries	D	Approved	8. 11. 2022
FFPW USB USB	Zootechnics	Fishery	D	Approved	8. 11. 2022

*Overview of proposals for change of guarantors of **newly accredited degree programmes** discussed by the IEB USB (ordered by date of discussion within the IEB USB)*

Faculty	Name of degree programme	Area of education	Type of study	Statement of the IEB USB	Date of the IEB USB opinion
FAR USB	Spanish Language and Literature	Philology	B	Approved	9. 4. 2019
FHSS USB	Health and social care	Social work (63%) Healthcare disciplines (37%)	B	Approved	14. 1. 2020
FTH USB	Theology	Philosophy, Religious Studies and Theology	N	Approved	5. 5. 2020

Faculty	Name of degree programme	Area of education	Type of study	Statement of the IEB USB	Date of the IEB USB opinion
FAR USB	English Language and Literature	Philology	B	Approved ⁷⁶	13. 4. 2021
FSC USB	Computer science with a focus on education for secondary schools	Teacher training	B	Approved	5. 10. 2021
FTH USB	Social and charity work	Social work	B	Approved	17. 5. 2022
FTH USB	Pedagogy of leisure	Non-teaching pedagogy	B	Approved	17. 5. 2022
FTH USB	Pedagogy of leisure	Non-teaching pedagogy	N	Approved	17. 5. 2022
FFPW USB	Fisheries	Agriculture	D	Approved	8. 11. 2022
FFPW USB	Fishery	Agriculture	D	Approved	8. 11. 2022
FSC USB	Computer science with a focus on education for secondary schools	Teacher training	B	Approved	6. 12. 2022

⁷⁶ The IEB USB approved the change of the guarantor, however, it requested that after 4 years (until 13 April 2025) an audit report with an overview of the creative activities of the new guarantor of the given degree programme be submitted.

Annexe 6: Summary of proposals for other substantive changes to the delivery of degree programmes discussed by the IEB USB

Overview of proposals for **other substantial changes** in the implementation of degree programmes discussed by the IEB USB (in order of the date of discussion within the IEB USB)

Faculty	Name of degree programme	Framework description of the substantial change	Type of study	Statement of the IEB USB	Date of the IEB USB opinion
FAR USB	English Language and Literature	Increase in the number of enrolled students; organisation of teaching in the programme	B	Approved	11. 5. 2021
FSC USB	Ecology	Adding 1 CPF MEC with no impact on SFE	N	Approved	12. 4. 2022
FAT USB	Agribusiness	Replacement of 2 CPF MC and 1 CPF MEC with impact on the SFE	B	Returned for Completion	12. 4. 2022
FED USB FSC USB	Teacher training for secondary schools – Teacher training for secondary schools with specialisation in physics (specialisation FSC USB)	Change of 2 courses from BT to CPF; change of 5 CPF supervisors	N	Approved	14. 6. 2022
FAT USB	Biology and conservation of organisms of interest	Cancellation of 1 CPF MC and 2 CPF MEC, replacement of 1 CPF MF with impact on SFE; change of guarantors of 6 CPF/BT	B	Returned for Completion	11. 10. 2022
FAT USB	Biology and conservation of organisms of interest	Cancellation of 1 CPF MEC without impact on SFE; transfer of 1 CPF to MEC; change of guarantors of 2 CPF	N	Approved	11. 10. 2022

Annexe 7: Overview of requested audit reports for degree programmes accredited by the IEB USB under institutional accreditation

Overview of requested *inspection reports for degree programmes* accredited by the IEB USB under institutional accreditation (sorted by the requested deadline for submission of the inspection report)

Faculty	Degree programme name	Required date of submission of the control report	Type of study	Statement of the IEB USB	Date of the IEB USB statement
FTH USB	Ethics in social work	31. 8. 2020	N	Approved	27. 10. 2020
FTH USB	Theology	30. 9. 2020	N	Approved	27. 10. 2020
FTH USB	Theology of Ministry	30. 9. 2020	N	Approved	27. 10. 2020
FTH USB	Theology	30. 9. 2020	D	Approved	27. 10. 2020
FEC USB	Analysis in economic and financial practice	18. 6. 2022	B	Returned for Completion	11. 10. 2022
FAT USB	Agroecology	22. 6. 2022	B	Returned for Completion	11. 10. 2022
FTH USB	Social and charity work	16. 11. 2022	B	Returned for Completion	6. 12. 2022

Annexe 8: Summary of requested inspection reports for degree programmes accredited by NAB under programme accreditation

Overview of requested *inspection reports for degree programmes* accredited by NAB under programme accreditation (sorted according to the required date of submission of the inspection report)

Faculty	Degree programme name	Required date of submission of the control report	Type of study	Statement of the NAB Board	Date of NAB Board statement
FEC USB	Finance and Accounting	31. 3. 2020	N	Noted	9. 7. 2020
FEC USB	Economics and Management	30. 9. 2020	N	Noted	22. 10. 2020
FAR USB	Cultural Studies	31. 10. 2020	B	Noted	22. 10. 2020
FSC USB	Biological Chemistry	31. 12. 2020	B	Noted	19. 12. 2019
FAT USB	Agricultural machinery and technology	31. 12. 2020	N	Submit an inspection report on the rectification of the identified deficiencies	28. 1. 2021
FAT USB	Agricultural machinery and technology	31. 3. 2021	N	Noted	27. 5. 2021
FAT USB	Biology and conservation of organisms of interest	30. 6. 2021	N	Noted	26. 8. 2021
FSC USB	Applied Mathematics	30. 9. 2021	B	Noted	23. 9. 2021
FEC USB	Applied Informatics	31. 7. 2022	N	Noted	20. 10. 2022
FSC USB	Physics	1. 9. 2022	B	Noted	20. 10. 2022
FEC USB	Regional and European Project Management	30. 9. 2022	N	Noted	22. 9. 2022
FEC USB	Finance and Accounting	30. 9. 2022	N	Noted	22. 9. 2022
FED USB	Art Therapy	30. 9. 2022	B	Submit an inspection report on the rectification of the identified deficiencies	19. 1. 2023
FAR USB	Cultural Studies	31. 10. 2022	N	Noted	19. 1. 2023
FAT USB	General crop production	31. 12. 2022	D	Not yet evaluated	

Annexe 9: List of accreditations of habilitation and professorship procedures granted by NAB

List of **accreditations of the habilitation procedure granted by NAB** (sorted according to the date of the NAB decision coming into force)

Faculty	Name of field of study	Decision number	Date of entry into force	Accreditation valid until
FSC USB	Ecology	NAU-103/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Hydrobiology	NAU-103/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Botany	NAU-104/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Parasitology	NAU-104/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Zoology	NAU-104/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Plant physiology	NAU-105/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Animal physiology	NAU-105/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Molecular and cellular biology and genetics	NAU-105/2018-9	17. 8. 2018	17. 8. 2028
FAR USB	Theory and History of Recent Czech Literature	NAU-102/2018-7	14. 9. 2018	14. 9. 2028
FAR USB	Czech history	NAU-101/2018-8	17. 10. 2018	17. 10. 2028
FHSS USB	Nursing	NAU-317/2018-7	3. 1. 2019	3. 1. 2029
FHSS USB	Health and social care	NAU-287/2019-8	8. 1. 2020	8. 1. 2030
FAT USB	General crop production	NAU-289/2019-8	8. 1. 2020	8. 1. 2025
FED USB	Educational Psychology	NAU-288/2019/9	8. 4. 2020	8. 4. 2030
FTH USB	Theology	NAU-573/2019-9	17. 7. 2020	17. 7. 2030
FAT USB	General zootechnics	NAU-290/2019-9	18. 9. 2020	18. 9. 2025
FSC USB	Biophysics	NAU-96/2021-8	22. 6. 2021	22. 6. 2031
FAR USB	Romance languages	NAU-95/2021-8	12. 8. 2021	12. 8. 2031
FEC USB	Economics and Management	NAU-244/2021-9	25. 6. 2022	25. 6. 2027

List of discontinued NAB procedures for accreditation of habilitation procedures (sorted according to the date of the NAB decision becoming final)

Faculty	Name of field of study	Decision number	Date of entry into force	Reason for discontinuance of proceedings
---------	------------------------	-----------------	--------------------------	--

In 2018–2022, no NAB proceedings for accreditation of the habilitation procedure at USB were stopped.

List of accreditations of procedures for appointment as professor granted by NAB (sorted according to the date of the NAB decision coming into force)

Faculty	Name of field of study	Decision number	Date of entry into force	Accreditation valid until
FSC USB	Ecology	NAU-103/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Hydrobiology	NAU-103/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Botany	NAU-104/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Parasitology	NAU-104/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Zoology	NAU-104/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Plant physiology	NAU-105/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Animal physiology	NAU-105/2018-9	17. 8. 2018	17. 8. 2028
FSC USB	Molecular and cellular biology and genetics	NAU-105/2018-9	17. 8. 2018	17. 8. 2028
FAR USB	Theory and History of Recent Czech Literature	NAU-102/2018-7	14. 9. 2018	14. 9. 2028
FAR USB	Czech history	NAU-101/2018-8	17. 10. 2018	17. 10. 2028
FHSS USB	Nursing	NAU-317/2018-7	3. 1. 2019	3. 1. 2029
FAT USB	General crop production	NAU-289/2019-8	8. 1. 2020	8. 1. 2025
FTH USB	Theology	NAU-573/2019-9	17. 7. 2020	17. 7. 2030
FSC USB	Biophysics	NAU-96/2021-8	22. 6. 2021	22. 6. 2031

List of discontinued NAB procedures for accreditation of the procedure for appointment as a professor (sorted according to the date of the NAB decision becoming legally effective)

Faculty	Name of field of study	Decision number	Date of entry into force	Reason for discontinuance of proceedings
FAT USB	General zootechnics	NAU-290/2019-11	19. 11. 2020	Discontinued at the request of USB

Annexe 10: Overview of ongoing bachelor's and master's degree courses (programmes) evaluated by the IEB USB in 2022

Overview of *ongoing bachelor's and master's degree courses (programmes)* evaluated by the IEB USB in 2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FEC USB	Financial and Actuarial Mathematics	B	2021	2022
FEC USB	EU structural policy for public administration	B	2021	2022
FEC USB	Commercial business	B	2021	2022
FEC USB	Business management and economics	B	2021	2022
FEC USB	Accounting and financial management	B	2021	2022
FEC USB	Economic Informatics	B	2021	2022
FEC USB	Economic Informatics	B	2021	2022
FEC USB	Commercial business	N	2021	2022
FEC USB	Business management and economics	N	2021	2022
FEC USB	EU structural policy and rural development	N	2021	2022
FEC USB	Accounting and financial management	N	2021	2022
FEC USB	Regional and European Project Management (non-major programme)	N	2021	2022
FEC USB	Economic Informatics	N	2021	2022
FAR USB	Cultural Studies (single/double major)	B	2021	2022
FAR USB	Archaeology (single/double major)	B	2021	2022
FAR USB	Archival Science (single/double major)	B	2021	2022
FAR USB	History (single/double major)	B	2021	2022
FAR USB	English Language and Literature (double major)	B	2021	2022
FAR USB	Bohemia (single/dual majors)	B	2021	2022
FAR USB	Czech-German Area Studies (single major)	B	2021	2022
FAR USB	French for European and International Business	B	2021	2022
FAR USB	French Language and Literature (single/double major)	B	2021	2022
FAR USB	Italian language (single major)	B	2021	2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FAR USB	Italian Language and Literature (double major)	B	2021	2022
FAR USB	Italian language for European and international business	B	2021	2022
FAR USB	German Language and Literature (double major)	B	2021	2022
FAR USB	Spanish Language and Literature (single/dual major)	B	2021	2022
FAR USB	Spanish for European and International Business	B	2021	2022
FAR USB	Aesthetics (single/double major)	B	2021	2022
FAR USB	History of Art (single/double major)	B	2021	2022
FAR USB	Cultural Studies (single major)	N	2021	2022
FAR USB	History (single/double major)	N	2021	2022
FAR USB	Archaeology (single major)	N	2021	2022
FAR USB	Archival Science (single major)	N	2021	2022
FAR USB	English and American Literature (double major)	N	2021	2022
FAR USB	Bohemia (single/dual major)	N	2021	2022
FAR USB	Czech-German Campus Studies (single/double major)	N	2021	2022
FAR USB	French language (single major) / French language and literature (double-subject)	N	2021	2022
FAR USB	Italian language (single major) / Italian language and literature (double-subject)	N	2021	2022
FAR USB	Spanish language (single major)	N	2021	2022
FAR USB	English language translation	N	2021	2022
FAR USB	French language translation	N	2021	2022
FAR USB	Spanish language translation	N	2021	2022
FAR USB	Teacher training English Language and Literature for Secondary Schools (double major)	N	2021	2022
FAR USB	Teacher training Czech language and literature for secondary schools	N	2021	2022
FAR USB	History Teacher training for Secondary Schools	N	2021	2022
FAR USB	French language teaching for secondary schools	N	2021	2022
FAR USB	Spanish language teaching for secondary schools	N	2021	2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FAR USB	History and Philosophy of Art	N	2021	2022
FED USB	Pedagogical-psychological basis for bachelor's degree courses with a focus on education at the 2nd level of primary school	x	2021	2022
FED USB	Teacher training for 2nd level of primary school – common foundation	x	2021	2022
FED USB	Pedagogical-psychological basis for the consecutive master's degree Teacher training for secondary schools	x	2021	2022
FED USB	Geography for public administration	B	2021	2022
FED USB	Physical Education and Sport (single major)	B	2021	2022
FED USB	Physical Education and Sport (double major)	B	2021	2022
FED USB	Physical education and sport with a focus on education	B	2021	2022
FED USB	Preschool Special Education – Kindergarten Teacher training	B	2021	2022
FED USB	English language with a focus on education	B	2021	2022
FED USB	Czech language and literature with a focus on education	B	2021	2022
FED USB	Physics with a focus on education	B	2021	2022
FED USB	History with a focus on education	B	2021	2022
FED USB	Playing an instrument or singing with a focus on education (single subject)	B	2021	2022
FED USB	Music education with a focus on education (double major)	B	2021	2022
FED USB	Chemistry with a focus on education	B	2021	2022
FED USB	Information technology with a focus on education	B	2021	2022
FED USB	Information technology and e-learning (full-time study)	B	2021	2022
FED USB	Mathematics with a focus on education	B	2021	2022
FED USB	German language with a focus on education	B	2021	2022
FED USB	Natural history with a focus on education	B	2021	2022
FED USB	Social Pedagogy (combined studies)	B	2021	2022
FED USB	Social sciences with a focus on education	B	2021	2022
FED USB	Technical education with a focus on education	B	2021	2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FED USB	Teacher training of vocational subjects	B	2021	2022
FED USB	Teacher training for kindergartens	B	2021	2022
FED USB	Health Education (full-time study)	B	2021	2022
FED USB	Health Education (combined studies)	B	2021	2022
FED USB	Health education with a focus on education	B	2021	2022
FED USB	Fine Art with a focus on Education (single subject)	B	2021	2022
FED USB	Art with a focus on education (double major)	B	2021	2022
FED USB	Fundamentals of production technology with a focus on education	B	2021	2022
FED USB	Geography with a focus on education	B	2021	2022
FED USB	Art Therapy	B	2021	2022
FED USB	Psychology	B	2021	2022
FED USB	Physical Education Teacher training for Primary Schools	N	2021	2022
FED USB	English language teaching for 2nd level of primary schools	N	2021	2022
FED USB	Teacher training of Czech language and literature for the 2nd level of primary schools	N	2021	2022
FED USB	Teacher training History for 2nd grade of primary schools	N	2021	2022
FED USB	Physics teaching for 2nd grade of primary schools	N	2021	2022
FED USB	Teacher training of Physics and Informatics for 2nd level of primary schools	N	2021	2022
FED USB	Teacher training chemistry for 2nd level of primary schools	N	2021	2022
FED USB	Teacher training of Informatics for 2nd level of primary schools	N	2021	2022
FED USB	Teacher training mathematics for the 2nd level of primary schools	N	2021	2022
FED USB	German language teaching for 2nd level of primary schools	N	2021	2022
FED USB	Teacher training of science for the 2nd level of primary schools	N	2021	2022
FED USB	Teacher training of technical education for the 2nd level of primary schools	N	2021	2022
FED USB	Teacher training of general education subjects for the 2nd level of primary schools – Czech as a foreign language	N	2021	2022
FED USB	Teacher training health education for 2nd level of primary schools	N	2021	2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FED USB	Teacher training of art education for the 2nd level of primary schools	N	2021	2022
FED USB	Teacher training art education for primary art schools	N	2021	2022
FED USB	Teacher training geography for 2nd level of primary schools	N	2021	2022
FED USB	Physical Education Teacher training for Secondary Schools	N	2021	2022
FED USB	Physical Education Teacher Training for Secondary Schools (single subject)	N	2021	2022
FED USB	Teacher training instrument playing or singing for secondary schools and primary art schools	N	2021	2022
FED USB	Teacher training music education for primary schools, secondary schools and elementary art schools	N	2021	2022
FED USB	Teacher training psychology for secondary schools (double major)	N	2021	2022
FED USB	Teacher training of Social Science and Civic Education for Secondary Schools and 2nd Level of Primary Schools	N	2021	2022
FED USB	Nursing with a focus on health education	N	2021	2022
FED USB	Teacher training for the first level of primary schools (full-time study)	M	2021	2022
FSC USB	Applied Mathematics	B	2021	2022
FSC USB	Biological chemistry / Biological Chemistry	B	2021	2022
FSC USB	Chemistry (single major)	B	2021	2022
FSC USB	Biology	B	2021	2022
FSC USB	Biology for Education (double major)	B	2021	2022
FSC USB	Biomedical laboratory technology	B	2021	2022
FSC USB	Biophysics	B	2021	2022
FSC USB	Care for the environment	B	2021	2022
FSC USB	Physics	B	2021	2022
FSC USB	Physics for Education	B	2021	2022
FSC USB	Applied Informatics	B	2021	2022
FSC USB	Bioinformatics	B	2021	2022
FSC USB	Measuring and computing technology	B	2021	2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FSC USB	Mechatronics	B	2021	2022
FSC USB	Biochemistry	N	2021	2022
FSC USB	Experimentální biologie / Experimental Biology	N	2021	2022
FSC USB	Clinical biology	N	2021	2022
FSC USB	Parasitology / Parasitology	N	2021	2022
FSC USB	Ecosystem Biology / Ecosystem Biology	N	2021	2022
FSC USB	Teacher training biology for secondary schools	N	2021	2022
FSC USB	Zoology / Zoology	N	2021	2022
FSC USB	Botany / Botany	N	2021	2022
FSC USB	Biophysics	N	2021	2022
FSC USB	Teacher training physics for secondary schools	N	2021	2022
FSC USB	Physical measurements and modelling	N	2021	2022
FSC USB	Computer Science Teacher training for Secondary Schools	N	2021	2022
FFPW USB	Water protection	B	2021	2022
FFPW USB	Fisheries	B	2021	2022
FFPW USB	Rybářství a ochrana vod / Fishery and Protection of Waters	N	2021	2022
FTH USB	Theology (single/double major)	B	2021	2022
FTH USB	Pedagogy of leisure	B	2021	2022
FTH USB	Social and charity work	B	2021	2022
FTH USB	Philosophy	N	2021	2022
FTH USB	Theology of Ministry	N	2021	2022
FTH USB	Teacher training of Religion and Ethics	N	2021	2022
FTH USB	Pedagogy of leisure	N	2021	2022
FTH USB	Ethics in social work	N	2021	2022
FHSS USB	Protection of the population with a focus on CBRNE	B	2021	2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FHSS USB	General nurse / Nurse	B	2021	2022
FHSS USB	Physiotherapy	B	2021	2022
FHSS USB	Nutritional therapist	B	2021	2022
FHSS USB	Radiology assistant	B	2021	2022
FHSS USB	Medical laboratory technician	B	2021	2022
FHSS USB	Paramedic	B	2021	2022
FHSS USB	Midwife	B	2021	2022
FHSS USB	Civil Emergency Preparedness	N	2021	2022
FHSS USB	Nursing in selected clinical disciplines	N	2021	2022
FAT USB	Zootechnics	B	2021	2022
FAT USB	Biology and conservation of organisms of interest	B	2021	2022
FAT USB	Land improvements and property transfers	B	2021	2022
FAT USB	Agribusiness	B	2021	2022
FAT USB	Agroecology	B	2021	2022
FAT USB	Sustainable landscape management systems	B	2021	2022
FAT USB	Agricultural and transport equipment: trade, service and services	B	2021	2022
FAT USB	Agricultural biotechnology	B	2021	2022
FAT USB	Agriculture	B	2021	2022
FAT USB	Agroecology	N	2021	2022
FAT USB	Agribusiness	N	2021	2022
FAT USB	Quality of agricultural products	N	2021	2022
FAT USB	Agricultural biotechnology	N	2021	2022
FAT USB	Agricultural and transport technology	N	2021	2022
FAT USB	Agricultural Engineering	N	2021	2022
FAT USB	Multifunctional Agriculture	N	2021	2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FAT USB	Zootechnics	N	2021	2022
FAT USB	Biology and conservation of organisms of interest	N	2021	2022
FAT USB	Land improvements and property transfers	N	2021	2022

Annexe 11: Overview of ongoing doctoral courses (programmes) evaluated by the IEB USB in 2022

Overview of *ongoing doctoral programmes* evaluated by the IEB USB in 2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FEC USB	Business management and economics	D	2021	2022
FAR USB	Czech history / Tschechische Geschichte	D	2021	2022
FAR USB	Auxiliary Historical Sciences	D	2021	2022
FAR USB	Archaeology	D	2021	2022
FAR USB	Czech language	D	2021	2022
FAR USB	Romance languages	D	2021	2022
FAR USB	Dějiny novější české literatury / History of 19th and 20th Century Literature	D	2021	2022
FED USB	Information and communication technologies in education	D	2021	2022
FED USB	Theory of education in physics	D	2021	2022
FED USB	Theory of education in mathematics	D	2021	2022
FED USB	Education in biology	D	2021	2022
FED USB	Educational Psychology	D	2021	2022
FSC USB	Entomologie / Entomology	D	2021	2022
FSC USB	Hydrobiologie / Hydrobiology	D	2021	2022
FSC USB	Infekční biologie / Infection Biology	D	2021	2022
FSC USB	Parazitologie / Parasitology	D	2021	2022
FSC USB	Biologie ekosystémů / Ecosystem Biology	D	2021	2022
FSC USB	Zoologie / Zoology	D	2021	2022
FSC USB	Botanika / Botany	D	2021	2022
FSC USB	Molekulární a buněčná biologie a genetika / Physiology and Developmental Biology	D	2021	2022
FSC USB	Biofyzika / Biophysics	D	2021	2022
FSC USB	Molecular and Cell Biology and Genetics / Molecular and Cell Biology and Genetics	D	2021	2022
FFPW USB	Rybářství / Fishery	D	2021	2022

Faculty	Name of field of study	Type of study	Rated period	Year of evaluation
FTH USB	Filozofie / Philosophy	D	2021	2022
FTH USB	Charity work	D	2021	2022
FTH USB	Teologie / Theologie / Theology	D	2021	2022
FHSS USB	Ošetrovatelství / Nursing (programme without specialisation)	D	2021	2022
FHSS USB	Rehabilitation (programme without specialisation)	D	2021	2022
FAT USB	Agricultural Chemistry	D	2021	2022
FAT USB	Applied and Landscape Ecology	D	2021	2022
FAT USB	Agroecology	D	2021	2022
FAT USB	General crop production	D	2021	2022
FAT USB	Special crop production	D	2021	2022
FAT USB	General zootechnics	D	2021	2022
FAT USB	Special zootechnics	D	2021	2022
FAT USB	Zoohygiene and prevention of livestock diseases	D	2021	2022
FAT USB	Agricultural biotechnology	D	2021	2022

Annexe 12: Overview of other materials, issues and matters discussed and debated by the IEB USB

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

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Rules of the Quality Assurance System for Educational, Creative and Related Activities and Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB	Approved	13. 7. 2017
Schedule for the preparation of applications for programme/institutional accreditation	Noted	13. 7. 2017
Staffing of quality coordinators at the constituent parts of USB	Noted	13. 7. 2017
Proposal for the required structure of the substantive plans for the accreditation of degree programmes	Approved	13. 7. 2017
Proposal for possible evaluation of the quality assurance system by an external body (if suitable external resources are found)	Approved	13. 7. 2017
Proposal for a new method of evaluation and discussion of the reports of the guarantor of the field ⁷⁷ for 2016	Approved	17. 10. 2017
A framework proposal for the methodology and method of evaluation of future accreditation projects, rules for the establishment of expert working groups and an initial proposal for their staffing	Noted	17. 10. 2017
Proposal of the IEB USB Evaluation Committees	Approved	14. 11. 2017
Draft Methodology for the Evaluation of Substantive Objectives of Applications for Accreditation of Degree Programmes	Approved	14. 11. 2017
Draft verbal evaluation of the 2016 discipline guarantor reports for the USB Faculty of Economics, the USB Faculty of Arts, the USB Faculty of Fisheries and Water Protection and the USB Faculty of Theology	Approved	14. 11. 2017
Clarification of the methodology and procedural requirements for the submission and evaluation of substantive plans for applications for accreditation of degree programmes	Noted	12. 12. 2017
Draft verbal evaluation of the reports of the guarantor of the field for 2016 for the Faculty of Education, USB and the Faculty of Health and Social Sciences, USB	Approved	12. 12. 2017
Draft verbal evaluation reports on the quality of related activities for the year 2016 for the Academic Library of USB, the Centre for Information Technologies of USB, the British Centre of USB, the USB Halls of Residence and Canteens and the USB Children's Group – Kvítek	Approved	12. 12. 2017
Draft verbal evaluations of the reports of the guarantor for the year 2016 for the Faculty of Science and the Faculty of Agriculture	Approved	9. 1. 2018
Draft verbal evaluation of the report of the LLL programmes	Approved	9. 1. 2018
Draft verbal evaluation reports on the quality of related activities for 2016 for the USB Support Centre for Students with Special Needs, the Goethe Centre USB, the University Publishing House EPISTEME and the USB Sports Grounds, respectively the USB Faculty of Education	Approved	9. 1. 2018

⁷⁷ The correct designation of this document is 'Self-Evaluation Report of the Degree Programme', however, due to its confusion with the 'Faculty Self-Evaluation Report', which was prepared for the purpose of evaluating the quality of creative activity, the designation "Report of the Subject Supervisor" was temporarily used to make it clear who prepares the report. Subsequently, this report was referred to as the 'Self-evaluation Report of the Study Programme' or 'Self-evaluation Report of the Study Programme' to make it clear that the report is prepared for each accredited study field or for a degree programme if the programme is no longer divided into fields of study.

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Opinions of the deans of the faculties on the verbal evaluation of the reports of the guarantor for 2016 – Faculty of Economics USB, Faculty of Arts USB, Faculty of Fisheries and Water Protection USB and Faculty of Theology USB	Noted	9. 1. 2018
Draft outline of the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB	Approved	9. 1. 2018
Proposals for verbal evaluation of the quality of creative activity based on the submitted faculty self-evaluation reports for the period 2012–2016	Approved	6. 2. 2018
Opinion on the evaluation of all fields of study (programmes) and creative activities of the faculties for the years 2012–2016	Approved	6. 2. 2018
Opinions of the deans of the faculties on the verbal evaluation of the reports of the guarantor of the field for 2016 – Faculty of Education USB and Faculty of Health and Social Sciences USB	Noted	6. 2. 2018
Opinions of directors of University-wide units and special-purpose facilities on the verbal evaluation of the reports on the quality of related activities for 2016 – Academic Library of USB, Centre for Information Technologies of USB, British Centre of USB, USB Dormitories and Refectories, USB Children's Group – Kvítek	Noted	6. 2. 2018
Draft Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB	Approved	6. 2. 2018
Proposal for the evaluation procedure for full accreditation applications by the IEB USB (proposal for the composition of the individual evaluation committees and proposal for the evaluation methodology including the evaluation criteria used)	Approved	6. 2. 2018
Framework draft of the content of the Addendum to the Self-Evaluation Report of the degree programme (field of study) for 2017	Noted	6. 2. 2018
Discussion on the method of processing the summaries of the results of creative activities for individual faculties, which are part of the self-evaluation reports of the faculties for the period 2012–2016, and the necessity of adjusting the method and scope of data reported in the annual addenda to these reports	x	6. 2. 2018
Opinions of the deans of the faculties on the verbal evaluation of the reports of the guarantor of the field for 2016 – Faculty of Science and Faculty of Agriculture	Noted	20. 3. 2018
Opinions of the deans of the faculties on the verbal evaluation of the quality of creative activity based on the submitted self-evaluation reports of the faculties for the period 2012–2016	Noted	20. 3. 2018
Information on the reasons for not submitting the opinions of the Vice-Rector for Student Affairs on the verbal evaluation of the report of the LLL programmes and the opinions of the directors of the University-wide departments and special-purpose facilities on the verbal evaluation of the reports on the quality of related activities for the year 2016 – USB Support Centre for Students with Special Needs, USB Goethe Centre, University Publishing House EPISTEME and USB Sports Ground, respectively of the Faculty of Education of USB	Noted	20. 3. 2018
Information on the process of evaluation of USB application for institutional accreditation	Noted	22. 5. 2018
Framework proposal for the content of the supplement to the Faculty Self-Evaluation Report for 2017	Noted	22. 5. 2018
Discussion of the proposed merger of NMgr. of the degree programmes Analysis in Economic and Financial Practice and Business Informatics USB Faculty of Economics	x	19. 6. 2018
Procedure for the evaluation of Addenda to self-evaluation reports of Degree Programmes (Fields) for 2017	Noted	19. 6. 2018

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Recapitulation of the tasks for the IEB USB in the first half of 2019 in terms of commitments of USB management / USB faculties formulated during the discussion of the NAB partial opinions on the areas of education requested within the framework of institutional accreditation	Noted	18. 9. 2018
Schedule and approval procedure for degree programmes within the IEB USB in the 2018/2019 academic year	Noted	18. 9. 2018
Timetable for approval of Supplements to self-evaluation reports of Degree Programmes (Fields) for 2017	Noted	18. 9. 2018
Methods (procedures) of continuous control of the implementation of degree programmes in relation to accreditation files	Noted	18. 9. 2018
Innovation of the evaluation of substantive plans of applications for accreditation of degree programmes / full accreditation applications by the IEB USB Evaluation Committees	Noted	18. 9. 2018
Draft Verbal Evaluation of the Addenda to the self-evaluation reports of Degree Programmes (Fields of Study) of the Individual Faculties of USB for 2017	Approved	20. 11. 2018
Overview of the so-called other changes in degree programmes for AR 2017/2018	Noted	20. 11. 2018
Proposal for the assessment of substantive plans and full accreditation applications within the AE Law by the IEB USB Assessment Committee for AE Philosophy, Religious Studies and Theology / Arts and Cultural Sciences / Media and Communication Studies	Approved	20. 11. 2018
Vision of the Future Structure of USB Faculty of Economics Degree Programmes	Noted	29. 1. 2019
Draft Summary Verbal Evaluation of the Addenda to the 2017 faculty self-evaluation reports	Approved	29. 1. 2019
Draft summary verbal evaluation of the 2017 LLL Report	Approved	29. 1. 2019
Draft Concept of the Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB in 2018	Approved	29. 1. 2019
Recap of the results of the IEB USB per rollam vote (21 – 28 February 2019)	Noted	12. 3. 2019
Draft summary narrative evaluations of faculty reports prepared in response to USB commitments formulated during the review of USB's application for institutional accreditation	Approved	12. 3. 2019
Authorization of IEB USB Chair to initiate a meeting of selected IEB USB members with the Dean of USB Faculty of Economics on the submitted proposals for the USB Faculty of Economics degree programmes (Bc. and NMgr. Economics and Management, Bc. degree programme Regional Development Management)	Approved	9. 4. 2019
Draft Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB for 2018	Approved	9. 4. 2019
Nominations for members of IEB USB, which were submitted to the USB Scientific Board and the USB Academic Senate in connection with the planned replacement of 1/3 of IEB USB members	Noted	14. 5. 2019
Proposal for modification of Rector's Ordinance R 373, which issues the Standards for Accreditation and Implementation of Degree Programmes of USB (guarantors of degree programmes are now obliged to supplement their full accreditation applications with a brief summary of how the comments raised by the IEB USB on the subject matter of the full accreditation application have been addressed / incorporated)	Approved	14. 5. 2019

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Proposal to modify the composition of the small (three-member) and expanded IEB USB Evaluation Committees (the need to modify these Committees was triggered by the appointment of new IEB USB members)	Approved	18. 6. 2019
Proposal for the distribution of a part of the earmarked funds taking into account the results of institutional accreditation within the USB budget for 2019 (with the addition that during autumn 2019 the IEB USB will initiate a conceptual discussion on the situation of institutional accreditation at individual faculties of USB and will prepare proposals for improving the accreditation condition in individual areas of education, taking into account the results of institutional accreditation in the next USB budget)	Noted	18. 6. 2019
Proposal for a per rollam vote by the IEB USB on the substantive plans for the applications for accreditation of a total of six degree programmes within the Teacher training Sector	Not Approved	18. 6. 2019
Recap of the results of the IEB USB per rollam vote (27 Aug – 6 Sep 2019)	Noted	1. 10. 2019
Proposal for amendments to Rector's Ordinance R 400, which issues the Standards for the Accreditation and Implementation of Degree Programmes of USB (new wording of Article 16, paragraph 7, letter g): 'Courses focused on the preparation of the thesis are part of the basic variant of the study plan and the A variant; for Bachelor's degree programmes in the field of education Teacher training, these (equivalent) courses may be written as part of the B curriculum'.	Approved	1. 10. 2019
Proposal for the method of discussing the Supplements to the self-evaluation reports of the fields of study (programmes) for 2018 within the IEB USB	Approved	1. 10. 2019
Proposal to replace the preparation of the Addenda to the 2018 faculty self-evaluation reports with the preparation of the Self-Evaluation Report for the evaluation of research organisations in the higher education segment in 2020 according to Methodology 17+ (evaluation in modules M3 to M5)	Approved	1. 10. 2019
Overview of other changes in degree programmes for AY 2018/2019	Noted	5. 11. 2019
Notice from the Ministry of Labour and Social Affairs on the obligation to obtain the opinion of the recognition body for programmes aimed at training social workers	Noted	5. 11. 2019
Suggestion that in the case of the discussion of proposals (full accreditation applications) for degree programmes, the IEB USB Secretary should add the IEB USB opinions on the substantive plans of the respective degree programmes to the supporting materials for the meetings of the IEB USB Evaluation Committees and the supporting materials for the meetings of the entire IEB USB, so that it is not necessary to search for these opinions in the archive of the IEB USB materials discussed	Approved	5. 11. 2019
Draft Verbal Evaluation of the Addenda to the self-evaluation reports of the Study Fields (Programmes) of the Individual Faculties of USB for 2018	Approved	3. 12. 2019
Discussion of the possibility of using feedback methods other than student evaluation of instruction in the case of doctoral programmes	x	3. 12. 2019
Framework presentation of the 'USB Internal Evaluation Board – Reflection after two years of experience' initiative	Noted	3. 12. 2019
Discussion on the topic 'USB Internal Evaluation Board – Reflection after two years of experience' (key topics: computerization, reporting, functioning of IEB USB; determination of the work process; establishment of a working group of IEB USB to prepare concrete documents and proposals for further systemic discussion on this topic)	x	14. 1. 2020

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Draft Concept of the Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB in 2019	Approved	14. 1. 2020
Statement of the Faculty of Arts of USB on development priorities in the field of education Philology in relation to institutional accreditation	Noted	14. 1. 2020
Information on the conclusions of the meeting of representatives of the CKR with representatives of the NAB on the issue of specialization of degree programmes	Noted	14. 1. 2020
Discussion on how to deal with the comments formulated in the NAB resolution on the suspension of proceedings in the matter of USB application for accreditation of NMgr. Quality and Processing of Agricultural Products and Agricultural Engineering and Technology of the Faculty of Agriculture of USB, respectively in the call for elimination of the deficiencies described in the resolution; discussion on the necessity of re-examination of the accreditation files thus completed within the IEB USB	x	14. 1. 2020
Information on how to deal with the comments raised by NAB in connection with the discussion of the proposals Bc. of the proposal for the degree programme in Public Protection with a focus on CBRNE and NMgr. of the degree programme Civil Emergency Preparedness of the Faculty of Health and Social Sciences of USB	Noted	3. 3. 2020
Information on the progress of the 'USB Internal Evaluation Board – Reflection after two years of experience' initiative	Noted	3. 3. 2020
Framework proposal for the concept of the Supplement to the Self-Evaluation Report of the field of study (programme) for 2019	Noted	3. 3. 2020
Discussion on the issue of citation feedback for publications in the humanities and the inappropriateness of assessing all disciplines from only one perspective, without taking into account their specificities (in this context, the need to establish clear disciplinary quality standards was repeatedly mentioned)	x	3. 3. 2020
Draft Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB for 2019 (approved per rollam)	Approved	7. 4. 2020
Recap of the results of the IEB USB per rollam vote (28 March – 7 April 2020)	Noted	5. 5. 2020
Self-evaluation report for the evaluation of research organisations in the higher education segment in 2020 according to Methodology 17+ (evaluation in modules M3 to M5), which replaces the Appendices to the 2018 faculty self-evaluation reports	Noted	5. 5. 2020
Discussion on 'Strategy for the development of informatics programmes at USB'	x	5. 5. 2020
To authorize the Chair of the IEB USB to form a working group for the purpose of developing and unifying scientific and pedagogical work in the field of informatics at the USB, in which the deans of all faculties of USB where informatics is present to varying degrees would be represented, together with a request to inform the IEB USB about the results of the work of this working group	Approved	5. 5. 2020
Information on the progress of the 'USB Internal Evaluation Board – Reflection after two years of experience' initiative	Noted	5. 5. 2020
Call for a consistent approach to communication with NAB so that all communication with NAB is exclusively through designated rectorate offices or through the deans of individual faculties	Noted	5. 5. 2020
Information on the establishment and results of the previous meetings of the working group for the development and unification of scientific and pedagogical work in the field of informatics at USB	Noted	2. 6. 2020

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Information on the progress of the 'USB Internal Evaluation Board – Reflection after two years of experience' initiative	Noted	2. 6. 2020
Information on the necessity to carry out a random check of a selected number of qualification theses within individual degree programmes (fields of study)	Noted	2. 6. 2020
Information on the progress of the 'USB Internal Evaluation Board – Reflection after two years of experience' initiative	Noted	30. 6. 2020
Presentation of the draft strategic plan for the development of informatics at USB (the IEB USB recommended that the draft be refined)	Noted	29. 9. 2020
Framework presentation of the basic theses of the planned changes in the setting of the university quality assurance and evaluation system (changes in the activities of IEB USB – accreditation process; adjustments to the system of evaluation of academic staff, the system of evaluation of other staff and the system of student evaluation of instruction; introduction of a system of regular evaluation by USB graduates; introduction of a system of regular evaluation of USB faculties, central departments and rectorate departments of USB; new setting of the School of Doctoral Studies)	Noted	29. 9. 2020
Discussion on the structure of audit reports requested by the IEB USB for degree programmes approved under institutional accreditation	x	29. 9. 2020
Control reports of NMgr. of the degree programme Ethics in Social Work, NMgr. of the degree programme Theology, NMgr. Theology of Ministry programme and Ph.D. programme in Theology of the Faculty of Theology of USB (inspection reports requested by the IEB USB during the approval of these degree programmes within the framework of institutional accreditation)	Approved	27. 10. 2020
Draft verbal evaluation of the Addenda to the self-evaluation reports of Study Fields (Programmes) of Individual Faculties of USB for 2019	Approved	27. 10. 2020
Overview of other changes in degree programmes for AR 2019/2020	Noted	27. 10. 2020
Instruct the Vice-Rector for Internal Evaluation, or the Internal Evaluation Office of the Rectorate of USB, to check the currently reported changes in degree programmes (the IEB USB also called on the USB management to introduce a single overview form, preferably available online, for the purpose of monitoring and assessing the significance of changes in degree programmes from next year, in which IEB USB members would have all relevant information on changes made to accredited degree programmes)	Approved	27. 10. 2020
Discussion of the basic theses of the planned changes in the setting of the university quality assurance and evaluation system (introduction of a system of regular in-depth inspections of accredited degree programmes; introduction of a system of regular evaluation of the faculties of USB, central offices and rectorate offices of USB; new setting of the School of Doctoral Studies)	x	27. 10. 2020
Procedure for discussing planned changes in the setup of the University's quality assurance and evaluation system within University boards	Approved	27. 10. 2020
Discussion on the issue of determining the minimum mandatory number of publications according to the field of doctoral study and on the issue of determining the study requirements for Czech and English-speaking students of doctoral degree programmes	x	1. 12. 2020

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
The results of the audit of the faculties' reported so-called other changes in degree programmes for the AY 2019/2020 (the results of this audit did not reveal any deficiencies in the sense of the NAB Methodological Instruction on the obligation of universities to inform about changes in the implementation of accredited activities, but confirmed the need to unify the registration of changes in degree programmes and to use the information recorded in the IS STAG system to the maximum extent possible)	Noted	1. 12. 2020
Updated version of the Strategy for the Development of Informatics at USB until 2030 (the IEB USB considers this strategy as a solid starting point for the implementation of follow-up concrete steps, including the preparation of relevant degree programmes that can be gradually submitted to the IEB USB for consideration)	Approved	12. 1. 2021
Clarification of the process of discussing accreditation materials submitted to the IEB USB after the end of the covid period; recapitulation of the main problems related to the evaluation of degree programme proposals submitted by faculties (content, formal and procedural requirements for submitting and discussing accreditation materials, compliance with the established deadlines, consistent separation of formal and content control)	Noted	12. 1. 2021
The proposal to change the personnel composition of the individual IEB USB Evaluation Committees and the areas of education under the responsibility of these commissions (the proposal responded to a large overload especially of the Evaluation Committee for the Teacher training, which evaluated an incomparably larger number of accreditation materials than most other commissions, and also to the appointment of a new representative of the Academic Senate of USB in the IEB USB and efforts to use his expertise within the relevant evaluation commission)	Approved	12. 1. 2021
Draft Structure of the Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB in 2020	Approved	12. 1. 2021
Discussion of issues related to the transition of USB to the new system of student evaluation of instruction (within the IS STAG system)	x	12. 1. 2021
Evaluation report prepared by the International Evaluation Panel (IEP) in the framework of the international evaluation of research organisations in the higher education segment according to Methodology 17+	Noted	2. 3. 2021
Clarification of the process for reviewing accreditation materials submitted to the IEB USB after the end of the covid period (reminder)	Noted	13. 4. 2021
Discussion on the project-based curriculum concept Bc. of the degree programme Applied Geography of the Faculty of Education of USB and the possibility of fitting this project concept into the existing NAB guidelines, which set out certain binding requirements for the structure of degree programmes	x	13. 4. 2021
Draft Addendum to the Report on Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB in 2020	Approved	13. 4. 2021
Draft verbal evaluation of the 2018 LLL Report	Approved	13. 4. 2021
Information on the launch of the external evaluation of the educational, creative and related activities of USB (NAB evaluation)	Noted	13. 4. 2021
Information on the planned renewal of 1/3 of the IEB USB members in June 2021 (this renewal takes into account both the NAB recommendation, which was formulated during the review of USB application for institutional accreditation, and the effort to cover all areas of education within the IEB USB for which institutional accreditation was obtained)	Noted	13. 4. 2021

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Information about the possibility of granting authorization to implement degree programmes under valid institutional accreditation not only until the period until which the university was granted institutional accreditation, but also beyond this period, but for a maximum of 10 years (to be verified or specified during the NAB inspection at USB)	Noted	13. 4. 2021
Information of the Quality Coordinator of the Faculty of Arts USB on the number of students admitted to the Bc. English Language and Literature degree programme and the provision of teaching in the degree programme	Noted	11. 5. 2021
Draft Rector's Ordinance regulating the internal quality assessment of degree programmes and units of USB	Approved	11. 5. 2021
Final protocol for the evaluation of research organisations in the higher education segment in 2020 according to Methodology 17+ (this protocol contains the comprehensive results of USB evaluation in all five evaluated modules M1 to M5 including justification and recommendations)	Noted	11. 5. 2021
Discussion on the issue of preparing a more detailed methodology setting out the conditions for the involvement of external evaluators in the evaluation of degree programme proposals submitted for consideration by the IEB USB	x	11. 5. 2021
Proposal for adjustments to the staffing of the small (three-member) and expanded IEB USB Evaluation Committees (proposal was in response to the appointment of new IEB USB members)	Approved	22. 6. 2021
Information on the preparation of a draft Rector's Ordinance establishing the conditions for the involvement of external evaluators in the evaluation of degree programme proposals submitted for consideration by the IEB USB	Noted	22. 6. 2021
Recap of the results of the IEB USB per rollam vote (voting took place from 13 to 31 July 2021)	Noted	5. 10. 2021
Information on the preparation of a methodology for monitoring changes in degree programmes at the level of the faculties and the Rectorate of USB and discussion on this topic	Noted	5. 10. 2021
Information on the current status of professional programmes at USB and discussion on this topic	Noted	5. 10. 2021
Discussion on the requirements and criteria for the preparation of content and maintaining the quality of learning support (experiences from different faculties, areas of education, reflection on the experience of the covid era)	x	5. 10. 2021
Information on the forthcoming reform of doctoral funding	Noted	5. 10. 2021
Discussion on the topic of qualitative evaluation of pedagogical work for habilitation and appointment procedures (collection of suggestions for the preparation of the discussion in the Scientific Board of USB)	x	5. 10. 2021
Discussion on the revision of the Rector's Ordinance R 410 (Standards for the Accreditation and Implementation of Degree Programmes of USB)	x	5. 10. 2021
Discussion of the criteria for assigning subjects to the group of profiling foundation subjects and the group of theoretical foundation subjects	x	5. 10. 2021
Information on the progress of preparations for the external evaluation of USB activities and the planned visit of the NAB Evaluation Committee to USB	Noted	5. 10. 2021
Information on the preparation and submission of the self-evaluation report, which was requested by NAB as background material for the subsequent external evaluation of USB activities (the IEB USB was also provided with a shortened version of this self-evaluation report)	Noted	5. 10. 2021

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Draft Verbal Evaluation of the Addenda to the self-evaluation reports of the Fields of Study (Programmes) for 2020	Approved	16. 11. 2021
Overview of other (substantial) changes in degree programmes for AR 2020/2021	Noted	14. 12. 2021
Authorization of the Vice-Rector for Internal Evaluation, or the Internal Evaluation Office of the Rectorate of USB Rectorate, to carry out an inspection of currently reported changes in degree programmes	Approved	14. 12. 2021
A draft report on the external evaluation of USB (the report was prepared by the relevant NAB Evaluation Committee appointed by NAB to evaluate USB in terms of the functioning of institutional accreditation)	Noted	14. 12. 2021
Draft statement of USB on the draft report on the external evaluation of USB (the IEB USB was provided with the draft statement of USB in the version submitted to the Rector's Board for comments)	Noted	14. 12. 2021
Information about the planned establishment of an intranet within MS Sharepoint, to which the repositories of supporting materials for the meetings of all university boards, including the IEB USB, will be gradually transferred.	Noted	14. 12. 2021
Draft Structure of the Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB for the Year 2021	Approved	18. 1. 2022
Information on the participation of USB management representatives at the NAB Board meeting in connection with the discussion of the final version of USB external evaluation report	Noted	18. 1. 2022
Information on receipt of NAB's written response to USB's inquiry regarding the possibility of applying the so-called interim principle of determining the validity period of authorization to implement degree programmes approved by the IEB USB within the framework of valid institutional accreditation	Noted	18. 1. 2022
Information on postponement of the deadline for submitting the results of the inspection of the so-called other (substantial) changes in degree programmes for the AR 2020/2021, which were reported by individual faculties of USB (the IEB USB was entrusted with the implementation of this inspection by the Internal Evaluation Office of USB Rectorate)	Noted	18. 1. 2022
Results of the review of faculty-reported curriculum changes for the 2020/2021 academic year (the IEB USB has agreed to further proposed action in this area)	Approved	8. 3. 2022
Information on the outputs of the CRP 2021 project 'Development of standards for quality assurance of educational activities for different forms of study with regard to current methods and experience with distance education'	Noted	8. 3. 2022
Information on the reasons for the changes made so far at the level of the guarantors of the courses of the profiling basis within the Mgr. of the degree programme Teacher training for the first level of primary schools of the Faculty of Education of USB, respectively within the study plan 'Pedagogical-psychological basis and subjects of teacher propedeutics – compulsory subjects' of the degree programme	Noted	12. 4. 2022
Discussion on the need to improve the system of continuous monitoring of personnel changes at the level of sponsors of courses of profiling basis, especially in cases when these changes cumulatively approach the threshold for their subsequent approval within the IEB USB, or reporting to NAB, evaluating the reasons for these changes and their impact on the quality of individual degree programmes	x	12. 4. 2022

Requests, proposals, materials and other important issues or matters discussed by the IEB USB	Statement of the IEB USB	Date of the IEB USB opinion
Discussion on the issue of determining and assessing the sufficient share of sponsors of profiling subjects in the teaching of these subjects	x	12. 4. 2022
Draft Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities of USB for the Year 2021	Approved	17. 5. 2022
Information on the planned dates of IEB USB meetings in the 2nd half of 2022	Noted	17. 5. 2022
Information on the planned internal quality assessment of degree programmes and units of USB in 2023	Noted	17. 5. 2022
Information on participation in the CRP project 'Implementation of standards for quality assurance of educational activities for various forms of study in the accreditation process and quality assurance system at individual universities'	Noted	17. 5. 2022
Information on the current status of the reform of doctoral studies being prepared by MEYS	Noted	14. 6. 2022
Information on the current state of preparation of the School of Doctoral Studies of the University of South Bohemia and the Czech Academy of Sciences	Noted	14. 6. 2022
Discussion on the rules (including binding deadlines) for the submission of substantive plans and full accreditation applications to the IEB USB or to the respective IEB USB Evaluation Committees	x	14. 6. 2022
Discussion on the procedure of checking foreign language theses within the Ouriginal anti-plagiarism system and the conditions of using this system in the USB environment	x	14. 6. 2022
Draft Verbal Evaluation of the Addenda to the self-evaluation reports of the Study Fields (Programmes) of the Individual Faculties of USB for the Year 2021	Approved	11. 10. 2022
Information on changes to NAB's methodological materials for submitting and reviewing applications for accreditation (including some accreditation forms), to universities' information obligations and certain other matters, and the impact of these changes on university regulations, set procedures and processes	Noted	11. 10. 2022
Information on the change in the position of NAB Board Chair and Vice-Chairs	Noted	11. 10. 2022
Discussion on the procedure of submission of NAB-requested review reports on selected fields of habilitation or professorial proceedings	x	11. 10. 2022
Information on the further procedure in the matter of the proposal of Bc. of the degree programme Social Pedagogy of the Faculty of Education of USB	Noted	8. 11. 2022
Information on the obligation to submit all accreditation proposals on new or updated forms from 1 January 2023	Noted	8. 11. 2022
Draft schedule of internal quality assessment of degree programmes and units of USB for 2023	Approved	6. 12. 2022
Draft outline of the five-year Report on Internal Quality Assessment of Educational, Creative and Related Activities of USB (Report 2018–2022)	Approved	6. 12. 2022
Information on changes in the implementation of Bc. and NMgr. Biology and Conservation of Organisms of Interest at USB	Noted	6. 12. 2022
Information on the planned dates of IEB USB meetings in the first half of 2023	Noted	6. 12. 2022

Annexe 13: Projects of USB Strategic Management Support Programme 2022–2023

Overview of the projects, objectives and resources of the projects of USB Strategic Management Support Programme 2022–2023

No	Const. part	Period of impl.	Project name	Objectives of the project	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
1	REC	2022–2023	Organization of a University-wide conference of USB doctoral students in 2022 and 2023	1. University-wide conference of USB doctoral students.	113 720	113 720	227 440
2	FAR	2022–2023	Systematic support for young researchers at FAR USB	1. Strengthening the social integration of PhD students. 2. Concept for communication of the disciplinary councils, involvement of PhD students in teaching and development of their other skills. 3. Searching for prospective candidates for doctoral studies.	300 000	300 000	600 000
3	FTH	2022–2023	International Doctoral Seminars FTH	1. Implementation of 12 international doctoral seminars.	196 800	196 800	393 600
4	REC	2022–2023	Organizing panel discussions on current societal topics in 2022 and 2023	1. Organizing panel discussions.	165 560	165 560	331 120
5	FHSS	2022–2023	Public debates on current social and ethical issues at the USB FHSS	1. Organisation of a total of 4–6 public debates on current social and ethical issues in the field of health, social and security.	70 000	70 000	140 000
6	FAR	2022–2023	Tools and revisions to internal processes for evaluating the creative work of USB FAR academics	1. Creation of a tool to evaluate the creative activities of FAR USB academics. 2. Strengthening the social relevance of the creative activities of the faculty.	100 000	100 000	200 000
7	REC	2022–2023	International mobility of students and staff	1. Support for mobility of students and staff of USB.	3 100 000	3 600 000	6 700 000
8	REC	2022–2023	Supporting the internationalisation of USB	1. Creating an international environment. 2. Developing global competencies of students and staff. 3. Promotion abroad.	3 545 000	2 795 000	6 340 000
9	REC	2022–2023	Centralization of the MaR, ESS, EPS and camera systems across USB	1. Centralization of systems. 2. A full-fledged control room with supervision of centralized software at USB.	1 842 960	1 982 960	3 825 920
10	REC	2022	Multi-purpose operational and storage building USB RE	1. Centralization of operation and maintenance facilities.	940 000	0	940 000

No	Const. part	Period of impl.	Project name	Objectives of the project	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
11	REC	2022–2023	Support for the activities of the Kvítek Children's Group	<ol style="list-style-type: none"> 1. Ability to reflect on own work of DS Kvítek workers, finding new solutions to possible problem situations and understanding certain situations. 2. Developing the competences of DS Kvítek staff. 3. Linking DS Kvítek and members of the Department of Primary and Pre-Primary Education – in the sense of functioning of a 'school counselling centre'. 4. Linking the courses and practices of the Teacher training for Kindergarten degree programme at the USB FED with the Kvítek Children's Group. 5. Development of the quality of the activities provided. 	120 000	120 000	240 000
12	FED	2022	Improving safety in the parking lot in Dukelská Street	<ol style="list-style-type: none"> 1. Modernization and adaptation of development areas. 	183 425	0	183 425
13	FSC	2022–2023	Reconstruction of Building O for the USB FSC	<ol style="list-style-type: none"> 1. Architectural study. 2. Project documentation including building permit. 	685 050	760 050	1 445 100
14	FED	2022–2023	Update of sports material for selective physical education of students of the University of South Bohemia	<ol style="list-style-type: none"> 1. Replacement of sports equipment – 1st stage. 2. Replacement of sports equipment – 2nd stage. 	250 000	250 000	500 000
15	FAR	2022–2023	Innovation of the FAR USB space (PhD students' office, classroom)	<ol style="list-style-type: none"> 1. Building, upgrading and upgrading existing FAR USB facilities. 2. Building, updating and upgrading existing FAR USB facilities. 	250 000	250 000	500 000
16	FHSS	2022–2023	Reducing the energy consumption of the Vltava Dean's Office building	<ol style="list-style-type: none"> 1. Reduction of electricity consumption. 2. Savings on maintenance costs. 	205 699	241 804	447 503
17	FED	2022	Academic Games 2022	<ol style="list-style-type: none"> 1. Organizing and promoting the 2022 Academic Games. 	200 000	0	200 000
18	REC	2022–2023	Development of professional project services across USB	<ol style="list-style-type: none"> 1. USB Project Managers Working Group. 2. Project support for career development, international projects. 3. Building national and international strategic partnerships. 	255 000	260 000	515 000
19	REC	2022–2023	Effective use of financial instruments (mainly EU funds and ITI Strategy) in relation to increasing the potential of the REC Project Office in 2022, 2023	<ol style="list-style-type: none"> 1. To prepare the PU for the conditions of the new programming period 2021-2027, including the preparation of analyses, discussion of strategies, etc. in the preparation of project topics for USB. 2. Training of PO staff in accordance with the new trends in project management. 3. Setting up and maintaining the project communication system during the sustainability period. 	1 174 000	1 174 000	2 348 000
20	FFPW	2022	HR development of Ph.D. students in CENAKVA centre	<ol style="list-style-type: none"> 1. Support for selected Ph.D. students on a professional internship at the Permanent Representation of the Czech Republic in Brussels. 	180 000	0	180 000
21	D&R	2022	Modernization of D&R USB facilities and services – K5 security measures and relocation of K5 reception	<ol style="list-style-type: none"> 1. Safety measures in place – K5 roundhouse. 2. Newly located K5 reception. 	550 000	0	550 000

No	Const. part	Period of impl.	Project name	Objectives of the project	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
22	FED	2022	FED USB practice portal – module for continuous practice	1. Input analysis. 2. SW processing. 3. System testing. 4. System operation.	450 000	0	450 000
23	REC	2022–2023	Marketing support for the internationalisation of the University	1. Implementation of the annual implementation plans of USB foreign MKT communication for the years 2022–2023. 2. Application of modern forms of marketing communication. 3. Participation of USB in selected foreign educational fairs and conferences. 4. Update of USB's foreign MKT communication strategy for the years 2024+.	1 578 700	1 578 700	3 157 400
24	REC	2022–2023	Marketing support for the activities of the university and faculties	1. Implementation of the annual implementation plans of the MKT of USB Communications for the years 2022–2023. 2. Application of modern forms of MKT communication. 3. Participation of USB in selected educational fairs and popularization events. 4. Updating the USB MKT Communication Strategy for 2024+. 5. Filling the position of MKT Project Coordinator and Administrator.	4 134 600	4 134 600	8 269 200
25	REC	2022–2023	Development of central information systems at USB	1. Digitisation of agendas and development of central IS.	1 000 000	1 320 000	2 320 000
26	REC	2022–2023	Development of the IT infrastructure of USB	1. Update and development of server and computer infrastructure. 2. Update and development of data storage infrastructure. 3. Update and development of computer network infrastructure. 4. Update and development of wireless network infrastructure. 5. Development of information and physical security. 6. Update and development of client equipment for operational agencies. 7. Update and development of IT and AV equipment for classrooms.	6 688 000	6 514 320	13 202 320
27	REC	2022–2023	Support and development of education at the USB 2022–2023	1. Technical and methodological support in the use of flexible forms of education 2. Development and innovation of technical and material facilities for flexible forms of education 3. Support for further education of USB employees. 4. Supporting the positions of LLL coordinators. 5. Strengthening the link between studies and practice. 6. Improving the availability and relevance of flexible forms of education within accredited degree programmes. 7. Development of professionally and leisure oriented LLL programmes. 8. Promotion of flexible forms of education. 9. Development of information, support and counselling services for students, prospective students and graduates.	6 353 499	8 597 099	14 950 598

No	Const. part	Period of impl.	Project name	Objectives of the project	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
28	REC	2022-2023	Analysis, reporting and data management 2022-2023	<ol style="list-style-type: none"> 1. Modification and unification of data in the primary systems of the university. 2. Creation of a 'data base' from data outside the university. 3. Proof of concept of a predictive model over data from the university's primary systems. 4. Creation of an automated solution for how to update analysis and reporting. 	432 000	477 000	909 000
29	REC	2022-2023	Quality 2022-2023	<ol style="list-style-type: none"> 1. Developing and supporting the work of internal and external evaluation panels 2. Implementing the recommendations of the evaluation panels 3. Developing tools for monitoring and quality assurance. 	2 350 000	2 450 000	4 800 000
30	FAR	2022-2023	Increasing the orientation towards practice and research-oriented teaching by deepening the cooperation between FAR USB and the Czech Academy of Sciences	<ol style="list-style-type: none"> 1. Increased cooperation with the Institutes of the CAS. 2. Lecture activities for the development of further cooperation with the CAS. 	40 000	40 000	80 000
31	FAT	2022-2023	Managed internships in companies	<ol style="list-style-type: none"> 1. Establishing contact with businesses. 2. Establishing a network of partner establishments. 3. Implementing practical training. 	653 100	420 000	1 073 100
32	FTH	2022-2023	Preparation of the NMgr. programme Helping Professions in Civil Society	<ol style="list-style-type: none"> 1. Preparation of a Consecutive master's programme taught in English entitled Helping Professions in Civil Society. 	28 000	178 500	206 500
33	FAR	2022-2023	Supporting new and improving existing joint degree programmes at USB FAR	<ol style="list-style-type: none"> 1. Support for the conclusion of contractual cooperation on the implementation of the double diploma programme and on the preparation of joint degree programmes with foreign partners. 2. Support for reciprocal mobility of staff from both institutions to negotiate the terms of emerging or improving existing cooperation in DD/JD programmes. 	45 000	90 000	135 000
				TOTAL	38 180 113	38 180 113	76 360 226

Annexe 14: Strategic Priorities Fund 2021+ projects

Overview of projects, objectives and resources of the Strategic Priorities Fund 2021+ projects

No	Const. part	Period of impl.	Project name	Objectives of the project	Allocated resources for 2021 total (INV + NIV) [CZK]	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
1	REC	2021–2023	Data warehouse implementation and development	1. Making data available to individual components, or creating customized reports for individual components according to their requirements and subsequent access, training and subsequent development. 2. expanding the data base in the data warehouse with newly implemented data and with newly created views of the existing data base.	156 040	427 040	427 040	1 010 120
4	FHSS	2021–2022	Interactive nursing documentation	1. Creation of a software system for teaching nursing subjects. 2. Creation of didactic materials.	907 000	1 023 800	0	1 930 800
7	FAR	2021	Staff development of USB FAR	1. Supporting the staffing of the linguistics part of USB FAR.	1 138 000	0	0	1 138 000
8	FAR	2021	Staff Development of German Studies at USB (joint project of FAR USB and FED USB)	1. Supporting the staffing of German Studies at USB.	2 185 000	0	0	2 185 000
11	FAT	2021	Implementation of activities to support the fulfilment of accreditation standards at the USB FAT	1. Strengthening the accreditation potential of FAT USB.	1 100 000	0	0	1 100 000
12	REC	2021	Backup in MS O365 and integration of MS O365 with LMS Moodle	1. Secure backup of user data in O365. 2. Integration of O365 into LMS Moodle including related activities.	1 025 000	0	0	1 025 000
13	FED	2021	Concept of technical and polytechnic education in Teacher training programmes at USB (joint project of FED USB, FSC USB and FAT USB)	1. Information on the concept of technical and polytechnic education for kindergartens and primary schools. 2. Information on the concept of vocational subjects (technical and polytechnic) as a separate qualification/specialisation in the Teacher training programme for secondary schools.	262 500	0	0	262 500
14	FED	2021	Safety when using the USB sports complex	1. Renovation of the outdoor equipment of USB Sports Complex for standard and safe use.	275 000	0	0	275 000

No	Const. part	Period of impl.	Project name	Objectives of the project	Allocated resources for 2021 total (INV + NIV) [CZK]	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
17	REC	2021	Centralization of the MaR, EZS, EPS and camera systems across USB	1. Building and setting up a methodological environment with regard to sustainability and subsequent development, within all parts of USB.	669 500	0	0	669 500
18	FEC	2022–2023	Support for institutional accreditation of the Faculty of Economics	1. Personnel strengthening in the field of Economic fields of study (Assoc./Prof. employee with publication activity in the given field. 2. Migration of published journals (Deturope, Economics working papers, <i>Acta Universitatis Bohemiae Meridionalis</i>) to a unified university editorial system.	0	890 000	890 000	1 780 000
19	FTH	2021–2023	Development of the study area 'Philosophy, Religious Studies and Theology' at the USB FTH until 2023	1. Support for the development of USB FTH study. 2. Preparation and submission of the accreditation plan.	2 081 000	2 081 000	2 081 000	6 243 000
22	FSC	2021–2023	Development of informatics and computer science at USB (joint project of FSC USB, FAT USB and FEC USB)	1. Consolidation of university departments, development and strengthening of mutual cooperation using the potential that the co-parent faculties possess.	2 687 000	3 847 000	3 706 000	10 240 000
23	REC	2021–2023	Improvement of the spatial facilities of the Goethe Centre USB II (support for the development of the activities of the GC USB in the new premises)	1. Development of LLL programmes in competitive conditions. 2. Supporting the regional activities of USB, strengthening the social relevance and the so-called third role of the University. 3. Supporting the internationalization of USB (cross-border cooperation in connection with previously implemented projects)	730 000	410 000	290 000	1 430 000

No	Const. part	Period of impl.	Project name	Objectives of the project	Allocated resources for 2021 total (INV + NIV) [CZK]	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
24	FFPW	2021–2023	Enhancing the quality of doctoral studies through mutual sharing of capacities in natural and agricultural sciences (joint project of FFPW USB USB, FSC USB and FAT USB)	<p>1. Increasing the effectiveness and expanding the range of cross-cutting courses and other activities for PhD students (summer schools, conferences, joint lectures, etc.) – supporting the educational aspect (theory).</p> <p>2. Increasing the efficiency and the possibility of joint scientific training of PhD students – supporting the sharing of capacities and know-how of the involved units of USB on the basis of the implementation of internal open access through the practical experience of the CENAKVA Centre (practice).</p> <p>3. Preparation of a common concept, a proposal for the creation of a shared programme, field, project, etc. across the sections of natural and agricultural sciences.</p>	8 200 000	426 000	0	8 626 000
25	REC	2021–2023	Transition of USB to VoIP telephony	1. Change of USB telephone network technology to VoIP (Voice over IP).	1 480 000	1 760 000	1 760 000	5 000 000
TOTAL					22 896 040	10 864 840	9 154 040	42 914 920

Annexe 15: Strategic Priorities Fund 2022+ projects

Overview of projects, objectives and resources of the 2022+ Strategic Priorities Fund projects

No	Const. part	Period of impl.	Project name	Objectives of the project	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Allocated resources for 2024 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
1	FAT	2022-2023	Fermentation laboratory as part of the building renovation – the project was replaced at the end of 2022 by a new project No 24. Project documentation for the building permit of the pavilion of the SMART AGRITECH Technological Research and Innovation Centre	1. Renovation and modernisation of the building in order to build fermentation facilities.	0	4 000 000	0	4 000 000
2	REC	2022-2023	Remote readings of all energy meters at USB	1. Ensuring remote online readings of all energy meters (water, electricity, heat, cold, gas) across the whole USB.	173 860	2 473 860	0	2 647 720
3	REC	2022-2023	HR Award implementation in 2022, 2023	1. Ensuring the implementation of the revised Action Plan in relation to the USB 'certification' HR Award.	1 064 946	988 360	0	2 053 306
4	FED	2022	The use of plethysmograph in physical education and sports education	1. Equipping the laboratory and seminar room at the Department of Physical Education and Sport FED USB with modern equipment.	2 480 000	0	0	2 480 000
5	REC	2022-2023	Systematic development of knowledge transfer at the University of South Bohemia in České Budějovice	1. Continued development of the technology transfer office both internally within the university and externally outside the university. 2. Increasing and streamlining USB's cooperation with the application sphere.	920 000	2 900 000	0	3 820 000
6	FFPW	2022-2023	Optical connection of the FFPW buildings in Vodňany – stages II. and III.	1. Connection of FFPW objects in Vodňany by optical data links.	2 469 000	2 265 000	0	4 734 000

No	Const. paart	Period of impl.	Project name	Objectives of the project	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Allocated resources for 2024 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
7	FEC	2022-2023	Strengthening the competitiveness of the University of South Bohemia	<ol style="list-style-type: none"> 1. Establishment of a coworking office for startups emerging from the University-wide InvestDay competition. 2. Utilization of the VR classroom for the creation of teaching models and tutorials in collaboration with other faculty (e.g. FFPW). 3. Linguistic and cultural preparation of SP Regional and European Project Management candidates and students. 	434 000	120 000	0	554 000
8	D&R	2022	Construction of a modern laundry on the USB campus – the project was cancelled and the funds were transferred to Project No 12 SMART, Sustainable USB – Phase I, Supporting Sports	<ol style="list-style-type: none"> 1. Building a modern laundry. 2. Improvement of services for students and staff of USB. 	1 155 797	0	0	1 155 797
9	FED	2022	Removal of the grandstand in the Na Sádkách sports complex	<ol style="list-style-type: none"> 1. Removal of the non-conforming structure. 2. Increased security. 	5 832 000	0	0	5 832 000
10	FAT	2022	Change of the name of the Faculty of Agriculture	<ol style="list-style-type: none"> 1. Faculty Support. 	1 000 000	0	0	1 000 000
11	FAT	2022	Meat and cheese fermentation plant KMU	<ol style="list-style-type: none"> 1. Promotion of USB and FAT agriculture – own quality products and tradition building. 	685 000	0	0	685 000
12	REC	2022	SMART, sustainable USB – Stage I, support for sport	<ol style="list-style-type: none"> 1. Promoting socially responsible behaviour at USB. 2. Promotion of sports activities. 	2 019 210	300 000	0	2 319 210
13	REC	2022-2024	Support for translations of strategic documents	<ol style="list-style-type: none"> 1. Provide funding for translations of strategic plans not only for faculties but also for University-wide documents, including possible updates. 	250 000	0	100 000	350 000

No	Const. paart	Period of impl.	Project name	Objectives of the project	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Allocated resources for 2024 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
14	FFPW	2022	Enhancing the quality of CENAKVA infrastructure (doctoral studies) through mutual capacity sharing between FFPW USB USB and HBU	<ol style="list-style-type: none"> 1. Clear identification of unique devices, equipment with high potential for increasing professional knowledge, skills. 2. Describing the equipment, defining the capacity to share them and pricing their use accordingly (appropriately chosen unit – hour, day, etc.). 3. contractual anchoring of cooperation on specific topics using specific devices/equipment. 4. Negotiations with the donor on the possibilities of HBU's participation in the earmarked support of the CENAKVA centre. 	800 000	0	0	800 000
15	REC	2022-2024	Renovation of USB building Na Zlaté stoce 1619	<ol style="list-style-type: none"> 1. Building a centre of the University of South Bohemia, which will have the task of integrating computer science disciplines at USB. 	650 000	750 000	1 250 000	2 650 000
16	FTH	2022-2024	Updating ethics and religion education in the context of teaching for secondary schools	<ol style="list-style-type: none"> 1. Analyse the current situation of teaching ethics and religion in secondary schools in the Czech Republic. 2. To design new courses for accreditation. 	861 000	843 000	843 000	2 547 000
17	FTH	2022-2024	Establishment of USB FTH activities abroad in Zambia	<ol style="list-style-type: none"> 1. Strengthen existing USB FTH activities in Zambia. 2. Support internships of Zambian students at USB. 	660 000	791 000	791 000	2 242 000
18	FHSS	2022-2024	Development of teaching of preclinical disciplines at FHSS USB	<ol style="list-style-type: none"> 1. Supplementing the material equipment for teaching anatomy, pathological anatomy and physiology at FHSS USB with selected models. 	4 243 000	530 000	530 000	5 303 000
19	FHSS	2022	Strengthening of facilities and development of the Laboratory Diagnostics and Nutritional Therapy	<ol style="list-style-type: none"> 1. Acquisition of equipment to improve the quality of teaching. 	1 241 000	0	0	1 241 000
20	FAR	2022-2024	School of Environmental Archaeology – development of the field and preparation of joint accreditation (together with FSC USB)	<ol style="list-style-type: none"> 1. To prepare the accreditation of the degree programme in environmental archaeology and to systematically strengthen the interdisciplinary links between two departments of USB – the Institute of Archaeology (FAR USB) and the Laboratory of Archaeobotany and Palaeoecology (LAPE FSC USB). 	2 156 000	2 156 000	2 156 000	6 468 000
21	FAR	2022-2023	Staff Development of German Studies at USB (together with FED USB)	<ol style="list-style-type: none"> 1. Supporting existing prospective staff in individual departments. 	2 185 000	2 185 000	0	4 370 000

No	Const. paart	Period of impl.	Project name	Objectives of the project	Allocated resources for 2022 total (INV + NIV) [CZK]	Allocated resources for 2023 total (INV + NIV) [CZK]	Allocated resources for 2024 total (INV + NIV) [CZK]	Total allocated resources (INV + NIV) [CZK]
22	CIT	2022	Implementation of tools to increase IT security at USB	1. Committeeing of tools used in the security area, in particular the log management and processing system, the SIEM (Security Information and Event Management) system and penetration testing. 2. Support for personnel security.	1 220 000	0	0	1 220 000
23	FSC	2022-2024	Material and technical support of the Centre for Polar Ecology	1. Supporting the activities of the Centre for Polar Ecology.	500 000	800 000	8 000 000	9 300 000
24	FAT	2023	Project documentation for the building permit of the pavilion of the SMART AGRITECH Technological Research and Innovation Centre	1. Providing project documentation.	0	6 800 000	0	6 800 000
				TOTAL	31 844 017	23 902 220	13 670 000	69 416 237

Annexe 16: Centralised development projects of USB in 2022

Overview of the **projects, objectives and resources of the Centralised Development Projects in which USB is involved in 2022**

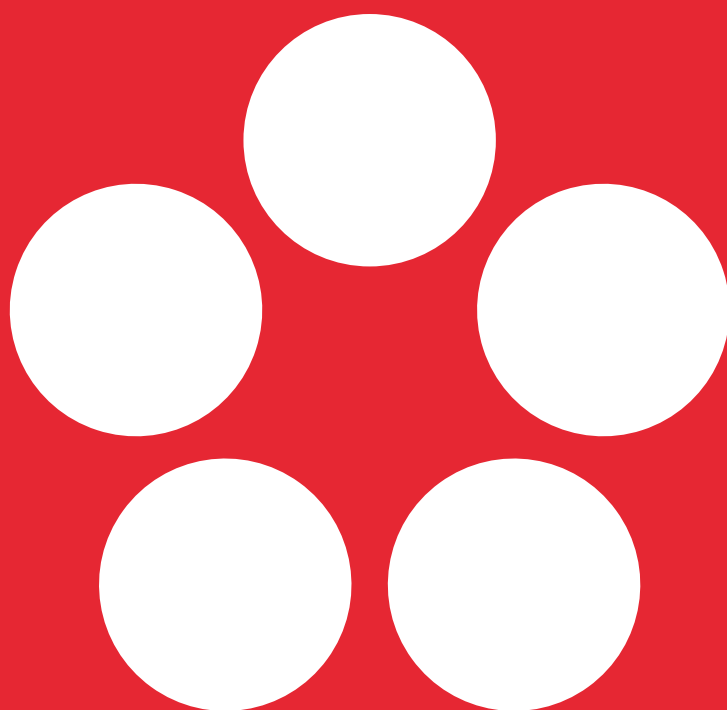
No	Coord. Univ.	Const. part of USB	Project name	Project outputs	Allocated resources after reduction CRP 2022 (INV + NIV) [CZK]
C4	CULS	REC	Blended learning support by university libraries (services, resources, processes)	<ol style="list-style-type: none"> 1. Analysis of existing regulations, processes, and services of USB library in the area of information support for blended learning. 2. Analysis of existing practices of Czech and foreign university libraries in providing services supporting blended learning with emphasis on the changing needs of academics and students in this area. 3. summary of the results of mapping the needs of key target groups (students, academic staff) using the focus group method. 4. A set of recommendations for the development of university library services supporting blended learning and examples of good practice from Czech and foreign universities. 5. Workshop on educational activities of university libraries in the online environment. 6. Workshop on making online information resources accessible. 7. Workshop on library services supporting blended learning. 	200 000
C7	CTU	REC	Analysis of the impact of DEPO on the PHEI sector	<ol style="list-style-type: none"> 1. LEGISLATIVE: Legal impact on the internal legislation of HEIs. 2. PROCESSES. 3. INTERVENTION: Impact on communication with KIVS. 	142 000
C8	CTU	REC	Increasing the availability of economic information to HEIs	<ol style="list-style-type: none"> 1. INFRASTRUCTURE: HEIs are not involved in the implementation of this output. 2. TECHNOLOGY: Upgrade of software technologies and standard EIS applications. 3. FUNCTIONALITY: Modifications and additions to the functionalities of selected EIS agendas. 4. BUDGET: Support for planning and budgeting of funds and accruals. 5. ePROCESSES: Extension of support for electronic processes in EIS – Balance of payments on ČSOB terminals. Integration of signature book. Extension of electronic workflows. 6. REPORTING. 	1 165 000

No	Coord. Univ.	Const. part of USB	Project name	Project outputs	Allocated resources after reduction CRP 2022 (INV + NIV) [CZK]
C10	MU	REC	University leaders in SDGs (UNILEAD)	<ol style="list-style-type: none"> 1. Initial training of representatives of HEIs in the specific area of sustainable development for HEIs with the participation of internal and external experts. 2. Internal mapping workshop at individual HEIs with relevant stakeholders. 3. Joint mapping workshop with the output of the produced state-of-the-art surveys. 4. Establishment and populating of a functional online database of documents with possible recommendations in the areas of Resources for Change. 5. Joint thematic analytical workshops according to key areas with the participation of internal and external experts. 6. A shared set of sub-analyses of best applicable practices, including the formulation of general objectives for change in each area. 7. Joint thematic classification workshops by key areas with internal and external experts. 8. A shared set of identified and evaluated design measures, including specification of specific internal HEI conditions for achieving the general objectives. 9. Shared thematic workshops to develop sets of recommendations according to key areas with the participation of internal and external experts. 10. Peer review of draft sets of recommendations. 11. Shared set of recommendations developed. 12. Management summary of recommendation sets produced. 13. Joint conference with project outputs held. 14. Internal presentation of outputs at management meetings. 15. Online presentations of project outputs available. 16. Communication via other relevant platforms. 17. Review meetings to monitor and manage progress. 18. Establishment of a functional shared repository with project outputs accessible to all participating HEIs. 	420 000
C12	MU	REC	Development of tools for identity verification, computerization of agendas, documents and meetings aimed at university administration	<ol style="list-style-type: none"> 1. Consultation with the study agenda supplier on the possibilities of electronic identification of users and exchange of experience with participating schools on the possibilities of online verification of user identity. 2. Electronic management of tuition fees and approval of applications within the student information system. 3. Exchange of experiences with participating schools on the electronic development of meeting and decision support. 4. Participation in seminars and involvement in consultations on individual school outputs and sample solutions. 5. Final evaluation of the project and preparation of the final report. 	468 000
C13	MU	REC	Support for the implementation of an information security management system in the HEI environment	<ol style="list-style-type: none"> 1. Deployment of selected recommended tools to support the implementation of the SCBI/SCB. 2. Implementation of selected security policies. 3. Adaptation and deployment of training courses for specific target groups. 	380 000
C14	MU	REC	Social Security at Czech Universities in the Context of Academic Ethics	<ol style="list-style-type: none"> 1. Supporting whistleblowing solutions at USB. 2. Training of staff on social security topics at HEIs. 3. Sharing experiences among participating public universities. 4. Sharing experiences with foreign partner institutions. 	150 000
C16	UHK	REC	Sustainability and further development of virtual mobility in universities	<ol style="list-style-type: none"> 1. Partial part of recommendations for the development of VM/KM in cooperation with foreign partners at USB. 2. Part of the recommendations for validation and registration of VM/KM at USB. 3. Sub-part of the recommendations for sustainability of VM/KM at universities at USB. 4. Sub-part of the survey analysis on the experience with new types of student mobility within the E+ framework at USB. 5. Sub-section of recommendations for staff VM/KM with examples of good practice. 	301 000

No	Coord. Univ.	Const. part of USB	Project name	Project outputs	Allocated resources after reduction CRP 2022 (INV + NIV) [CZK]
C20	CU	REC	Implementation of standards for quality assurance of educational activities for various forms of study into the accreditation process and quality assurance system at individual HEIs	<ol style="list-style-type: none"> 1. Joint proposal of a unified methodology for the implementation of quality standards for educational activities for individual forms of study into internal regulations and related methodological guidelines within the framework of the accreditation and quality assurance process. 2. Joint proposal of methodological recommendations for the evaluation of the implementation of the quality standards of educational activities for individual forms of study within the framework of the accreditation process (e.g. proposals for modifications of accreditation forms, recommendations for the creation of other documents, solutions for the appropriate way of taking into account the form of study in the description of the implementation of instruction of individual courses, finding a functional solution that is not limited to the division of organizational forms of teaching into lectures, seminars and exercises, etc.). 3. Joint proposal of methodological recommendations for the substantive control of the fulfilment of standards in the course of the implementation of degree programmes, including the proposal of criteria for assessing the severity of 'non-standard' practices (e.g. proposals for qualitative and quantitative indicators, data analyses, setting up feedback mechanisms in the form of various surveys from teachers, students and guarantors). 	420 000
C26	UTB	REC	Fulfilling the regional role of universities through hybrid campuses	<ol style="list-style-type: none"> 1. Analysis of the needs of regional stakeholders in the field of blended learning/hybrid degree programmes and lifelong learning programmes implemented by distance methods. The analysis will be prepared by each participating HEI. 2. a joint workshop of the participating HEIs and the resulting methodological recommendations on sharing good practice in the field of involving regional stakeholders in the development of blended learning/hybrid learning programmes and lifelong learning. 3. A joint workshop of participating HEIs and the resulting methodological recommendations on sharing good practice in involving regional stakeholders in monitoring the quality of blended learning/hybrid curricula and lifelong learning. 4. A joint workshop of participating HEIs and the resulting methodological recommendations on sharing good practice in reducing academic failure in degree programmes with a strong regional focus – oriented towards the requirements of local employers. 5. Internal workshop for focus groups of stakeholders at individual HEIs focused on discussion and development of individual outputs. 	428 000

No	Coord. Univ.	Const. part of USB	Project name	Project outputs	Allocated resources after reduction CRP 2022 (INV + NIV) [CZK]
C27	VSB-TUO	REC	Development and strengthening of the position of the RESEARCHERS' NIGHT as a platform for systematic year-round presentation and popularization of science, research and creative activities of universities in the Czech Republic	<ol style="list-style-type: none"> 1. Part of a functional communication platform of Czech universities (and other entities) in the field of popularization of science, research and creative activities. 2. Extended public database (calendar) of popularization events of national and regional character of the participating institutions. 3. Implementation of the Researchers' Night 2022 and other popularisation events of national and regional character. 4. Participation in 2 national conferences for systematic cooperation, effective communication, experience sharing and coordination of participating HEIs in the preparation of the Researchers' Night and other popularization activities in the Czech Republic. 5. Extension of the possibilities and functionalities of the central web portal of the Researchers' Night of the Czech Republic (nocvedcu.cz), including the mobile application connected to it. 6 Creation of an archive of the Researchers' Night programme via the web and thus highlight the university's offer of popularisation activities. 7 Extended English version of the programme offer of the Czech Researchers' Night web portal (nocvedcu.cz), including a mobile application connected to it. 8. Expanded programme offer of the Researchers' Night to include new online and offline formats for the presentation of science, research and creative activities. 9. Expanded offer for disadvantaged target groups and visitors with specific needs. 10. Connected joint presentation of science and mutual support of nocvedcu.cz and universitas.cz portals. 11. Promotional items in a uniform visual style for participants of the Researchers' Night and other popularisation events. 12. Professional training to increase the competences of the involved organisational teams in the field of popularisation of science and research. 13. systematic search for suitable topics, formats, scientists/researchers for collaboration and presentation of science in schools. 14. A national show, Night of the Scientist, to showcase science and scientists in the online space. 15. A unified national promotion campaign for Night of the Scientist. 16. Confirmation of the prominent position of the Researchers' Night in the Czech Republic on the map of European organisers. 	450 000

No	Coord. Univ.	Const. part of USB	Project name	Project outputs	Allocated resources after reduction CRP 2022 (INV + NIV) [CZK]
C29	UCT	REC	Communication of the priorities and themes of the Czech Presidency of the Council of the EU with a focus on the issues of higher education, science and research in the Czech Republic and abroad	<ol style="list-style-type: none"> 1. Original media content focusing on the priorities of the Czech Presidency, disseminated through the communication channels of the University of South Bohemia in České Budějovice and media partners – editorial series focusing on the priorities of the Czech Presidency with regard to Czech higher education and education (intensive cooperation with the editors of the Universitas higher education magazine). 2. Participation in the preparation and organisation of one of three regional popularisation events (in cooperation with other HEIs according to the regional key) intended for the general public with the aim of presenting the priorities of the Czech Presidency from the perspective of university experts and with regard to the issue of higher education and education. 3. Participation in the preparation and organisation of a joint conference of university representatives on the topic of current challenges of Czech universities in the European context. 4. Preparation and mailing of a joint newsletter with cross-cutting articles on the priorities of the Czech Presidency of the EU Board in CZ, distributed to the Czech academic community and alumni of the University of South Bohemia in České Budějovice. 5. Establishment and launch of a foreign social media campaign aimed at increasing the prestige of Czech universities, highlighting the quality of studies at Czech universities in the context of the Czech EU Presidency. 6. Participation and co-organisation in the media campaign (PR articles, e-mailing, supported social media posts) on the conclusions of the joint conference of university representatives. 7. Joint conference (round table) of university representatives with representatives of individual EU Member States (attaché, ambassador, director of the political section, etc.) on the priority objectives addressed during the Presidency (industry, agriculture, food, environment, etc.) 	775 000
C33	UWB	REC	Opportunities and Challenges for the Implementation of the European Committee's Erasmus Without Paper Initiative and Activities in the Context of the European Student Card Initiative	<ol style="list-style-type: none"> 1. Adherence to the EC timetable for further implementation of individual EWP functionalities into IS/SATG by sharing examples of good and bad practice, mutual support in implementation. 2. Active participation in the communication platform of the IT staff of the involved HEIs. Participation in two expert face-to-face or online meetings. 3. Active participation in the communication platform of Vice-Rectors of the participating HEIs. Participation in two professional face-to-face or online meetings. 4. Active participation in the communication platform of the staff of the foreign offices of the participating HEIs. Participation in two professional face-to-face or on-line meetings. 5. Training new EWP functionalities in the IS/STAG system – intensive training of faculty coordinators and study officers. 6. Documents describing the position and status of the connection to EduGAIN and follow-up platforms, the implementation of Erasmus App+ and the possibilities of deploying the European Student Card. 7. Participation in joint workshops for all platforms involved. 	247 000
				TOTAL	5 546 000



University of South Bohemia in České Budějovice

www.jcu.cz