

FACULTIES fulfillment of actions from Action Plan UJEP 2021-2023 (November 2023)

Faculty of Mechanical Engineering

Faculty of Environment

Faculty of Art and Design

Faculty of Arts

Faculty of Health Studies

Faculty of Science

Faculty of Education

Faculty of Social and Economic Studies



HR EXCELLENCE IN RESEARCH

1. EVALUATION SYSTEM OF RESEARCHERS (HAP)

FSI	In 2023, the FSI management will start piloting the use of HAP as a tool for academic staff evaluation. In the pilot phase, only automatically generated data from OBD (creative activities), STAG (teaching activities) and IMIS (project and other activities) will be used. Survey for students in STAG for evaluation of teaching.
FŽP	The faculty carries out the evaluation of academic staff (HAP), where the rules for the implementation of the evaluation are regulated by the Dean's Order No.19/2020 - Evaluation of Academic Staff Activities at the Faculty of Science and Technology of the Jagiellonian University and the Directive of the Vice-Dean for Development and Quality No.1/2019 - Guidelines for Completing the Academic Staff Evaluation Form (HAP). Each year there is also a regular periodic evaluation of the fulfilment of the Career Plan for Academic Staff (see the Dean's Directive No.2/2017 - Career Regulations). On the basis of this evaluation, a Report on the result of the continuous evaluation of the implementation of the HR Plan of the Faculty of Human Resources of the Jagiellonian University for the given period is prepared. Staff evaluation is also carried out annually as part of the evaluation of teaching quality, both through IS STAG and the e-learning system Moodle. Within the project activities of academic staff and students, the evaluation of Student Grant Competition (SGS) projects and Internal Grant Competition (IGA) projects is carried out by the Faculty Grant Committee.
FUD	It is carried out annually in the IS HAP system and the rules are regulated by the Dean's Directive No.2/2017 Rules for the Evaluation of Academic Staff of FUD UJEP (among other things, this is under revision and will be updated in 2024). FUD conducts an annual questionnaire survey among graduates of bachelor's, continuing master's and doctoral studies, aimed at evaluating the quality of graduated studies in various areas and assessing the difficulty and quality of the admission procedure.
FF	It takes place annually in the HAP system and the rules are regulated by the FF Dean's Directive No. 48/2020. The Dean's Directive No. 49/2021 Stimulation of scientific research activities of the AP sets the rules for the implementation of internal grants and obtaining support for publishing activities, as well as motivational rewards 1) for the completion of doctoral studies, habilitation or professorial proceedings; 2) for supervisors for the graduation of a doctoral student; 3) for the top and excellent result of creative activity (according to the evaluation in M1 and M2). Through the IS STAG, the evaluation of AP by the students takes place every semester and is evaluated within each department. Teaching quality assessment is also carried out individually by lecturers in their courses on the Moodle learning platform. Evaluation of the fulfilment of AP career plans is usually carried out at the time of renewal of the employment contract (in the future, consideration may be given to setting minimum requirements in the area of creative activity for a particular position in connection with the requirements of the NAU for course supervisors or in the event of long-term non-fulfilment of the requirements for reassignment to another position).
FZS	STAG surveys used to evaluate teaching activities. The evaluation of AP is regulated by the Dean's Directive 1/2023, Articles 4, 6 and 7 (career regulations, career plan and its evaluation).
PřF	Directive: No. 1/2023 – Incentive system to stimulate creative activity and professional growth of PřF UJEP workers; IS HAP + Directive: No. 2/2021 – Rules for the evaluation of academic staff of the Faculty of Economics, University of Applied Sciences. The R&D assessment is also reflected in the methodology for distributing the DKRVO between the faculty's components and as one of the key parameters for the regular redistribution of OSOHW workers among the components.
PF	The updated guidelines of the dean PF UJEP No. 2/2023 are used for AP assessment. As part of this assessment, relevant information from IS HAP (creative activities) is used.
FSE	For the AP - IS HAP evaluation plus the FSE UJEP employee evaluation rules guidelines (we are currently finalizing the updated version, we are changing the format of the annual evaluation, it will also be supplemented with a methodological instruction with supporting information, currently valid SD 3/2020), Support for creative activity within the independent SD 1/2019, Evaluation of teaching quality (own questionnaires that we collect in person and the STAG survey).

2. INNOVATIVE ACTIVITIES OF STUDENTS, DEVELOPMENT OF THE DEVELOPMENT OF THE TECHNOLOGY AND KNOWLEDGE TRANSFER CENTRE

FSI	For PhD students we regularly organize lectures on working with information resources (WoS, SCOPUS, etc.). We regularly organize a Career Day for all students, which includes lectures by experts from practice.
FŽP	<p>The faculty regularly organizes lectures that introduce especially doctoral students to the latest results of creative activities of their teachers or other experts. Doctoral students have a compulsory course "Doctoral Seminar" where they present the results of their own creative activity to each other and to which experts are also invited to give specialised lectures. In the framework of the CACTU project under the OP R&D, Call 49 Long-term intersectoral cooperation for ITIs, a UJEP-UniCRE-Unipetrol consortium has been established in recent years. One of the priorities of the CACTU project is to support intersectoral mobility of students and academic staff and their education in the sense of developing competences for innovative entrepreneurship. Within the project, several students have been involved in innovation in collaboration with the application sector. Training sessions in IP protection and technology transfer are organised regularly by the university for all faculties, and the Faculty of Science is regularly involved. Presentation of results in the form of conferences, both domestic and international, is supported. The faculty regularly organises a conference for students of science and engineering at UJEP - StudKon. Doctoral studies are intertwined with the research activities of the faculty and most of the students actively participate in research projects (including SGS projects), which also gives students access to state-of-the-art instrumentation and contacts to specialized domestic and foreign workplaces. Students are entitled to draw (in the form of scholarships) rewards for published articles, patents, technology transfer or contract research according to Dean's Order No. 18/2023.</p> <p>The availability and possibility of using electronic information resources (EIRs) and databases are informed annually to first-year students through the staff of the UJEP Research Library, within the course KŽP/3USZP - Introduction to Environmental Studies. The Faculty's website also provides students with presentations provided by the UJEP Research Library staff on the offer of EIZ in the preparation of literature searches for qualifying papers and the Citation Manager CitationPRO+. In order to expand the EIZ beyond the portfolio offered by UJEP, the faculty also actively supports the registration of students in the National Technical Library (especially PhD students).</p>
FUD	FUD annually announces (1) internal student grants, which are governed by the Guidelines of the Dean of FUD No.2/2010, (2) grant for editorial activities, which is announced in accordance with the Guidelines of the Dean of FUD No.1/2017. The development of students' competences is supported by SGS grants. A regular annual series of guest lectures "Facing Art" focusing on current strategies for the presentation of art projects. Studio teaching includes the implementation of projects in collaboration with external entities (municipalities, cultural institutions, private companies, etc.), whose outputs are implemented outside the academic environment - exhibitions, graphic, interior, product and other solutions. Participation of students in fairs and other art and design shows such as Designblok, Czech Grand Design awards, etc., where students of FUD UJEP regularly receive high marks for their projects. Students participate in the organization and implementation of the FUD Summer School (lectures and workshops for the public during the summer holidays).
FF	The development of students' competences is supported by SGS grants. In the field of information work, a workshop on the ethical use of artificial intelligence in education was held. In addition to academics and students of the Faculty of Arts, the workshop was attended by representatives of the Faculty of Arts. The transfer of knowledge between the academic and application spheres is ensured by the activities of the Centre for Documentation and Digitisation, the activities of the Centre for Civic Education COV.UJL, which, among other things, has been involved in the development of the COV. CEPRONIV - Centre for the Promotion of German Language Teaching and Intercultural Education at KGER, whose main objectives are to support further education of German teachers, popularisation of German and Czech-German mutual understanding through regularly offered courses, workshops, excursions, lectures, etc. The Centre also has its own methodological and didactic library, which is part of the free selection of the UJEP Library.
FZS	In addition to the SGS grants, the Faculty of Science and Technology of UJEP announces internal student grants (IGS), the respective guarantor (AP) evaluated according to the Dean's Directive 1/2023, Article 3, b.2j. Students present at selected conferences and work as research assistants mainly in the two faculty laboratories (remuneration in the form of an extraordinary scholarship). The Dean awards scholarships for the best qualifying papers (announced at graduation).
PřF	In the preparation of guidelines for additional activities of the Faculty of Science, in the field of technology and knowledge transfer, cooperation with the application sphere in the field of research activities, the Faculty of Science has the ambition to establish an Applied Research Centre with the support of the OP ST. Students of doctoral study programmes are often involved in cooperation with the application sphere (Nanovia s.r.o., NanoMedical s.r.o.)

PF	For Ph.D. and AP students a workshop "Working with scientific literature and databases: the Scopus citation database" and "Web of Science - possibilities of using citation databases" was realized. The issue of usability of information not only on the Internet was addressed in the workshop "Copyright in studies and professional life". Furthermore, workshops for students and APs are held to raise awareness of the possibilities of AI (qualification papers, writing scientific articles, etc.).
FSE	For PhD students we regularly organize lectures on working with information resources (academic databases). For students at all levels of study, we invite experts from companies, authorities and other practices to public lectures and to teach, and we organize excursions to the region. The faculty runs several international bilateral courses with Germany and Austria, in which students go on workshops abroad.

3. DEVELOPMENT OF THE JEPU COUNSELLING CENTRE (CAREER COUNSELLING INCLUDED)

FSI	Reference to the Counselling Centre is a permanent part of the conditions of admission to study at FSI. Communication between the faculty and the Centre is through the Vice Dean for Studies, Department of Studies. The recommendations of the Advice Centre are taken into account both in teaching and in the classification of students. Students are introduced to their future potential employers in the context of their professional practice, research solutions in their final theses or the "Career Day" organised by the FSI.
FŽP	As part of the student enrolment process, students are introduced to the environment of UJEP, including the services of the UJEP Counselling Centre. Communication with the UJEP Counselling Centre falls under the agenda of the Vice-Dean for Studies, through whom information is conveyed to the faculty management and academic staff. The faculty participated (together with the Faculty of Arts) in the event "Career Day of the Faculty of Arts and the Faculty of Arts", the purpose of which was to present companies and institutions across disciplines that can offer students not only career growth, but also opportunities for internships and other cooperation during their university studies. Currently, the Faculty of Science and Technology does not have an appointed career advisor.
FUD	Development of counselling for applicants for Bachelor's and Master's studies - heads and assistants of studios offer consultations on the optimal choice of study field before the admission procedure. Consultations can be arranged individually or as part of the FUD or UJEP Open Days. Development of counselling for PhD applicants - the relevant supervisors of PhD students offer consultations on the optimal choice of the dissertation topic proposal before the admission procedure. Candidates can also consult with their programme supervisor. Study advice is offered through the Study Office. Advice on international mobility (study and work placements) is available through the External Relations Office.
FF	Career counselling at the faculty level includes the work of the Alumni Club of Teacher Graduates at KFHS, which fulfils its mission and seeks cooperation and mutual exchange of experience between the acquired theoretical knowledge and teaching practice. Alumni are invited to participate in activities organised or provided by the didactics departments at KFHS, KHI and KGER. Some of them participate in the implementation of pedagogical practices, several of them have already completed initial training as part of the experimental verification of the accompanying teacher system and have been granted the status of accompanying teacher by the amendment of the Teaching Staff Act No. 563/2004 Coll. Since this academic year, they have therefore been working not only in teaching practice at their schools, but also as lecturers in the teaching of future FF teachers directly at didactic seminars. At this point, the faculty therefore fulfils indicator 4 - the implementation of training and the objective of the Guidance Centre concerning the mediation of current possibilities in the search for job opportunities after or during graduation. There is regular communication with the head of the centre and the Vice Dean for Studies.
FZS	Reference to the UCP is included in the admission requirements. Recommendations are taken into account in the classification of students. Students get acquainted with future employers continuously during their professional practice (all B.Sc. programmes at the Faculty of Health Sciences are professionally oriented).
PřF	Regular communication with the Head of the Centre by the Vice Dean for Studies. Passing on adequate information to the faculty management and heads of faculty units
FSE	There is regular communication between the Head of Studies and the Head of the "University Support Centre". At enrolment they receive basic information about the existence of the centre. Info also part of the admission requirements. Career counselling takes place in the framework of FSE cooperation with partners. Students have supervised internships with prospective employers, the activity is organised within the courses of the degree programme, where a member of the relevant department is in the role of coordinator and he/she can essentially act as a career "advisor". At the same time, careers are also addressed in the context of practitioner input into teaching. The faculty is developing a faculty-wide "strategy" that includes this topic. Otherwise, career counselling at UJEP is almost unknown at the faculty and I honestly don't know what and how we would promote it.

4. SUPPORT FOR DOCTORAL STUDIES

FSI	In the framework of support and development of beginning researchers, the FSI is based on the Career Regulations of the UJEP (Rector's Directive No. 5/2019), Dean's Directive No. 1/2022. For academic staff without Ph.D., the performance indicator of doctoral studies is mandatory, whose supervisors are obliged to follow the standards of the UJEP Supervisor Standards. At the same time, each DSP student has a supervisor-specialist who supports and assists colleagues with matters of research and creative activities. In justified cases, a beginning academic staff member may apply for an exemption from the Career Plan or individual duties.
FŽP	Promotion of R&D results takes place on various platforms such as Science Days, Humanities Week, Night of Scientists, where faculty representatives introduce the application potential of their fields to the wider public in various ways. The KFHS organises the lecture series Philosophical Meetings (external experts) and a series of departmental seminars where it presents the research activities of the AP, KGER presents its results in the lecture series Tuesday Evenings with German Studies organised by the Association of Germanists of the Czech Republic.
FUD	Students are motivated to present their own works internationally in the form of organized internships, trips, excursions and group exhibitions paid for by the system of internal grants of FUD, SGS, IGA UJEP and IP UJEP - supporting international mobility of students and academic staff. The priorities of international cooperation in the field of creative activities also include the implementation of long-term and medium-term international research and exhibition projects (ESF, EU CULTURE, HORIZON 2020, CNFB, ZIEL3, etc.).
FF	At the Faculty of Arts, the credit system is gradually being introduced in the DSP (implemented at KGER from 2019/20, currently under preparation at KHI and KFHS with the aim of applying for DS accreditation next year), which also includes mandatory foreign mobility and which more effectively monitors the fulfilment of study obligations. Students are involved in research projects at the Faculty (GAČR, NAKI, international projects, SGS). The Faculty supports the participation of PhD students in domestic and international conferences and their research stays (from Erasmus+ funds, the School of Doctoral Studies and in the form of an extraordinary scholarship from the Faculty's fund). Doctoral students participate in and co-organise international (not only doctoral) workshops and conferences. In order to support the internationalisation and streamline the teaching of doctoral studies, KGER has implemented an international project with the Universities of Trnava and Wrocław, which resulted in the Methodological Curriculum for Doctoral Studies in German Studies, Handbook for the Implementation of Doctoral Studies - Recommendations for Supervisors and Doctoral Students, teaching materials for selected doctoral courses - all freely available in 5 languages at http://kger.ff.ucm.sk/de/erasmusphd/ . In the course of the project, a total of 3 collections of doctoral students' theses will be published in 2020 and 2021 as part of the newly established editorial series of the University Press Leipzig "Schriftenreihe Doktorandenforum Auslandsgermanistik". The KGER PhD student then edited the thematic issue of the German journal KulturPoetik No. 1/2023, indexed in Scopus, as the main co-editor.
FZS	Support of doctoral students according to Dean's Directive 1/2023, Article 2, b. 3h (support of the supervisor), Article 5 b.1b (support of doctoral students with reference to the career plan) and according to Dean's Directive 6/2022, Article 2, b.3 (reward for completion of doctoral studies).
PfF	In the framework of doctoral schools, support for short-term study abroad trips, professional summer schools and seminars. Support for international presentation of results.
PF	The postdoc position was used at the PF UJEP from 2021 to 2023 by three APs. One habilitated in 2023. In another case, the habilitation procedure was initiated. In 2023, a call for applications for the postdoc position for 2024 is announced at the PF UJEP.
FSE	1-2 times a year a doctoral school is held, to which Czech and foreign experts are invited. It is an intensive concentration of PhD students. Foreign professors are also involved in the teaching, the teaching is in English. The newly adopted standard of the UJEP supervisor has been discussed at the doctoral programme boards and steps have been taken to bring the current situation in line with this document. The doctoral programmes operate a transparent credit system which allows a good orientation in the conditions of study. The creative work of doctoral students is progressively rewarded.

5. INTERNAL EDUCATIONAL PORTAL UJEP

FSI	Has not been used yet, can be considered for the future. The Moodle platform is used in teaching.
FŽP	For the needs of the educational portal, the faculty, in agreement with the teachers, would provide about 5 tutorials on the topic of training in IS Moodle, BigBlueButton, how to publish in scientific journals and present, etc.
FUD	A web information portal http://it.fud.ujep.cz/ has been established within the Faculty. From the UJEP portal, the use of courses on OSH and OHS and other general UJEP offerings related to IS training.
FF	Has not been used yet, can be considered for the future. The educational portal is used for staff training (e.g. BigBlueButton), the Moodle platform is used in teaching.
FZS	From the UJEP portal, the courses on OSH and OHS are used. On the Moodle of the Faculty of Science and Technology in the General Courses section, the course "Distance learning opportunities" and "Training for qualitative and quantitative research".
PřF	Creation of 3 video-tutorials within the faculty on working with AI tools (+ 2 more to be held), to be delivered for publication on the portal
PF	In connection with the development of internationalisation and efforts to increase language skills (AJ, NJ, ŠJ), language courses for APs have been implemented in coordination with the Language Centre of the Faculty of Arts of the Jagiellonian University since 2021. During November 2023, an analysis of the managerial competences of the heads of departments at the PF UJEP will be carried out.
FSE	Video recordings of the online digital skills training courses Digital Breakfast, Visual Storytelling and Working with Google Drive (2021 and 2022) can be provided. Otherwise, we also have management skills training for managers - 2, maybe 3 this fall. But it's a closed WS that takes place right here.

6. INTERNATIONALIZATION AND PROMOTION OF R&D AT UJEP

FSI	Within the study programmes taught in Czech, the offer of courses taught in English is gradually being expanded. A workshop is organised for students on the possibilities of trips within the ERASMUS+ programme, students receive an extraordinary scholarship when they go on a trip. In accordance with the Higher Education Act, PhD students are obliged to participate in at least one mobility abroad. Academic staff go on internships and teaching stays within ERASMUS+ The faculty regularly participated in popularization activities such as the Night of Scientists, Technodays, in 2023 Nobel Picnic (lecture by Prof. Štefan Michna). New cooperation with HSZG. Organizes international conferences (Experimental and Computational Methods in Engineering, Microscopy and Non-Destructive Testing of Materials), excursions for primary and secondary schools (Faculty Schools).
FŽP	Within the framework of internationalisation, the faculty organises invited lectures by foreign experts, participates in the organisation of and attends international conferences. At least 4 foreign workers were involved in teaching and scientific research activities in the evaluated period. In 2023, the PhD SP "Landscape reclamation and ecosystem services", which is fully in English, was accredited. The documents for accreditation of another PhD SP in English - "Environmental and Biomaterial Sciences" are being prepared. About 10 foreign students have been admitted to the PhD programmes so far. Within the study programmes taught in Czech, the range of courses taught in English is gradually being expanded. In accordance with the Higher Education Act, students of PhD study programmes are obliged to participate in at least one foreign mobility. Financial support is available from Erasmus+ programmes, IP funds and a number of development and research projects. The faculty regularly participated in popularization activities such as Science Fair, Night of Scientists, Technodays, Day for Biology, etc., organized a series of popularization lectures of academic and scientific staff of UJEP for the public in Rome Picnic Nobel and produced a series of podcasts People of the PhD. In cooperation with DDM, it organized the regional round of the Ecological Olympiad and defenses of the Secondary School Professional Activity. Also in cooperation with DDM, the Eco-camp - a week of workshops in the field of technical, natural and social sciences - is regularly organised for interested secondary school students.

FUD	<p>A series of ac. staff regularly organizes short-term trips to foreign universities as part of Erasmus+ challenges, and FUD, on the other hand, hosts lectures by foreign academic staff as part of the same Erasmus+ challenges. Among the priorities of international cooperation in the field of creative activity is also the implementation of long-term and medium-term international research and exhibition projects (EEA and Norway Funds, HORIZON 2020, ČNFB, ZIEL3, VISEGRAD, MK CR, etc.). In addition to study mobilities, students are also motivated to present their creative work internationally in the form of organized internships, field trips, excursions and other activities paid for by the system of internal FUD and IP UJEP grants - by supporting the international mobility of students and academic staff. FUD regularly presents the results of creative activity in the form of cloister exhibitions and exhibitions of bachelor's and diploma theses, as well as through exhibitions of its pedagogues, also through the publishing activities of pedagogues. In the new accreditation of the Visual Communication study program, one of the obligations of the doctoral student is to complete an internship abroad during his studies, or to participate in an international creative project with results published or presented abroad, or to participate directly in international cooperation in another form.</p>
FF	<p>FF participated in the organization and implementation of 4 international conferences and 1 international doctoral colloquium. KGER was involved in the implementation of international projects with universities in Vienna, Berlin, Bayreuth, Dresden and řezna. With the universities of Trnava and Wrocław, KGER implemented a three-year project focused on the internationalization and further development of doctoral studies, the aim of which was to implement into the DSP measures leading to the internationalization of both students and APs (training, workshops, development of methodology for doctoral students and supervisors, offer of courses at partner universities, mutual exchange of experience in doctoral studies) – outputs in 5 language variants are freely available at http://kger.ff.ucm.sk/de/erasmusphd/. In the monitored period, so-called lectures by foreign experts were integrated into teaching at FF (especially as part of Erasmus+ docent mobility, in WS 2021-22 a thematic lecture series of 5 foreign experts from Germany, France and Poland took place for KGER doctoral students). FF is also involved in the international research network Collegium Politicum, which brings together experts from universities in Europe and overseas (Madrid, Barcelona, Bonn, Bologna, Durham, Boulder, etc.), organizes international conferences and is responsible for publications in foreign editions. KGER is involved in the editorial series "Schriftenreihe Doktorandenforum Auslandsgermanistik", published at the University of Leipzig. At KFHS and KGER, foreign members of the department are involved in teaching.</p> <p>In the field of realized Erasmus+ mobilities, there was an increase of up to 18% for AP and FF students compared to the previous period. From ac. In the year 2028-19, the dean of the FF grants an extraordinary scholarship (Directive FF 43/2018 Granting of scholarships at the FF UJEP, Article 5, point 4) in the amount of CZK 2,500 per month to all FF students, traveling as part of the Erasmus+ program. There was also a significant increase in the number of foreign students enrolled in individual SPs at bak. and M.Sc. degrees (up to three times, which is probably related to the current geopolitical situation). There was also an increase in the number of trips as part of the double degree study at the University of Bayreuth (3 students this year). In accordance with the Higher Education Act, students of PhD study programs must participate in at least one foreign mobility. Student and AP trips are financially supported by Erasmus+ programs, IP, implemented research projects (GAČR, NAKI, SGS, internal grants), the School of Doctoral Studies and scholarships in Germany and Austria (KGER).</p> <p>The promotion of R&D results takes place on various platforms such as Science Days, Humanities Week, Scientists' Night, where faculty representatives introduce the wider public to the application potential of their fields in various ways. KFHS organizes the lecture cycle Philosophical meetings (external experts) and the cycle of departmental seminars, where it presents the research activities of AP, KGER presents its results as part of the lecture cycle Tuesday evenings with German studies organized by the Association of Germanists of the Czech Republic.</p>
PřF	<p>1) Realization of expert lectures, exhibitions and workshops with an international scope (e.g. lecture by Prof. Anna Nekarís, exhibition Why? - Ukrainian author Igor Pavlyuk, exhibition Can Tech Save the World with the personal participation of the ambassador of the Swiss Confederation Philippa Guex, seminar on AI and workshop to develop research skills - professors from the University of Florida and Middlesex University London, etc., usually including guided tours of the laboratories and facilities of the faculty); 2) Realization of short videos about the faculty's research in and for the development of the Science UJEP platform, the faculty's YouTube channel and as part of a promotional package for existing or new international partner institutions - ongoing; 3) Creation of quality presentation materials of the faculty for foreign partner schools and institutions - in progress; 4) Support and motivation of academic staff and students for field trips - motivational scholarships for students, financial support for AP; 5) Targeted promotion of foreign language SPs to potential foreign students (e.g. advertising on czechuniversities.com); 6) Completing the translation of the communication tools of the remaining parts of the faculty into English - in progress; 7) Expanding the offer of subjects taught in English in study programs in the Czech language - ongoing; 8) Participation in popularization events (Science Fair, UP Fest, Scientists' Night, Biodiversity Day, Biology Day, etc.) and implementation of popularization lectures for schools, 9) Introduction of passing the min. of one mobility for students of doctoral study programs.</p>

FSE	In the field of realized Erasmus+ mobilities, there was an increase of up to 18% for AP and FF students compared to the previous period. From ac. In the year 2028-19, the dean of the FF grants an extraordinary scholarship (Directive FF 43/2018 Granting of scholarships at the FF UJEP, Article 5, point 4) in the amount of CZK 2,500 per month to all FF students, traveling as part of the Erasmus+ program. There was also a significant increase in the number of foreign students enrolled in individual SPs at bak. and M.Sc. degrees (up to three times, which is probably related to the current geopolitical situation). There was also an increase in the number of trips as part of the double degree study at the University of Bayreuth (3 students this year). In accordance with the Higher Education Act, students of PhD study programs must participate in at least one foreign mobility. Student and AP trips are financially supported by Erasmus+ programs, IP, implemented research projects (GAČR, NAKI, SGS, internal grants), the School of Doctoral Studies and scholarships in Germany and Austria (KGER).
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7. DEVELOPING THE IMPLEMENTATION OF THE YOUNG AND BEGINNING RESEARCHER MANAGEMENT CONCEPT

FSI	In the framework of support and development of beginning researchers, the FSI is based on the Career Regulations of the UJEP (Rector's Directive No. 5/2019), Dean's Directive No. 1/2022. For academic staff without Ph.D., the performance indicator of doctoral studies is mandatory, whose supervisors are obliged to follow the standards of the UJEP Supervisor Standards. At the same time, each DSP student has a supervisor-specialist who supports and assists colleagues with matters of research and creative activities. In justified cases, a beginning academic staff member may apply for an exemption from the Career Plan or individual duties.
FŽP	There is no separate methodology for the evaluation of starting VPs, the evaluation of starting VPs is part of the regular periodic evaluation of the fulfilment of the Career Plan for Academic Staff (see Dean's Directive No. 2/2017 - Career Regulations). In this area, the Faculty feels a great need for improvement. Inspiration can be drawn from mentoring schemes already in place at other universities, e.g. UPCE (https://www.upce.cz/mentoring), which have proved very successful. In general, however, mentoring of junior APs is a general problem at UJEP and it may be desirable to find a uniform system that works across faculties, the university.
FUD	There is no methodology for the evaluation of early career PIs yet, the evaluation of early career PIs is part of the career plan. The evaluation is governed by Dean's Directive No. 2/2017. The management of early career PIs is carried out within teams in the respective departments. Involvement in SGS.
FF	There is no separate methodology for the evaluation of early career PIs; the evaluation of early career PIs is part of the regular career plan. Evaluation is governed by Dean's Directive 48/2020. Mentoring of early career PIs is done on a collegial basis without a systematic plan for mentoring.
FZS	Dean's Directive 1/2023, Articles 4, 6 and 7 (Career Regulations, Plan and its evaluation).
PřF	Implementation of the university-wide Standard of the Educator at the faculty level.
FSE	There is no separate methodology for starting VPs, all are evaluated within the framework of the AP evaluation rules (career plans, annual evaluation). The management of starting VPs takes place within teams in the respective departments. Involvement in SGS.

8. STRATEGIC MANAGEMENT OF THE HRS4R IMPLEMENTATION PROCESS AND GENDER ISSUES

FŽP	Participation of faculty representatives in the preparation and implementation of the GEP at UJEP and participation in training courses organized by the faculty (staff, faculty management). Every year, a Report on the result of the interim evaluation of the implementation of the staffing plan of the UJEP FŽP for a given period is submitted to the Rector's Office of the UJEP.
FUD	FUD subscribes to societal values such as a safe creative, learning and working environment, gender-sensitive communication, gender equality and, last but not least, respectful and dignified communication in general. It does so both in relation to the GEP of the UJEP and the principles of HRS4R, and especially in the framework of its initiative, taking into account disciplinary uniqueness and the specificities of studio teaching. In September 2023, FUD conducted a questionnaire survey aimed at identifying comfort/discomfort with gender stereotyping in the workplace and the occurrence of socially inappropriate phenomena, whose respondents were male and female students of FUD. Based on the results of the survey, FUD is taking further steps in the pilot web-based Safe Environment Initiative.

FF	<p>Two faculty staff development plans were created, one for 2017-22 and the current one for 2022-26. Both plans were sent to the Rector's Office. Similarly, an update of this plan is prepared annually and also sent to the Rector's Office. The faculty undergoes internal discussion on the staff development plan and its update.</p> <p>In the framework of addressing gender issues at the UJEP, the Faculty of Arts is involved in a gender audit, and active promotion of gender issues is carried out in the form of workshops, etc. One of the sections of the workshop programme was dedicated to the LGBT community and approaches to gender and other equality.</p>
FZS	<p>FZS Involvement in GEP UJEP. Specifically Dean's Directive 1/2023, Article 5, b.2c (adjustment of working conditions with regard to health condition or care for a family member).</p>
PrF	<p>Participation of faculty representatives in the implementation of GEP and participation in trainings organized by the faculty (staff, faculty management)</p>
FSE	<p>Involvement in GEP activities at UJEP, participation in training courses organized by UJEP and the faculty. Pilot of the FSE 2022 in gender sensitive language. Staff development plans, annual reports. Adaptation of faculty space for student-parents. Continuous development of AP careers is driven by the AP Assessment Guidelines (see above), which we are updating - to improve the HRM process with respect to HRS4R principles.</p>