

 ACTION PLAN AT JEP 2021-2023 _evaluation of implementation of HRS4R process							
action	gaurantor	indicators	target/s	time schedule	status	evaluation of the implementation of the action by their garants (vice-rectors- guarantors)	evaluation of the implementation by all faculties (November 2023)
1 Evaluation system of researchers (HAP)	Vice-Rector for Development and Digitalization	1. realization of surveys in STAG system every semester 2. revised career rules 3. use of the system HAP at faculties	Setting up a system for evaluating researchers using relevant tools, electronic information systems, internal regulations and standards.	1Q2022	completed	<p>1. STAG surveys for students regarding the evaluation of teaching (teachers) are regularly conducted every semester (twice per academic year) and are evaluated at the departmental level. FUD (Faculty of Art and Design) conducts an annual survey for graduate students at all levels of education on the evaluation of the quality of studies.</p> <p>2. The faculties work with a career code, which they have revised according to their specificities. There is an annual periodic evaluation of the implementation of the Career Plans of individual APs. From this evaluation, a report on the continuous evaluation of the implementation of the Personnel Plan is prepared. At the faculty level, rules for the evaluation of academic staff are developed and, where appropriate, an incentive system is set up to stimulate creative and scientific activity.</p> <p>3. Thanks to the effectiveness of the "HAP" system, all 8 faculties of the UJEP used it in this implementation period to evaluate the fulfilment of their academic staff career plan, so that this indicator was even exceeded. There is a link between this annual evaluation of each AP and the individual career interview with his/her supervisor.</p>	see another attachment contributions from all eight faculties UJEP_2023 , for better overview
2 Innovative activities of students, development of the Technology and Knowledge Transfer Centre	Vice-Rector for Science	1. creation of at least one student start-up 2. implementation of trainings and workshops	Development of competencies of students, researchers in the field related to innovation activities, working with information and transfer of knowledge between the academic and application sphere.	2Q2022	completed	<p>1. There were in the ICUK incubator. e-Pultik. They have also been on the Entrepreneurship in the Region/Fundamentals of Entrepreneurship course. The e-Pultik project won the first prize in the Startup Go Grill competition. The first prize and also the public prize, decided by the participants of the event themselves, was won by Robert Gulyas and Šimon Brož with their project ePultik, which helps the farmers of Ústí nad Labem with their presentation and sale of goods to end customers. It's a kind of Ústían Rohlík.cz focused on local food products. The ePultik.cz project was founded by two friends, Šimon Brož and Robert Gulyas. NOXEM: former students of FSI, they built a "smart 5G box" and software for it, with which they can monitor and visualize data from the entire production process in manufacturing companies, even over older ("non-digital" machines). Actually a kind of BI over the production process. More here: https://www.noxem.cz/. We currently have them in our startup incubator. One of the founders is returning to FSI for his PhD this year.</p> <p>https://www.epultik.cz/ https://icuk.cz/epultik-prezentovat-napad-pred-porotou-byla-jizda-a-obrovsky-stres/, https://icuk.cz/ustecky-startup-go-grill-vyhral-projekt-pomahajici-lokalnim-farmarum-s-jejich-prodejem-zbozi/, https://talk.youradio.cz/porady/ic</p> <p>2. Across the whole university, students' creative activity and support for the development of their competences is implemented by the SGS grants awarded annually. For PhD students, regular lectures are organized on the topic of working with information resources (WoS database, SCOPUS, etc.), IP protection, technology transfer, the possibilities of AI in the processing of scientific works or the issue of copyright use. Every year, UJEP organizes career days connected with expert lectures from practice. Attention is also paid to cooperation with the application sphere - PFF-Nanovia s.r.o., Nano Medial, s.r.o. or within the UJEP- UniCre-Unipetrol consortium, intersectoral mobility of students and academic staff is supported. As part of the activities of the Research Library, students are regularly informed about the possibility of using electronic information resources (EIR). Students have the possibility to use the Citation Manager Citation PRO+ for research.</p>	
3 Development of the UJEP Counselling Centre (career counselling included)	Vice-Rector for study	1. analysis of career counselling services at universities 2. introduction of the method of internal communication 3. appointment of the career counsellor at UJEP 4. implementation of training	1. increasing the quality and availability of career counselling at UJEP 2. increasing the awareness of the provided career counselling services among UJEP students and graduates	1Q2022	completed/ further implementation in AP UJEP 2024-26	<p>1. Since 2021, UJEP has participated in the annual update of the Strategy for the Further Development of Career Centres until 2030, based on the current evaluation of career counselling practices at individual universities. The data for this joint evaluation are provided by the staff of the career counselling centre on behalf of UJEP in the framework of joint meetings of the representatives of the career centres of the cooperating universities in September of the respective year. In 2021, this meeting took place on 8-10 September at VŠCHT in Prague, in 2022 on 7-9 September at UTB in Zlín and in 2023 on 6-8 September at JČU in České Budějovice. On behalf of UJEP, the Head of the Counselling Centre of UJEP Mgr. Vladimír Ráha and career counsellor of the UJEP Counselling Centre Ing. Stanislava Muláčková. Also within the framework of the CRP project Improving the efficiency of the system of study and psychological counselling, including the provision of online services for students and employees of HEIs, which was implemented in 2022 and in which UJEP cooperated, both the collection and analysis of legislative documents related to the field of university counselling (regulations of HEIs, rules of service provision, methodologies of participating universities) and the analysis of individual counselling centres was carried out, focusing in particular on the comparison of staff capacity and demand from clients. As part of the project, representatives of the UJEP Counselling Centre also participated in a search of the reservation and registration systems of the career centres of individual universities.</p> <p>2. In December 2022, a signpost was created on the UJEP Counselling Centre's website, which informs about the structure of the services offered, including career counselling (special education counselling, special educational needs, diagnostics, psychological counselling, social and legal counselling, study counselling, career counselling, coaching). This signpost is also linked to the booking system accessible from the Centre's homepage (see https://poradenske-centrum.ujep.cz/cs/; booking system-counselling-services). On the upgraded website and also in the link https://www.facebook.com/KarierniporadenstviUJEP/, current offers from employers are published for the placement of students or recent graduates in practice.</p> <p>3. Mrs. Stanislava Muláčková. In total, four staffed counselling centres serve the needs of students. In addition to the career counselling centre, there is also a psychological counselling centre, a special education counselling centre and the University Support Centre for Students with Specific Needs. The workload of the individual counselling centres remains uneven and the career counselling centre is not very well used due to the situation on the labour market and the persistently low unemployment rate. On the other hand, in the context of the covid-19 pandemic and more recently the war conflict in Ukraine, the demand for psychological counselling has increased significantly, and at the same time the number of students with specific needs receiving appropriate standardised measures has also increased.</p> <p>4. In December 2021, a network of Faculty Career Guidance Coordinators was established, bringing together responsible persons across faculties and areas of education. These persons are continuously informed and instructed (methodically guided) by the UJEP career counsellor as needed. Training of the UJEP career counsellor was provided within the network of cooperating university career centres at regular annual meetings. The thematic focus was on marketing and cooperation with employers (2021) and on directing the labour market towards "Green Business" and activating the student community (2022). Odkaz na poradenské centrum: https://poradenske-centrum.ujep.cz/en/</p>	
4 Support for doctoral studies	Vice-Rector for study	1. define the standard of the trainer/lecturer 2. revise the system providing support for doctoral studies (rules for study during parenting or when doctoral student cares for a	1. increasing the quality and efficiency of doctoral studies 2. providing doctoral students with adequate support in terms of	2Q2023	completed	<p>1. In 2023, the Supervisor Standards at UJEP were newly issued. In 2023, the faculties issued guidelines regarding supervisor support, support for doctoral students with reference to the career plan or guidelines regarding rewards for completion of doctoral studies (e.g. FZS, FSE). Rewards for doctoral students for their creative and scientific activities.</p>	

		parenting or when doctoral student cares for a close person, functional structure of services available to doctoral students, support through doctoral schools, DKRVO) 3. Examples of good practice in implementing external and international elements study controls 4. Existence of postdoctoral positions at faculties	with adequate support in terms of professional guidance and support services			2. Podpora doktorandům probíhá prostřednictvím doktorských škol UJEP- humanitní, přírodovědecké a umělecké zaměření. Podpora výsledků vlastní tvůrčí a vědecké činnosti doktorandů na národní i mezinárodní úrovni (konference, výstavy, workshopy). Podpora mezinárodní mobility studentů formou organizovaných stáží, výjezdů či exkurzí. Střednědobé a dlouhodobé mezinárodní výzkumné a výstavní projekty, např. FUD- Horizon 2020, Ziel 3, EU Culture, FF- NAKI atd. Na některých fakultách zahrnuta povinnost zahraniční mobility pro doktoranda během studia (např. FF). Na FF vydána Příručka k realizaci doktorského studia- doporučení pro skolitele a doktorandy (5 jazykových mutací). Realizovány doktorské školy, tj. intenzivní soustředění doktorandů. 3. Implementation of external and international elements in the study controls - the obligation to undergo international mobility for every PhD student has been introduced. At FUD, the possibility to fulfil this obligation also includes the possibility to participate in an international creative project with results published or presented abroad, or to participate directly in international cooperation in another way. 4. Existence of postdoctoral positions at faculties- e.g. 3 academics at PF in 2021-2023. Three students gained Ph.D. in the period of 2022 and 2023. See below: https://www.ujep.cz/en/44005/congratulations-to-our-recent-phd-graduates
5	Development of UJEP internal	Vice-Rector for Development and Digitalization	extended functional educational portal on LMS Moodle platform	development of the internal educational portal focusing on working with human resources in the field of training and competences development	4Q2021	completed/ further implementation in AP UJEP 2024-26 This training portal has been developed during this implementation period. Its content has been expanded to include current topics such as cyber security or the use of artificial intelligence in the academic environment or the creation of electronic learning materials. Most of these seminars have been recorded and the recordings are posted directly on this portal. Login to this portal is only available for JEPU students and staff at https://skoleni.ujep.cz/ . A manual has also been created for use in this portal, but logging in is very intuitive. Training activities will continue in the next period. It is planned to set up a new higher-level education system called " Competence Centre " in next implementation period 2024-2026, where all four areas of education (panels) that we have not already specified in the UJEP AP 2019-2020 would be structured. Four panels of education areas: 1. basic panel (internal standards of UJEP, work safety and fire protection, ethical principles), 2. specialisation panel (education according to individual qualification requirements of individual professional fields), 3. management panel (soft skills, leadership, mentoring, etc.), 4. public education panel - fulfilling the third role of the university.
6	Internationalization and promotion of R&D at UJEP	Vice-Rector for external relations	1. evaluation of outputs and granting the Rector's awards in the field of R&D (once per year) 2. completion of at least one mobility for each full-time SP doctoral student 3. presentation of R&D outputs at popularization events at least once a year	1. strengthening internationalization in the field of R&D. To do so, the Strategy for Internationalization of R&D at UJEP created in 2021 should be used 2. increasing the number of foreign students and staff working at UJEP 3. promotion of R&D outputs. Promotion shall take place both at the professional level and at the popular educational level. The aim is to introduce UJEP as the scientific centre of the region.	3Q2022	completed 1. The purpose of and selection criteria for rector's awards are defined in the <i>Statute of the Rector's Awards</i> approved by the university in September 2022. Structure of the awards for scientific achievements addresses a diversity across fields of expertise (Science and, Technologies, Arts, Humanities, and Social Sciences), career stages (students, early and advanced career researchers), and a type of the research (fundamental and applied). Each year, the applications are evaluated in a two-step procedure by awards committee that includes representatives of all faculties. The awarding ceremony is open to the public and the awards are presented via the university website, social networks, and press releases. Link to Rector's Awards: https://www.ujep.cz/cs/ceny-rektora 2. Research mobilities (minimum of one month) or other international collaboration are compulsory for doctoral studies according to the Act No. 111/1998 Coll. on <i>Higher Education Institutions</i> . The doctoral research mobilities at the university are supported with the following instruments and mechanisms: a) Schools of doctoral studies (established in 2020), b) Prioritization of PhD applicants in the annual selection procedure for Erasmus+ mobility grants (since 2022) <u>These instruments resulted</u> in a gradual although modest (mostly due to covid-19 restrictions) increase of doctoral mobilities over the last years: from 4 in 2020/2021 to 6 in 2021/2022. 3. Science communication to the public is essential to the university and is systematically supported by <i>Division of Marketing & Communications</i> , which closely cooperates with PR representatives of the faculties. Each year, the two major events are held presenting the science and research at the university level, namely: the University Open Day (in February) and the Researcher's Night (within the Czech European Researcher's Night, in September), using cross-cutting themes in order to cover all fields of science and research at the university. Along, some faculties collaborate to organize a Science Fair, which has received an increasing attention from the public.
7	Developing the implementation of the Young and beginning researcher management concept	Vice-Rector for Science	Preparation of the Methodology for evaluation of career plans of young research workers	Optimization of procedures used for evaluating career plans of young research workers	2Q2022	incompleted/further implementation in AP UJEP 2024-26 At the level of the faculties, the Dean's directives have been prepared, which reflect the university-wide standard of the UJEP Supervisor Standards. The evaluation of the career plans of all academic staff (and thus also of beginning researchers) is based on the UJEP Career Regulations, where each academic staff member has a career plan and this is evaluated annually. This evaluation takes place within teams in the relevant departments. For early career researchers - PhD students, it is stipulated that every PhD student has an obligation to participate in international mobility during his/her studies included in the evaluation of his/her career plan. At the Faculty of Science, each early-career researcher is assigned a specialist supervisor; these are active researchers with sufficient teaching experience. This supervisor supports and assists with matters of research implementation and creative activity. Thus, a university-wide methodology for the evaluation of early career researchers has not yet been developed and there is an impetus from the faculties to develop a unified system https://www.upce.cz/mentoring
8	Strategic management of the HRS4R implementation process at UJEP and addressing gender issues	Vice-Rector for Development and Digitalization	1. implementation of AP UJEP 2021-23 and monitoring of the HRS4R process at UJEP 2. establishment of the department of strategies and analyses for monitoring of personnel development plans at faculties, etc. 3. Establishment of bodies responsible for supervising the HRS4R implementation process at UJEP (Implementation and Evaluation committee, guarantors of individual AP UJEP 2021-23 the events (tied to a position, not to a name), regular reporting on event implementation process. 4. UJEP included in the regular annual international evaluation of universities in the The THE World University Rankings and QS World University Rankings. 5. educational activities and awareness in the field of gender in various forms and regular periodicity	1. methodical support for implementation principles and evaluation of the implementation process 2. Regular annual analysis of personnel development of UJEP faculties 3. Making UJEP more visible on the international scale through rankings of THE and QS universities. 4. Addressing gender issues at UJEP, active promotion of gender policy	3Q2023	completed/ further implementation in AP UJEP 2024-26 1. Through the whole implementation period was this process monitored by the steering committee (rector and vice-rectors), which was also responsible for its fulfillment (roles of guarantors of all actions). During this period was also established "working group for HRS4R" where were two representatives of researchers (R1-2, R3-4) from all 8 faculties of UJEP. 2. During the implementation period, regular annual analyses of the staff development of the faculties of the UJEP, the medium-term horizon in 2022-2026 and annual evaluation of these plans were created and supervised. This agenda has been transferred from the Vice-Rector for Development to the Vice-Rector for Science as it has acquired an overarching Human Resources Management Strategy (from the end of 2023). Each Faculty produces an annual HRD Plan Implementation Report which is taken to regular management meetings in the Rector's Office. 3. UJEP is taking part of international universities rankings (THE and QS). Unfortunately there isn't enough personnel capacity to ensure all the adequate data and realise needed surveys among students and employees. Therefore we decided to focus to improve research environment in internal way at first and pay attention to these international rankings in the future. Actual information about THE and QS Rankings for UJEP see below: https://www.timeshighereducation.com/search/type/ranking_institution?search=uNIVERSITY%20OF%20JAN%20EVANGELISTA%20PURKYN%20C4%9A https://www.topuniversities.com/universities/jan-evangelista-purkyne-university 4. and 5. In this implementation period, the issue of gender equality was highlighted thanks to the agenda of the Gender Equality Plan at UJEP and all activities related to this outcome. That is : gender audits for employees and then for students conducted by an external company, evaluation and based on it the creation of the GEP, updating of this plan in the next period 2024-2026, taking measures in response to the results of the surveys among employees and students, implementation of workshops and trainings on topics such as carefree creative, learning and working environment, gender sensitive communication, gender equality, dignified communication. Detailed information on this agenda can be found here: https://www.ujep.cz/cs/gep

events continuing from AP2019-20