

faculty		name of action	target	indicators	link to existing UJEP AP21-23	
1	Faculty of Science	1	Developing digital competences in the field of artificial intelligence (AI)	Develop and implement training programs for staff and researchers focused on AI tools and applications relevant to their fields.	conducting workshops and seminars with AI experts to keep up-to-date with the latest developments and practical applications in AI	action No. 1 Development of the UJEP educational portal
		2	Promoting mental health and well-being	work-life balance, life balance	regular mental health awareness campaigns and stress management workshops	action No. 1 Development of the UJEP educational portal
		3	Homeoffice and digital collaboration	Build infrastructure to support effective teleworking and digital collaboration, taking into account global trends towards flexible working environments (partly already happening, e.g. BBB- formalise these activities and seek to deepen knowledge in this area).	Implementation of training for staff and researchers on effective tools for remote communication and collaboration.	action No. 1 Development of the UJEP educational portal
2	Faculty of Environment	1	Developing soft-skills in managers (academics)	Introduce a system of training for AP leaders - e.g. improving communication skills, conflict prevention and resolution, etc.	implementation of workshops and seminars	action No. 1 Development of the UJEP educational portal
		2	Introduction of academic mentoring	Encouraging greater networking between new researchers and "senior colleagues".	For the professional development of young, new APs, the introduction of 'academic mentoring', through support and assistance provided by more experienced colleagues.	action No. 5 Developing the implementation of the Starting Researchers Leadership Concept action No. 7 Support for doctoral studies
		3	Systematic support of gaining experience from domestic, but especially foreign workplaces for UJEP researchers	Increasing experience outside the UJEP, reducing "academic inbreeding".	A possible form of introducing a "sabbatical" system with the possibility of a semester trip once every 3 to 5 years.	action No. 6 Internacionalization.
3	Faculty of Arts	1	Increasing competences in science ethics and the resilience of (not only) the academic environment to misinformation	increasing competence in this area	implementation of workshops and seminars	action No. 1 Development of the UJEP educational portal
		2	Increasing competences in artificial intelligence and humanities and social sciences	increasing competence in this area	implementation of workshops and seminars	action No. 1 Development of the UJEP educational portal
4	Faculty of Mechanical Engineering	1	Support for improving language skills (primarily English)	increasing the level of a foreign language	implementation of workshops and seminars	action No. 1 Development of the UJEP educational portal, action No. 7 Support for doctoral studies
		2	Organisation of working and non-working time to increase time efficiency	increasing the employee's skills and competences in this area	workshops	action No. 1 Development of the UJEP educational portal
		3	Full implementation of the HAP system for academic staff	Effective use of the HAP system for the evaluation of academic staff in Faculty of Mechanical Engineering.	training, briefings	action no. 2 Evaluation system pro academics
6	Faculty of Social and Economic Studies	1	Management training for senior academics	Training scheme for academics, consider whether to provide as part of the career plan for these APs. At the Provost's Development meeting today there was info on the forthcoming HR strategy, possibility of including this?	seminars and workshops	Action No. 1 Development of the UJEP educational portal
		2	Development of cooperation of UJEP and faculties with external partners - meaningful assignments of internships/externships	Build a strategy at the UJEP level, with clearly defined activity packages, clearly defined activities at the UJEP level; internships/internships are one of the pillars for innovation (applicable), have a "roof" for it from UJEP.	Tasks for UJEP and for faculties to develop innovative activities (coordinated activities can generate synergies)	Action No. 6. Development of Center (CTTZ).

		3	Knowledge and experience transfer centre at UJEP (CTTZ)	To fill the UJEP Knowledge and experience transfer Centre with content and life https://www.ujep.cz/cs/cttz , first of all, there should be education on what to do when... A guide for any worker. In the current situation, every worker is making it up as they go along.	Areas to be processed: methodological support of transfer (process towards the external environment - situation analysis, etc.; process in the internal environment of UJEP, lessons learner), communication of new "products" (innovations) outside and inside UJEP; here there is SR 2/2021 on the protection of intellectual property at UJEP (addresses the results).	action No. 4 Innovative activities of students. Action No. 6. Development of Center (CTTZ).
		4	Welcome office for incoming students (also from abroad)	Provide basic orientation for students at UJEP (voiced at 12/12/2023 meeting), should centrally administer the UJEP Counseling Center. Plus student union involvement. Basic information package and introductory workshops to study should be done by the centre and not each faculty separately. For 1st year students and anyone coming to UJEP.	Information package (freshman guide), meetings, campus "tours", social events, etc.	action No. 4 Innovative activities of students, action No. 6 Internationalization
7	Faculty of Health Studies	1	Taking into account the specific needs of international APs and students	see welcome office, plus e.g. help with catering specifics	Consultancy - number of consultations	action No. 6 Internationalization.
		2	Developing environmental awareness	E.g. waste sorting, sustainable transport, green campus...	E.g. number of completed qualification works on the following topics	action No. 4 Innovative activities of students.
8	Faculty of Education	1	Interdisciplinary visiting researchers at faculties	Linking inter-faculty cooperation to transfer the experience of researchers, not only in the field of publications and projects, but also in the field of teaching.	Number of hours of implemented "internship" at the selected faculty.	action No. 5 Developing the implementation of the Starting Researchers Leadership Concept
		2	Multi-day workshops for professionals	The aim of the multi-day workshops for UJEP staff is to strengthen their professional skills and competences through a wide range of training modules (e.g. administrative matters, first aid, managerial competences, etc.)	Implemented actions	Action No. 1 Development of the UJEP educational portal
		3	Health promotion programme for UJEP employees	Strengthening the physical and mental health of UJEP employees through a comprehensive programme of education, prevention and promotion of a healthy lifestyle.	Seminars/workshops - number of participants	Action No. 1 Development of the UJEP educational portal
		4	UJEP Employee Benefits and Discounts Programme	Provision of benefits for employees in the form of discounts on holidays, cultural events, pool passes; promotion of the given opportunities.	Number of offers provided.	None

 Actions included in UJEP Action Plan 2024-2026