

Annual Activity Report

University of South Bohemia
in České Budějovice

2021



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

www.jcu.cz



Introduction

The document 'Annual Report on the Activities of the University of South Bohemia in České Budějovice for the Year 2021' (AAR 2021) is an integral part of strategic management, including the implementation of the vision of the University of South Bohemia in České Budějovice (USB). The AAR 2021 is structured into three parts according to the MEYS: the Core part, the Text appendix, and the Table appendix.

The Core part of the AAR 2021 is based on the structure of the USB Strategic Plan 2021–2030 and the Implementation Plan of the Strategic Plan. For this reason, five strategic themes are defined in the main part of the AAR 2021: Education, Research, Internationalisation, Openness and Management. The mission of the Core part of the AAR 2021 is to describe the status of the implementation of the Implementation Plan of the USB Strategic Plan 2021. The individual priority objectives are accompanied by descriptions of the implementation of the most important planned activities that were desirable for the development of USB. In addition to the most important measures listed in the Implementation Plan of the USB Strategic Plan 2021, other specific activities to achieve the objectives were implemented, but these are reflected in the implementation plans of the strategic plan of individual faculties and subsequently in the faculty AARs.

Universities process all compulsorily reported data in the Text and Table appendices of the AAR. The structure of the appendices to the AAR is binding for universities and is based on the instructions from MEYS.



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

Vision

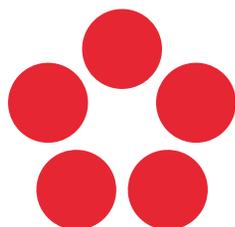
The University of South Bohemia aspires to be:

- a sought-after friendly university with a motivating study 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

Mission

The University of South Bohemia in České Budějovice (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 the Higher Education Act: 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 areas.

The main mission of USB as a research organisation is to execute basic and applied research or experimental development independently and to disseminate the results of these activities publicly through instruction, publications, or knowledge transfer. Educational and related scientific and research, development and innovation, artistic or other creative activities are developed at USB in the natural sciences, agriculture, humanities, social sciences and healthcare fields at an international level. In addition to its educational and creative activities, USB also conducts ancillary activities to help fulfil the mission of USB.



Values

Professionalism

The University of South Bohemia relies on highly qualified and competent staff in all areas of its activities.

Ambition

The University of South Bohemia is a responsive institution and sets ambitious goals in all areas of its activities.

Responsibility

The University of South Bohemia is committed to social responsibility and the principles of sustainable living.

Integration

The University of South Bohemia connects internal and external partners, and it is a free environment for the expression and implementation of their ideas.

Openness

The University of South Bohemia subscribes to the principles of democracy and freedom, is open to accepting and sharing new ideas and approaches, as well as forging new partnerships.

Internationalisation

The University of South Bohemia relies on international cooperation to achieve its mission.

Table of Contents

USB Rector's introductory remarks	___ 7
Implementation of activities for 2021	___ 10
Appendices	___ 41
___ Text appendix	
___ Table appendix	
___ Abbreviations and acronyms	

USB Rector's Introductory Remarks

In 2021, the University of South Bohemia in České Budějovice entered the fourth decade of its existence, and in 2021 it began to implement its new Strategic Plan 2030, which was developed after a thorough discussion in the academic community of USB approved by all university boards in March 2021 and subsequently in June 2021 successfully discussed at the Ministry of Education, Youth and Sports of the Czech Republic. It is thus a year that indicated the ambitions of our university for the next decade, its anchored idea of mission, vision, value orientation, mission and the goals it wants to achieve in the coming years.

With this document, the USB has set its framework objectives for the whole decade, albeit with the knowledge that some instruments and objectives may change in a partial way over time, be updated, and adapt more flexibly to the times, which are currently much less predictable than we have been used to in the past decades, and not only from a geopolitical or epidemiological point of view. Crisis management is thus becoming a much more frequent term than we they ever expected, and not just in the context of Covid-19.

As in 2020, we faced many epidemiological measures in 2021, especially the first half of the year (summer semester of the academic year 2020/2021) took place with many restrictions in terms of instruction, mostly in an online environment, partly with restrictions on the movement of students or academics in the Czech Republic. This was of course also reflected in what could be achieved, in the delay of many research projects and qualification theses, in the limited possibilities of internationalisation not only of Czech universities. It is to the great credit of the staff and students that these delays were largely made up during the summer months, and in terms of international cooperation, mostly in the second half of the year. Thus, everyone tried to ensure as much as possible that full-time instruction would be available in au-



tumn 2021 so that delays would not occur again and so that not only the laboratories but also the libraries etc. would remain open. This extraordinary effort of the USB staff and students should be appreciated, as it demonstrated their willingness to dedicate themselves to their work or studies as a mission, a task that has a societal overlap, showed their motivation and often their societal responsibility, including in volunteering. Universities, including the USB, have thus set an example in many ways, fulfilling not only their pedagogical and scientific objectives, but they also fulfilled their third role in terms of social responsibility towards the region and the world as a whole, including lifelong learning or the efforts towards sustainable development, which the USB has also been strongly committed to in the past year. However, we did not neglect the issue of internationalisation, strengthening the elements of international councils in the management of the USB as a whole and its units, the issue of digitisation and the overall management of the university, including the preparation of investment activities for the coming years.





Indeed, the USB Annual Report on Activities for 2021 is just such a look back at what has been accomplished in the first year of the new Strategic Plan of the USB, as well as what is still waiting to be accomplished in this decade. In spite of all the difficult external circumstances, it must be said that 2021 was a successful year from the USB's point of view, and the preparation of a number of internal regulations and other university documents was advanced, among others. in the area of wage and personnel policy, gender equality plan or technology transfer, there was also a discussion about changing the name of one of the faculties – in 2022, the USB Faculty of Agriculture and Technology of the USB will come into existence together with the new Statute of USB, which will continue the long tradition of the existing Faculty of Agriculture, whose existence dates back to 1960. At the end of 2021, the National Accreditation Office carried out an external evaluation of USB in terms of institutional accreditation and it can be stated that USB passed this evaluation successfully, with interesting suggestions for further development of its institutional environment. USB commemorated in September 2021 – among other things with a large gathering of staff, students, alumni and the public on Sokol Island in České Budějovice – 30 years of its existence, full of efforts for the development of science and education in South Bohemia. This tradition is committed to the years to come – to make the university a prestigious and competitive in Europe and the world for the next generation of its students and staff. I believe that in 2021 we have done much to achieve this, as this Annual Report demonstrates.

prof. PhDr. Bohumil Jiroušek, Dr.

Rector

1

Education



Objective 1.1 Quality of education

Implementation of activities for 2021

Partially fulfilled

Establishment of a system of substantive quality control of education

- The update of the internal regulation 'Rules of the Quality Assurance System' has been postponed to 2022 due to the NAB audit. Any suggestions and recommendations resulting from this audit will be discussed and appropriately reflected in the update of the Internal Rules.

Modification of the USB budget methodology for education

- In cooperation with the Vice-Rectors for Student Affairs and Internal Evaluation, the selection of quality criteria for the study remit that could be implemented in the methodology for the allocation of the USB budget was discussed. Discussion of the criteria within the Rector's Board is expected in early 2022.
- The adjustment of the proportions of the fixed and variable parts of the USB budget in the area of the contribution to educational activities was not reflected in the USB budget methodology in 2021 due to the shift in the schedule of the activities of the MEYS concerning the strategy of financing educational activities.

Strengthening personal responsibility for quality and compliance with educational standards

- The project 'Development of the USB – ESF II' continued, the outputs of which (especially within the activity 'Development of career counselling') have an impact, among other things, on the creation of systemic support for degree programme guarantors in the field of degree programme promotion, graduate care and communication with potential employers.

In 2021, work continued on the creation of annotations of degree programmes and related graduate profiles in terms of application in the labour market, automatic display of annotations entered into IS STAG on the newly launched USB website was implemented, problematic areas related to the responsibility for the quality of information provided at individual constituent parts of USB were identified.

Considering the quality of instruction work as a criterion in habilitation and appointment procedures

- Within the group of quality coordinators, materials were prepared on the possibilities of qualitative evaluation of pedagogical work for the purposes of habilitation and appointment procedures. The material will be subsequently discussed at the level of the USB Management and modified for putting into practice.

Strengthening the substantive importance of the academic community

- With the support of the IP USB 2021 project, activities to share and evaluate examples of good practice among the quality coordinators were further developed.
- In 2021, further runs of the subject surveys Student Evaluation of Instruction (SEI) took place, which are being implemented University-wide in the STAG system, module 'Evaluation of Instruction, from WS 2020/2021.

Developing care for learners at risk of academic failure

- The project 'Development of USB – ESF II' focused on support and counselling services for students continued. The outputs of the activity 'Support of education of students with special needs' include the Concept of using modern methods of adaptation and access to didactic resources for SSN (it is about creating a framework for sharing the know-how of the Support Centre for Students with Special Needs in order to effectively use didactic resources to support the study of SSN), Methodology of social counselling for SSN and the Educational programme focused on the development of social competencies and other soft skills of SSN.
- Within the framework of the project 'Development of USB – ESF II' (activity 'Development of psychological counselling'), a Study Skills Course for students with learning difficulties was designed as part of the

portfolio of services of the university psychological counselling centre for pilot testing.

System support for teachers

- The introduction of modern instruction methods was implemented continuously mainly through the activities of the strategic project 'Development of USB – ESF', specifically through the activity DA 2.2, while in 2021 this activity was completed (implementation of e-learning and blended-learning at the USB Faculty of Arts). The implementation of activity DA 2.1 was extended (support for the training of USB staff with a focus on the development of competencies for instruction, with particular emphasis on strengthening the skills necessary for instruction in foreign languages and skills needed for distance learning).
- The implementation of the strategic project 'Development of the USB – ESF II' continued, which, among other things, addresses the innovation of instruction at the USB Faculty of Science.
- One of the outputs of the strategic project 'Development of USB – ESF II', within the framework of the activity aimed at supporting the education of students with special needs, was also a proposal for an individual educational programme for academic staff whose instruction is attended by SSNs (the proposal is based on the experience when the model of individual support rather than organizing mass educational events proved to be successful).
- The IP USB 2021 supported a technical and methodological position at CIT USB with a focus on supporting academic staff in using flexible forms of education and training. Follow-up support activities were prepared under the SPSM.

Effective organizations that support the meaning of educational activities

- The Rector's ordinance on the schedule of the academic year was updated with regard to communication with prospective students (uniform deadline for publishing electronic applications at the USB).
- An analysis was made of the regulation of the termination of doctoral studies in the USB SER. Due to the postponement of the discussion of the amendment to the Higher Education Act by the Parliament of the Czech Republic, the planned update of the USB Study and Examination Regulations was also postponed. On the occasion of the update of the USB Statutes, a discussion was held, and the relevant articles related to studies were updated (especially the issue of admission procedure and fees related to studies).

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.2 [Link to practice](#)

Implementation of activities for 2021

Fulfilled

Linking academically oriented degree programmes with research practice

- In 2021, the activities of the strategic project 'Development of USB – ESF II' focused on instruction innovation continued at the USB Faculty of Science (modular arrangement of instruction supporting active learning of students and strengthening research orientation of instruction).

Linking vocationally oriented degree programmes with institutions enabling professional employment

- The meeting of faculty quality coordinators included an exchange of experiences with approaches to professionally oriented degree programmes.

Incorporation of the issue of recognition of prior learning into the USB SER

- Due to the postponement of the discussion of the amendment to the Act on Higher Education by the Parliament of the Czech Republic, the concurrent planned update of the USB Study and Examination

12 Regulations has also been postponed. It will be advisable to postpone the implementation of this item until a later date, among other things, because of the inclusion of the issue of ‘microcredentials’ in the activities of the National Renewal Plan in the coming years..

Development of professionally oriented bachelor studies

- An overview of professionally and academically oriented bachelor’s degree programmes was prepared, and a discussion was held at the level of the Internal Evaluation Board as an internal university reflection on the current practice of distinguishing between the two types of degree programmes.

Strengthening the relevance profile of graduates of degree programmes

- The topic was included in the regular evaluation of faculties and degree programmes. Attention was also paid to this issue when creating the annotations of degree programmes for the new USB website, among other things with the aim of capturing the profile of a graduate of a degree programme in the best possible way and in the most comprehensible way for the addressees (see Objective 1.1).

Promoting active learning

- In 2021, efforts to continuously develop instruction and study methods continued, with an emphasis on activity-oriented instruction (see above for more details) and support for students’ informal learning activities (support was also provided under the SPSM).

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.3 Modern educational infrastructure

Implementation of activities for 2021

Fulfilled

Development of information, counselling, and support services for prospective students

- Within the framework of the project ‘Development of USB – ESF II’, the portfolio of services provided by the USB Career Centre (information for users, principles of provision, objectives, content of services and organisational and methodological framework) was defined as a basis for subsequent pilot testing of the proposed services.
- The website of the USB Career Centre (part of the USB website used to inform prospective students about the services of the USB Career Centre) was launched.
- Within the framework of the project ‘Development of USB – ESF II’ (activity ‘Support of education of students with special needs’), the Methodology of access to documents for SSN was developed (it will be applied in the form of a training programme for the training of the SSN Support Centre collaborators who are involved in the preparation of instruction materials for SSN).
- Within the framework of the project ‘Development of USB – ESF II’ (activity ‘Development of psychological counselling’), a working version of the Concept of functioning of the University Psychological Counselling Centre was created (objectives, the definition of responsibilities and competencies of the UCC; definition of services provided, the methodological framework of service provision, communication strategy; coordination and quality assurance of services within the USB).
- There was a discussion about harmonising the rules of scholarship support for doctoral students at individual constituent parts of USB.

Building, modernising and upgrading facilities/equipment for degree programmes

- The construction of the chemistry pavilion of the USB Faculty of Agriculture was started according to the

schedule, a tender for the construction contractor was announced for the renovation of the USB Lecture Hall (Bobík) in 2021 (ongoing), the starting work on the Mlýnská stoka building was implemented, negotiations on the issue of a building permit are underway, and the starting work on the renovation of the USB Faculty of Education buildings was underway (project documentation, construction proceedings, the issue of the MEYS registration for the renovation of the Dukelská building).

- The implementation of specific faculty investment activities was carried out according to the USB Plan of Investment Activities 2021.
- The USB 2021 IP funds were used, inter alia, for the development and innovation of technical facilities for flexible forms of education, i.e. improvement of equipment (increased availability of IT incl. specifically, equipping the ZR-Z12 classroom at the USB Faculty of Agriculture with new PC technology and providing technical equipment (purchase of laptops and other accessories) for academic staff at the USB Faculty of Arts.
- The support and development of infrastructure implemented within the framework of PO4 of OP R&D&I was provided by the faculties that own this infrastructure (FFPW USB, FSC USB, FAG USB), in the form of modernisation of instruction, projects for the development of infrastructure, or reinvestments in instrumental and infrastructural equipment for educational purposes.

Digitisation of study remits

- The connection of IS STAG to the university repository DSPace (publication of qualification theses), implementation of electronic confirmation of studies with electronic seal and online enrolment in studies were implemented, incl. the possibility of initial informative online training on OSH and OHS.
- Work continued on the implementation of the Single Digital Gateway (SDG), electronic applications in IS STAG and the connection of IS STAG to the Erasmus Without Paper (EWP) system.

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Management and External Relations, Vice-Rector for Development, Bursar

Objective 1.4 Effectiveness and quality of doctoral studies

Implementation of activities for 2021

Fulfilled

Financial stability of DDP

- An overview of the current conditions for the payment of scholarships to DDP students was created as a first step towards harmonising the financial conditions of DDP studies across the USB. The overview was discussed within the Vice-Rector for Student Affairs working group and within the Rector's Board. The outcomes of the discussion will be used in the future alignment of study conditions across USB and in the update of the USB Scholarship Regulations.

Alignment of the standards governing the implementation of the DDP at USB

- On the occasion of the update of the USB Statutes, the issue of fees for studying in degree programmes accredited in a foreign language was discussed and amended. Partial analyses of the conditions of study in DDPs at individual USB faculties were carried out, especially with regard to the issue of graduation. The 14 analysis concluded, among other things, that it will be appropriate to update (supplement) the USB SER in this respect as soon as the discussion of the amendment to the Higher Education Act by the Parliament of the Czech Republic is completed.

Responsibility

Vice-Rector for Student Affairs, Vice-Rector for Internal Evaluation

Objective 1.5 Flexible forms of education

Implementation of activities for 2021

Fulfilled

Development of distance education

- Within the framework of the IP USB 2021, an activity aimed at clarifying the standards for the distance form of study within the pilot preparation of the accreditation of the distance form of a selected degree programme at the FEC USB was implemented and a working version of these standards was prepared as a basis for further discussion.
- The CDP clarified the terminology of standards for accreditation and implementation of degree programmes in relation to different forms of study (full-time, part-time, distance).

Flexible study organisation

- The update of the USB Study and Examination Regulations in connection with the announced amendment to the Higher Education Act enabling a systemic solution to the permeability and transition between different forms of study and between study and lifelong learning programmes, including the possibility of transfer between degree programmes, has been postponed due to the fact that the amendment to the Act was not discussed by the PCR during the current election period.

Instruction/study materials and support

- The IP USB 2021 supported, among other things, development activities that consisted of the preparation and innovation of study guides for selected courses, expanding the range of quality study materials usable in distance learning or in combination with full-time education (blended learning). The experience of creating these outputs will be used in the framework of sharing know-how across the USB (in terms of subject, didactic and technical aspects).
- The consolidation of faculties' e-learning systems into the elearning.jcu.cz portal continued (FEC USB courses were migrated, only FED USB courses remain outside the central portal).
- The requirements for the form, content and quality of instruction/study materials and study aids were collected with regard to the requirements of the USB Internal Evaluation Board and the NAB committees.

Responsibility

Vice-Rector for Student Affairs

Objective 1.6 Development and professionalisation of LLL

Implementation of activities for 2021

Fulfilled

Developing the LLL system and LLL programmes for the public

- The development of the LLL system and LLL programmes for the public has been supported under the USB

2021 IP with an emphasis on improving the accessibility and relevance of LLL programmes using flexible forms of education and expanded use of interactive instruction and learning materials (new online courses and video courses).

- New FETS and other qualification programmes have been accredited.
- The activities of the Goethe Centre at USB in the newly furnished premises were launched (among other things, a post-secondary German language course was prepared, accredited and launched).
- Work has been initiated to move the LLL module in IS Verso to the new environment of the USB business centre, including connection to the new USB website (compared to the planned update of the module in IS Verso, a more complex and time-consuming solution has been chosen, which is nevertheless more advantageous in terms of long-term development strategy; implementation is expected to be completed in 2022). LMS Moodle was continuously updated for the purposes of LLL within the elearning.jcu.cz portal.

Further education for USB students and staff

- Support for further education of USB employees was implemented especially within the framework of the IP USB 2021 and the strategic project 'USB Development – ESF', where the relevant activity (DA 2.1) was extended.
- Activities also continued to focus on the development of the language and digital skills education system, particularly with regard to the need to implement flexible forms of education.
- The development of the training area for USB employees also includes activities aimed at strengthening pedagogical competencies (see Objective 1.1).

Strengthening cooperation of USB units in the framework of LLL activities

- Within the framework of the USB 2021 IP, support for the positions of LLL coordinators continued, which is proving to be an effective tool for strengthening cooperation between USB units in LLL activities. It has also continued to support the cooperation of the USB units in the implementation of the LLL programmes (including through the active involvement of all USB units in the LLL Board).

Responsibility

Vice-Rector for Student Affairs

Objective 1.7 Graduates

Implementation of activities for 2021

Fulfilled

- Within the framework of the project 'Development of USB – ESF II', a portfolio of services provided by the USB Career Centre was defined as a basis for subsequent pilot testing of the proposed services. This portfolio of services also includes selected services for graduates, or for students in the transition phase between studies and finding a job.

Responsibility

Vice-Rector for Internal Evaluation, Vice-Rector for Management and External Relations

Expected sources of funding

- Operational programmes of the Czech Republic for the period 2014–2020 (or 2021–2027)
- Institutional Plan (2021)

- Centralised Development Programme (2021)
- Programme funding of MEYS
- Institution's own resources
- Institutional and earmarked funds
- Foreign funds

2

Research



Objective 2.1 Excellence of research

Implementation of activities for 2021

Fulfilled

Strengthening the international status of research carried out at USB

- In 2021, an 'audit' of the grant support administration system at the USB was conducted with the aim of sharing good practices among faculties and possible assistance to others from faculties with strong project management. A questionnaire was sent to faculty vice-deans with a science remit, which the responsible representatives completed and returned to the Vice-Rector for Research. An evaluation of these is now underway at Science and Research Office of the USB Rectorate. The results will be shared with the faculty vice-deans with the science remit and the next steps in the development of project support, especially for foreign grants at USB, will be discussed. This will be done, among other things, in synergy with the currently supported and initiated project of the SPSM 'Development of professional project services across USB', which aims at creating a University-wide working group of project managers, systematically building accessible, effective, productive, goal-oriented project support, training of project managers and sharing of good practices, experience and know-how across the University.

Supporting excellent teams

- During 2021, the parameters of support for excellent USB teams were repeatedly discussed at the USB management level. Efforts are continuing to create the simplest and most transparent form of support that faculties could use for specific activities. In 2021, the basics of the concept of the methodology were prepared, but it will only be able to be effectively refined during 2022 after the announcement of the synergy call of the OP JAK Excellence in Research.

HRS4R implementation

- In the following implementation period, the USB continued to implement the Action Plan and in 2021 a number of specific outputs were produced, which are listed on the USB website in the Science and Research section. In the second half of 2021, the obligation arising from the HR Award was fulfilled by the compilation of an internal self-assessment including a revision of the Action Plan. The documents were sent to the European Commission, which, in its positive approval, positively assessed both the systematic implementation of the Action Plan and the quality and implementation of its activities. The implementation of the objectives defined in the Revised Action Plan is currently underway. The gradual implementation of these activities is part of the ongoing preparation for the internal evaluation linked to the on-site assessment by the European Commission, which will take place in the second half of 2024 with the aim of defending the award.

Responsibility

Vice-Rector for Research, Vice-Rector for Development, Vice-Rector for Internal Evaluation

Objective 2.2 Social relevance of research

Implementation of activities for 2021

Fulfilled

Open Science

- In 2021, the project database application was completed, methodological support for working with it was

created, and initial training of staff who will work with the database from the beginning of 2022 was carried out. The Repository of USB publications on the DDPace platform (DDPace.jcu.cz) was also launched, which already contains a large number of qualifying theses of all levels (from bachelor's to habilitation) and many other publications.

Support for projects linked to the region and the socio-economic needs of society

- In 2021, discussions were initiated by the USB management on the preparation of a document on the social relevance of science and research at USB. The work on this document was triggered in particular by the international evaluation in 2020 when it became clear that the nature of this activity, its definition and its assessment were inconsistent within the USB and untargeted. Moreover, the Covid-19 pandemic has clearly shown that the scope for societal relevance is wide, and this aspect of scientific work is extremely important. The discussions so far have been conducted in general terms, but there is consensus on the need for such a document and on the identification of the main pillars of societal relevance: technology and knowledge transfer, media engagement of academics, their popularisation activities and their work for the public sphere. Loosely speaking, it is about directing science towards business, politics, and the public. At the same time, emphasis should be placed on preserving the scientific integrity and independence of scientists and on monitoring the impact and benefit of USB science and research for society, i.e. obtaining feedback and its evaluation. An important part of such a strategy is also the motivational aspect of this aspect of scientific work, i.e. its relevant reflection in the evaluation of academic staff, in a consistent and transparent manner across the whole of the USB. In 2022, other actors from the USB will be involved in the discussion and the document will acquire sharper contours.

Responsibility

Vice-Rector for Research, Vice-Rector for Development, Vice-Rector for Internal Evaluation

Objective 2.3 Support and development of research infrastructures

Implementation of activities for 2021

Partially fulfilled

- Support for the large research infrastructures of the USB (CENAKVA, the Centre for Polar Ecology and its Josef Svoboda Station on Svalbard) was also provided by the USB at the central level in 2021 through a separate budget line under the LCDRO budget chapter. The CENAKVA large research infrastructure is also directly supported by the MEYS's earmarked funds for large research infrastructures (Roadmap of large infrastructures in the Czech Republic).
- Support for the financing of the operation and development of large research infrastructures is, apart from the annual evaluation of the division of the LCDRO, also addressed through specific project requests from the USB Strategic Priorities Fund. Beyond these financial instruments, CENAKVA's research infrastructures succeeded in 2021 and the Centre for Polar Ecology to submit an application for earmarked funding of infrastructures from the MEYS for the years 2023–2029. The USB Strategic Priorities Fund and the application for earmarked funding from the MEYS are regularly (annually) evaluated by reports, the submission of which is a condition for the use of these supports.
- In 2021, discussions were also held at the USB Management level regarding the creation of instruments to support the establishment of new promising teams, with a budget of 2% of the LCDRO. Such instruments are already in place at some universities in the Czech Republic (UPOL – Junior Grant, MU – MASH Junior, UK – Primus) or CAS (Lumina quaeruntur award). USB was interested in sharing the experiences of some of them, but for all actors, these competitions are still too young to be worthy of deeper evaluation. With the exception of MU, this is a relatively standard grant competition, with the Rectorate contributing to its

funding as well as the faculties from which the successful applicant comes. They differ only slightly in the different setting of the parameters of the individual competitions. The USB management has agreed on a similar structure, and detailed rules are now being drawn up. Due to the budget proviso at the beginning of 2022, the competition will be announced in the second half of 2022 at the earliest, with the start of funding during 2023. The aim of this support is to attract young promising scientists and encourage them to establish their own research teams and secure further funding in the future.

Responsibility

Vice-Rector for Research, Vice-Rector for Development

Objective 2.4 Systemic support for young researchers

Implementation of activities for 2021

Partially fulfilled

Systemic support for the creation and retention of jobs for young researchers, university postdoctoral positions

- In 2021, USB further developed its programme of support for university postdoctoral positions. Four university postdoctoral positions were again announced (two positions in natural and agricultural sciences and two positions in humanities and socio-economic sciences were selected and approved). The selection of candidates was carried out by committees composed of members of the USB Scientific Board on the basis of the methodology approved by the Board. Further direct support for young scientists was traditionally provided through the USB Grant Agency at the University level and also through other support mechanisms (e.g. internal grant competitions) at the level of individual faculties.
- USB organised a University-wide conference of PhD students in 2021. The two-day conference was attended by 60 PhD students (presentations and posters) from all USB faculties. The conference included a social evening in addition to the lectures. The conference was free for PhD students, the language of the conference was English. During the social evening, a poster session was held and the four best lectures and one poster were awarded. The selection of these best papers was made by the conference participants themselves. This event was a great success among PhD students and will be repeated in 2022 and 2023.

Development of doctoral studies

- The background and methodological materials necessary for the establishment and functioning of the School of Doctoral Studies were not fully completed during the year. As this is a complex and time-consuming process, the materials produced in 2021 will be further developed during 2022.

Responsibility

Vice-Rector for Research, Vice-Rector for Internal Evaluation

Objective 2.5 Transfer of technology

Implementation of activities for 2021

Fulfilled

Systemic support for cooperation with the sphere of application

- In 2021, discussions were initiated by the USB Management on the preparation of a document on the social

relevance of science and challenge at USB. The work on this document was triggered in particular by the international assessment in 2020 when it became clear that the nature of this activity, its definition and its assessment were inconsistent and unfocused within the USB. Moreover, the Covid-19 pandemic made it clear that the scope for societal relevance is wide and this aspect of scientific work is extremely important. Discussions have so far been conducted in general terms, but there is consensus on the need for such a document and on identifying the main pillars of social relevance: technology and knowledge transfer, media engagement of academics, their popularisation activities, and their work for the public sphere. More loosely, it is about directing science towards business, politics and the public. At the same time, emphasis should be placed on preserving the scientific integrity and independence of scientists and on monitoring the impact and benefit of USB science and research for society, i.e. obtaining feedback and its evaluation. An important part of such a strategy is also the motivational aspect of this aspect of scientific work, i.e. its relevant reflection in the evaluation of academic staff, consistently and transparently across the USB. In 2022, other USB actors should be involved in the discussion and the document should be given sharper contours (identical to objective 2.2 societal relevance of research).

Development of application potential at USB

- Comprehensive functional, professional and systemic support for intellectual property protection (IPP) is provided by the Office of Technology Transfer (TTO USB) at USB. In 2021, the network of technology scouts was expanded at the faculties of humanities and social sciences. Thus, from January 2021, each faculty of the USB has its own technological scout who is able to respond to the transmission of basic information concerning both the protection of intellectual property and commercialisation itself. Technology scouts should be staff who effectively and actively support and link USB's TTO with the faculty.
- USB continues to take care of and develop competencies in the field of intellectual property, both by individual education of employees and technology scouts in the areas of intellectual property protection, as well as by lectures in the field of commercialization at national and international seminars. Every year, the University announces a 'C' course for master's and doctoral students, which is sponsored by the TTO USB. However, in 2021, for the first time in the entire existence of this course, there was a situation where no students enrolled. At the same time, however, TTO USB has been included in the set of seminars for registered candidates in the framework of the INVEST DAY competition, where all interested parties are introduced to the basic aspects and principles of IPP and commercialisation. The TTO USB organised and organised the USB INNOVATION competition, which evaluated and awarded all scientists with significant potential for application.
- A new internal regulation Rules for the Establishment of Legal Entities and for Monetary and Non-Monetary Contributions to USB Legal Entities was adopted and registered with the MEYS.
- As part of its internal directives, the TTO USB revised, prepared and subsequently discussed in several internal rounds with the deans of the faculties an innovative Rector's ordinance describing a comprehensive process procedure for the commercialization of R&D results 'from idea to final output'. This measure was issued in January 2022. Another updated measure that was modified and subsequently issued was the Rector's ordinance on the activities of the Commercialisation Board – issued in December 2021.
- The TTO USB continues to develop systemic support for the promotion of R&D results into practice through its own website, social networks, databases of the national Transfera.cz platform and other foreign databases (e.g. IPI Singapore, HKTDC, DEIP). In 2021, the JCTT managed to implement the first supporting social media campaign for social networks with an impact targeted mainly at medium and small enterprises. This campaign was evaluated by experts on marketing as very successful.
- In 2021, TTO USB continued to continuously support and develop PoC activities through the funding received from TA CR GAMA for the Development of Proof-of-concept activities. A total of three internal calls were launched in 2021 – two regular internal calls and one special call to support COVID sub-projects. In the course of validation of these activities, the TTO USB is a service, consultation and support point for all researchers who are working on their sub-projects.
- TTO USB continued to develop networking with regional, national and international innovation partners

in 2021. TTO USB has long been a member of various national and international technology platforms and expert committees, through which, among other things, contacts and cooperation between the academic and the commercial sector. USB is newly represented in the newly established EPO PATLIB Committee, where 7 members were selected from 40 applicants. USB thus represents and represents the whole Visegrad region.

- TTO USB continues to try to obtain financial resources for the support and development of Proof-of-concept (PoC) activities, protection of intellectual property and for its own development (TA CR – significant involvement of faculties in the form of their own projects coordinated by TTO USB, Interreg, OP RDE, etc.). In 2021, TTO USB managed to obtain the Interreg Creative Borderlands project, which focuses on the development of a very topical issue, namely the cultural and creative industries. Furthermore, TTO USB has successfully obtained a grant for the development of the IPP curriculum within the framework of the Norwegian funds.

Responsibility

Rector, Vice-Rector for Research, Vice-Rector for Development

Expected sources of funding

- Operational programmes of the Czech Republic for the period 2014–2020 (or 2021–2027)
- Institutional Plan (2021)
- Institution's own resources
- Institutional and earmarked funds
- Foreign funds

3

Internationalisation



Objective 3.1 Development of global competencies of students and staff

Implementation of activities for 2021

Fulfilled

Support for language and intercultural training of USB students and staff

- USB staff and students had the opportunity to participate in language courses organised by foreign universities/ language schools, and due to the ongoing Covid-19 pandemic, participation in online courses was supported (e.g. the USB IP 2021 project 'Support for international mobility', where nine online language courses were supported). Czech language courses for foreign students enrolled at the USB Faculty of Arts and the USB Faculty of Science are organised, as well as courses for foreign students on semester stays. Within the framework of the OP RDE project 'Development of USB – ESF' a course focused on intercultural preparation of USB students was implemented in the winter and summer semesters.

Development of international mobility of students and staff of USB

- In 2021, USB joined the Centralised Development Project on Virtual Mobility, which mapped the situation at HEIs in the Czech Republic.
- With the support of the IP USB 2021 project 'Support for International Mobility', staff and students (Ph.D.) were able to attend online language courses organised by British and Irish language schools or universities.
- In 2021, students' stays abroad and internships were adversely affected by the global pandemic Covid-19, which meant that not all trips abroad were able to take place as planned. The situation improved in autumn 2021 and a total of 63 students started and finished their mobility in 2021 under the Erasmus+ programme, of which 13 students went on a study stay and 50 on a practical placement. The number of mobilities started in 2021 but continuing into the following year was 55, of which 49 were study visits and 6 were practical placements. Due to the inability to draw down the Erasmus+ project grant within the project periods (due to the Covid-19 pandemic), it was necessary to extend the basic length of the project periods up to 36 months, thus overlapping several different project periods, or projects funded by different Erasmus+ calls with different financial conditions (different amounts of scholarships for students). In order to support the renewal of student mobility and to maintain a level playing field for all mobility applicants, co-financing of scholarships from the JU 2021 IP project was introduced to the same amount regardless of the amount given by the project from which the particular mobility was funded. This IP JU 2021 project 'Support for international mobility' supported 82 mobilities with a total duration of 361 student-months. The number of JU staff mobilities that went under the Erasmus+ programme in 2021 was 12 physical mobilities for teaching and 31 physical mobilities for training.
- Credits earned for courses taken abroad are subsequently recognized upon return (based on Transcript of Records and compatibility with courses in accredited degree programmes). Student mobility was also supported by scholarship funds from individual USB faculties.
- In the framework of the KA171 Erasmus+ project (International Credit Mobility), the University had a grant for mobility to and from 19 Erasmus+ partner countries (non-EU countries) available in 2021. However, due to the measures related to the Covid-19 pandemic, it was not possible to carry out mobility to and from most of the countries with which cooperation within the project is concluded. Nevertheless, it was possible to realize 2 arrivals of academic workers from Israel to PED USB, 1 arrival of a student from Peru to the USB Faculty of Arts, 2 arrivals of students from Cameroon to FSC USB, 1 arrival of a student from Senegal to FSC USB, 1 trip of an academic employee of the FSC USB to Papua New Guinea, 2 trips of an academic employee and a non-academic employee of the FTH USB to Bosnia and Herzegovina and 2 trips of academic staff of the FED USB to Montenegro. If the mobility was possible despite the mentioned measures, it was often significantly affected or directly prevented by the visa procedure.
- To support student and staff mobility, the USB implemented projects under the USB 2021 IP 'Trans-border student mobility' (support for mobility of at least 30 days) and a university project called 'Internal call of

the USB International Relations Office: support for international cooperation 2021' (trips outside USB countries) from the USB fund.

- Within the framework of the Internal Call of the International Relations Office: support for international cooperation 2021, 3 academic and scientific staff of USB (1 x FED USB; 1 x FSC USB; 1 x FFPW USB) to partner institutions in the USA. Further use of the project was hampered or prevented by ongoing travel restrictions and the measures implemented in the context of the Covid-19 pandemic.
- USB is also involved in the projects 'USB Development – International Mobility' and 'USB Development – International Mobility – MSCA-IF'. Most of the activities within these projects planned for 2021 have been successfully implemented, in some cases there have been changes and postponement of the start of mobilities (based on consultations with the governing body) in accordance with the terms of the project. Within the framework of the projects 'USB Development – International Mobility' and 'USB Development – International Mobility – MSCA-IF', foreign academic staff working at the University as post-doctoral fellows and senior researchers come to USB. Within the framework of the 'Internal Call of the USB International Relations Office: support for international cooperation 2021', two arrivals of visiting foreign academics and experts from Argentina and Portugal to the USB Faculty of Science were successfully implemented. Other originally planned arrivals were prevented by ongoing travel restrictions and measures applied in connection with the Covid-19 pandemic. The plan was also to implement 2 arrivals of academic staff from Cameroon (within the KA171 Erasmus+ project), but despite all measures taken (timely issuance of visa documentation by the USB, exemption from the Minister of MEYS), they were unable to obtain a visa for mobility.
- Support for USB students and USB employees going on international mobility was provided by a staff member at the International Relations Office (IRO) in the position of go abroad officer, which was introduced at USB under the OP RDE project 'USB Development – ESF'. In October 2021, an Erasmus Days flag parade of Czech and foreign students studying at the USB and an information seminar to promote Erasmus+ internships called 'On Experience with Erasmus+' were organised to promote the Erasmus+ programme. In November 2021 a promotional seminar was held about study opportunities in Bavaria.
- The International Relations Office also has a 'welcome officer' whose services are focused on supporting foreign workers and students coming to the University. In 2021, the Euraxess contact point (at the International Relations Office) continued its activities. At the same time, the activities of the IT officer for the support of international mobility and the digitisation of the Erasmus+ programme continued in the new period (2021–2027).
- Within the framework of the OP RDE project 'Development of the USB – Capacity for R&D (HR Award I)', the issue of defining international mobility in relation to staff evaluation was addressed as one of the outputs of this project.

Responsibility

Vice-Rector for International Relations

Objective 3.2 Internationalisation of USB degree programmes

Implementation of activities for 2021

Fulfilled

Increasing the number and quality of degree programmes (DP) offered in foreign languages

- Within the framework of the project 'Development of USB – ESF', the offer of study in foreign languages was supported and study courses in foreign languages were created at the faculties and offered to foreign students. In the framework of the Key Activity 'Increase in the number of courses taught in a foreign language' (activity completed in June 2021), a total of 47 courses taught in a foreign language were created at the USB

Faculty of Arts, USB Faculty of Arts and USB Faculty of Arts. In 2021, the development of foreign language course offerings was also supported by USB 2021 IP projects aimed at the creation and innovation of foreign language courses at the USB faculties.

Increasing the number and quality of joint degree programmes in foreign languages

- In 2021, 10 joint and double degree programmes and 56 accredited degree programmes in a foreign language were implemented at USB.
- In March 2021, the USB, on behalf of the USB Faculty of Arts, concluded an agreement on the implementation of the project 'International double degree programme for German studies at the University of South Bohemia in České Budějovice and the University of Passau' with a completion date of 31 December 2022. The USB faculties are involved in cross-border Czech-Bavarian cooperation projects in close contact with the Czech-Bavarian Higher Education Agency, e.g. the projects of the FSC USB 'Flower of Sumava'; 'Master's Study in Artificial Intelligence and Data Science'; 'Information System for Medieval Monuments in the Czech-Bavarian Borderland'.

Responsibility

Vice-Rector for International Relations, Vice-Rector for Student Affairs

Objective 3.3 Simplify the process of recognition of foreign education

- Irrelevant for 2021

Objective 3.4 Creating an international environment and promotion abroad

Implementation of activities for 2021

Fulfilled

Development of international marketing

- The Covid-19 pandemic in 2021 has affected the implementation of some planned USB acquisition trips and presentations abroad as well as the form of USB participation in educational fairs, which were organised mainly in online mode. An acquisition trip to the Balkans to the countries of Albania, Montenegro, Bosnia and Herzegovina was successful. USB has partner institutions in these countries with which it cooperates, among others, within the framework of the KA171 Erasmus+ programme. In Bosnia and Herzegovina, it is the University of Sarajevo, in Montenegro the University of Montenegro and in Albania the Marin Barleti University. The acquisition trip was instrumental in building on the activities and negotiations initiated before the outbreak of the Covid-19 pandemic and in renewing the existing cooperation in order to successfully complete the planned activities, inter alia within the framework of the above-mentioned Erasmus+ project.
- In 2021, USB concluded Memorandum of Understanding agreements with the following foreign universities: the National Chung Hsing University (Taiwan), Baku State University (Azerbaijan), Arkansas State University (USA) and the USB in Tarnow (Poland).
- In 2021 USB participated in the following webinars and online fairs: Education Abroad (Ukraine, Belarus, Kazakhstan, Kyrgyzstan, Moldova), 23–24 February 2021 (including online webinar); Begin Eurasia Online Edu Fair (Azerbaijan, Belarus, Georgia, Ukraine), 10 April 2021; Webinar Russia, 16 June 2021; Webinar Tamil

Nadu/India, 25 Aug 2021; FPP Latin America, 14 Oct 2021; Begin Edu Fair (Ukraine), 9 Oct 2021; EHEF Japan, 29 Oct – 30 Oct 2021; EHEF India, 24 – 26 Nov 2021; Begin Edu – The Balkans, 27 Nov 2021. Most of the online webinars were free of charge, while the paid educational fairs were supported by funds from the USB 2021 IP projects.

- In 2021, an online search and content campaign was run on Google. For this campaign, the graphic design was updated (new banners) in several languages according to the type of target groups and countries. During 2021, the social media campaign ran alongside the Google campaign, especially on the University of South Bohemia Facebook page, where in addition to a large almost year-long campaign (International 2021), individual posts were also sponsored as needed (e.g. faculty summer schools, interesting/news from USB and campus, European student network (ESN USB Budweis) posts, etc.). Posts were simultaneously added and promoted on the ENG Instagram at u_south_bohemia. The campaigns ran throughout 2021 with the fact that they were reinforced before important deadlines (e.g. application submission) and then evaluated at the end of the year (Google Analytics and other sources). In addition to the above-mentioned campaigns, USB was also presented on paid foreign educational portals – Study Portals (Bachelor, Master, PhD Portals), Czech Universities and in other foreign unpaid portals (e.g. Study In the Czech Republic, QS Top Universities, ERDV and others). Other sub-campaigns were continuously prepared and set up during 2021 and marketing activities: videos about USB (placement on Youtube and promotion), work with media and Erasmus ambassadors and promotion of their contributions and activities on the USB website and social networks, cooperation with partner universities (sharing promotional materials and contributions, participation in various Erasmus Days, etc.).
- In 2021, multilingual documents were created at the USB and a number of current regulations, measures and documents were issued simultaneously in Czech and English. The necessary language versions of the texts were created thanks to the newly created position of a specialist officer for the coordination of translations.
- In June 2021, the Key Activity ‘Increasing the number of courses taught in a foreign language’ was completed, within the framework of which instruction materials in English offered to foreign students were created at FTH USB, FEC USB and FAR USB (47 courses taught in a foreign language were created during the project period).
- In order to exploit the potential of the European Danube-Vltava Region, the cooperation with the Czech-Bavarian Higher Education Agency continued in 2021 and joint Czech-Bavarian projects were implemented at the faculties (‘Flower of Sumava’; ‘Master’s Study in Artificial Intelligence and Data Science’; ‘Information System for Medieval Monuments in the Czech-Bavarian Borderland’; International Double degree Programme for German Studies University of South Bohemia in České Budějovice and the University of Passau’). A promotional seminar on the possibilities of studying in Bavaria ‘To study in Bavaria (November 2021)’ took place.
- In 2021, cooperation with AIESEC (use of AIESEC’s offer of foreign internships and integration of their services into the managed internship system) was further supported.

Developing services for international students and workers

- In 2021, 802 foreign students studied at USB. Of this number, 207 students came for short-term exchange stays: 63 arrivals in the SS 2020/2021; 144 students arrived in the SS 2021/2022 (including students of the dual programme ‘Master’s Degree in Artificial Intelligence and Data Science’ carried out by the Technische Hochschule Degendorf and FSC USB).
- In 2021, the European student network (ESN USB Budweis) continued to support the activities of the USB under the auspices of the Welcome Officer, even under the conditions of the anti-epidemic measures. Active students working in the ESN USB Budweis were supported by a scholarship from the scholarship fund.
- The following events have been prepared for international students in 2021: Orientation Week Summer Semester 2021 (February; in-person and online), Orientation Week Winter Semester 2021 (September; in-person and online), International Days Summer Semester (April; online), Erasmus Days_flag parade (October, event to promote the Erasmus+ programme), International Day at USB Winter Semester (December; online).

- The outputs of the project 'USB Development – ESF' were used to support foreign students and the course of employment in 2021, specifically the implementation and updating of the guidebook for students and staff in a foreign language. Updates to the English-language guides on the USB website (Welcome guide for incoming international students and Welcome guide for Incoming Staff, Guide for employees participating in instruction or training mobility abroad and Guide for students wishing to go abroad) have been postponed until the beginning of 2022 due to the preparation of the new USB website. The activities of the Euraxess contact point continued at USB.
- USB supported the studies of three Belarusian students with scholarships to cover the costs associated with their studies (a project of the MEYS to support Belarusian students studying at USB in the context of the current situation in Belarus).
- In 2021, the USB continued to operate the Emergency call line designed to support foreign students coming to and studying at USB. The line was available 24/7 and was particularly useful in the context of the Covid-19 pandemic.

Responsibility

Vice-Rector for International Relations, Vice-Rector for Management and External Relations

Objective 3.5 Strategic management of internationalisation

Implementation of activities for 2021

Partially fulfilled

- In 2021, work began on evaluating the recommendations of the international IEP and MICHE evaluations in relation to promoting internationalisation. The outputs and recommendations from the MICHE project were taken into account in the preparation of the USB Strategic Plan for the period 2021–2030 in the area of USB internationalisation and the preparation of projects aimed at internationalisation included in the Support Programme for Strategic Management.
- The project to increase the number of bilingual information systems within the USB infrastructures was not launched in 2021 due to the limited amount of funding and the priority given to the implementation of projects aimed at supporting mobility.
- The position of Translation Coordination Officer has been created.

Responsibility

Vice-Rector for International Relations, Vice-Rector for Management and External Relations, Vice-Rector for Development

Expected sources of funding

- Operational programmes of the Czech Republic for the period 2014–2020 (or 2021–2027)
- Institutional Plan (2021)
- Centralised development programmes (2021)
- Institution's own resources
- Institutional and earmarked funds
- Foreign funds

4 Openness



Objective 4.1 Marketing

Implementation of activities for 2021

Fulfilled

Spreading the good name of the University

- In 2021, a successful campaign chcistudovat.cz was implemented, thanks to which the number of visitors to the subpages of the university's web presentation relevant to the target group of study applicants increased by tens of cents compared to the previous year.
- At the same time, a new web presentation was implemented, which led primarily to the unification of the visual and content presentation of the university. By the end of 2021, most of the new faculty websites were put into live operation. Visually unified print sets of materials for the promotion of studies at USB were also created.
- Audio-visual equipment was acquired for the purpose of making recordings and live broadcasts of the University.
- A successful 'Open Day' was held in January 2021, which had to be conducted completely online due to the ongoing Covid-19 pandemic. All the programme of the Open Day took place on the website chcistudovat.cz, where a rich programme was prepared for visitors with dozens of live streams, virtual tours and video chats with representatives of individual faculties and the Career Centre of the University of South Bohemia. As part of the celebration of the 30th anniversary of the University of South Bohemia, a 'Day with the University' was also held on 10 September 2021, where all faculties presented themselves to hundreds of primary and secondary school pupils.
- As part of the intensive cooperation between the USB Marketing Office and the USB Technology Transfer Office, a series of video reports were created to introduce the activities of the office to the general public. At the same time, an advertising campaign was carried out on social networks (LinkedIn and Facebook) promoting the USB Technology Transfer Office.
- In April and May 2021, a nationwide marketing survey was conducted by Focus, which focused primarily on identifying the needs of relevant target groups and on determining the knowledge of the USB brand among high school students and the general public.
- On 22 December 2021, the University of South Bohemia in České Budějovice signed a Memorandum of Mutual Cooperation with the South Bohemian Region, represented by Governor Martin Kuba. It was a very important moment in the mutual understanding of both entities, which is the next step in establishing deeper cooperation between the University of South Bohemia and the South Bohemian Region. The Municipality of České Budějovice and the Regional Office of the South Bohemian Region also worked together in preparation for the celebration of the 30th anniversary of the University of South Bohemia.
- In 2021, the University's profile on the LinkedIn professional network was modified so that not only the employer modules but also modules designed for higher education institutions – the Alumni module, etc. could be used.
- After evaluating the circumstances during the year, the University did not proceed with the establishment of the USB Contact Point. Not only the USB Career Centre but also the newly established USB e-shop and the university textbook shop at the USB Academic Library are currently meeting the expected demand to a sufficient extent.

Internal communication as a tool for strengthening a positive attitude towards USB

- In 2021, despite the limitations caused by the ongoing Covid-19 pandemic, the USB Marketing Office implemented a number of important events designed not only for USB employees but also to develop cooperation with key partners, promoting the University's reputation and communication with potential students

and the public. More detailed information is provided in the text part of the AAR (chapter 11).

Responsibility

Rector, Vice-Rector for Management and External Relations

Objective 4.2 Public Relations

Implementation of activities for 2021

Fulfilled

Development of communication with the public

- The University continues to develop its cooperation with the media, which are regularly sent press releases about what is happening at USB. At the same time, it strives to strengthen existing and establish further mutual cooperation, not only on a personal basis. Evidence of the developing cooperation with the media is the year-round cooperation with South Bohemian Television, the Budějcká Drbna news portal and other media.

Open Science

- In 2021, the results of science and research of individual faculties were presented on the sciencezoom.cz portal, where almost 50 articles on R&D at USB were published. Five issues of the University-wide journal Journal were also published during the year. In 2021, a bilingual popularisation brochure on recent significant scientific achievements of USB was published.
- Also in 2021, USB became one of the organisers of the nationwide event Researchers' Night. This science-popularisation event took place (in line with the European Researchers' Night) on 24 September 2021 simultaneously in 42 cities across the Czech Republic. All 8 USB faculties and the USB Academic Library prepared the total of more than 50 contact programme items and 8 online video presentations.

Developing communication with alumni

- As part of the development of communication with graduates, a pilot survey was conducted in 2021, which included, in addition to basic demographic data and data on the graduated faculty or degree programme, information about the graduates' employment and requirements for the functioning of their club (proposed activities, benefits, etc.). 346 respondents took part in the survey.
- Following this research, a methodology of possibilities and areas of cooperation with graduates was developed.
- Graduates are offered discounts within the new USB Business Centre. The IDM portal is working on the possibility of assigning O365 graduate licenses and retaining the University email address.
- During the celebration of the 30th anniversary of USB, a meeting of the USB Alumni Club was held. At the celebrations, the writer Jiří Hájíček – a graduate of FAG USB – spoke as an honorary member of the Alumni Club.

Responsibility

Vice-Rector for Management and Internal Relations

Objective 4.3 Fundraising

Implementation of activities for 2021

Partially fulfilled

- In 2021, cooperation with student associations such as SUJU (Student Union of the University of South Bohemia) or ESN was actively developed, which resulted in an agreement on the implementation of a joint bilingual portal studentskyzivot.cz, which will serve primarily for a clear presentation of the activities of these associations, but which may also serve as an additional advertising medium for the promotion of private entities in the future.
- In addition to the traditional partner Budějovický Budvar, n. p., the cooperation was extended with EG.D, a. s. Representatives of this company, for example, presented one of the company's activities on the ground of FEC USB and enabled students to undertake internships and future employment.

Responsibility

Vice-Rector for Management and External Relations

Objective 4.4 Social responsibility

Implementation of activities for 2021

Fulfilled

- FEC USB staff carried out an evaluation of the South Bohemian Region Development Programme for the period 2021-2027 for the South Bohemian Region.
- In the area of intelligent building management, the shading elements of the FEC USB classroom pavilion have been integrated, lighting control will follow in 2022.
- Three electric vehicles were purchased as part of activities supporting sustainable development.
- FFPW USB within the framework of IP USB 2021 for the needs of experimental workplaces built an environmentally friendly method of drilling a well. It was equipped with the necessary technology for water quality treatment, which will enable the replacement of drinking water with utility water, also with regard to the essential requirements for its quality.
- A project was launched to install photovoltaic systems on the buildings of several faculties of the University, the Rectorate and the Academic Library.
- The Virtual Reality classroom was also used to familiarize USB teachers with this technology and the FEC USB is preparing instruction aids for subjects in which VR will allow students to implement activities that are not available to them for security reasons. In order to prepare these aids, a course on the Unity3D development platform was implemented as part of the LLL.
- The action 'Development of the USB – Without Barriers' financed from the OP RDE was completed – all modifications of the premises were implemented as planned by 31 December 2021.

Responsibility

Rector, Vice-Rector for Development, Vice-Rector for Management and External Relations, Bursar

Expected sources of funding

- Operational programmes of the Czech Republic for the period 2014–2020 (or 2021–2027)
- Institutional Plan (2021)
- Institution's own resources
- Institutional and earmarked funds
- Foreign funds



5

Management



Cíl 5.1 Changing the environment and setting up processes in relation to the strategic management of the institution

Implementation of activities for 2021

Fulfilled

Financial stability

- Within the budget methodology, partial parametric adjustments were made, the issue of support for scientific incubators and excellent teams was discussed, as well as the concept of the Strategic Priorities Innovation Support Fund – with regard to the 2022 budget provisioning, it will be implemented in 2023.
- Preparation for the projects of the OP JAK, the National Recovery Plan and other EU projects was underway.
- The Strategic Priorities Fund was used in accordance with the USB strategy, according to the rules and objectives of individual approved projects.
- An analysis of the financial valuation of the USB buildings according to the current financial parameters (for the needs of adequate insurance) has been carried out. The development of software for property management is being prepared within the framework of inter-university cooperation, an analysis has been carried out. Implementation in cooperation with other HEIs is expected in 2022.
- Updated rules for the Strategic Priorities Fund for 2022–2024 were created and a new USB Statutes were prepared, including the USB management rules, which was subsequently approved by AS USB on 11 January 2022. Despite the difficult epidemiological, and therefore economic, situation, financial stability has been maintained, mainly due to strengthened management control and effective management of financial resources. Attention continues to be paid to the financing of large infrastructures and monitoring of financial management risks.

Automation/digitisation of activities and operational remits

- The USB Electronic Commerce Centre (ECC) was launched in March 2021 and enables the sale of literature and propagation items in the form of an e-shop. This method of sale is particularly successful for books published by the USB Publishing House. Thus, the ECC technology has been successfully established on a trial basis. This will be followed by the establishment of a long-term sustainable pricing policy, which will enable commodities from other parts of the USB to be offered through this modern tool.
- The electronic structure of positions was about 60% full by the end of 2021. It is expected to be completed by February 2022. In some parts of the USB where it has been completed, testing of electronic processes is underway.
- Throughout 2021, the requirements for the functionalities of the Project Database application were defined, it was intensively tested by the USB components and further modified based on their recommendations. The next stage was the creation of the application platform and connection to the existing USB records. The Methodology for working in the USB Project Database was developed and on 11 January 2022, the Rector's Ordinance R 492 on the introduction of an open electronic USB project database was issued.
- Within the framework of the IP USB 2021, a pilot project of process management was implemented in cooperation with the USB Faculty of Arts.
- As part of the ongoing digitization of agendas, an electronic confirmation of studies with an electronic seal was implemented.

Data-driven decision-making

- The base of the data warehouse was expanded with 21 new data, mainly related to the area of HR, and 32 reports were created in the area of accounting, HR and studies. In the R&D area, the data warehouse was expanded with data from RIV, SCOPUS, WoS databases. These data were consolidated into a separate data star and then the first versions of the reports were created based on them, taking into account the possibility of comparing individual metrics.

Quality system

- In 2021, attention was paid in the area of the quality system mainly to the implementation of the recommendations of the International Evaluation Panel from the end of 2020, the recommendations were discussed in the IEB USB, the Rector's Board and the AS USB and BT USB.
- A new methodology for the evaluation of degree programmes and units of the University was discussed, and an external evaluation of USB by the NAB took place, involving the IEB USB, USB management, deans, AS USB and members of faculty academic senates.
- The staff capacity for translation of documents into foreign languages (English) at the USB was bolstered.

Responsibility

Rector, Vice-Rector for Management and External Relations, Vice-Rector for Internal Evaluation, Bursar

Objective 5.2 Human resources

Implementation of activities for 2021

Fulfilled

Motivation system

- The annual evaluation of academic staff was carried out according to the plan (EAS). A new USB Career Regulations and USB Wage Regulations were prepared to strengthen the unified management of personnel policy across the USB and to fulfil the modern personal policy (individual development plans). A new USB job catalogue was prepared, which allows for unified assignment to job positions at all USB units. The USB Gender Equality Plan for the period 2021–2024 was prepared.
- Within the framework of activity DA 1.2 of the strategic project 'Development of the USB – ESF', this activity was completed, its objectives were fulfilled, including the methodological setting of feedback mechanisms.
- New questionnaire surveys were conducted on benefits issues among graduates, which also provide feedback on employee benefits. The offer of benefits has been stabilised.

Personnel policy

- In 2021, new Wage Regulations were drafted and registered with MEYS and related ordinances of the Rector in the personnel and wage area of USB were prepared.

Responsibility

Rector, Vice-Rector for Internal Evaluation, Bursar

Objective 5.3 Development and renovation of infrastructure

Implementation of activities for 2021

Fulfilled

Technological development and renewal of IT, ICT, etc.

- Continuous development of electronic support for instruction continued, including e.g. increasing the efficiency of online education administration (interconnection of IS STAG, DDPace, elearning.jcu.cz portal, MS

Teams and Office 365), development of USB eLibrary (expansion of the portfolio of electronic study materials). The renewal of outdated IT equipment was implemented to support the needs of distance forms of instruction and study, especially part-time forms of study, lifelong learning or staff development (see sections 1.3, 1.5 and 1.6 for details).

- The development of client equipment was in line with the support of distance learning, especially in terms of the acquisition of mobile devices.
- The base of the data warehouse was expanded with 21 new data, mainly related to the area of HR, and 32 reports were created in the area of accounting, HR and studies. In the R&D area, the data warehouse was expanded with data from RIV, SCOPUS, WoS databases. These data were consolidated into a separate data star and then the first versions of the reports were created based on them, taking into account the possibility of comparing individual metrics.
- In 2021, a university data and computing centre was acquired and is located in the premises of CIT USB. The capacity is available to all faculties. This data centre will also use electricity from a photovoltaic power plant being prepared. The overall design of the university computing cluster is aimed at efficient, environmentally friendly and sustainable use of HW capacity across the entire USB.
- The IDM identity management system has been extended with additional functionalities in relation to the groupware solution and in relation to the HR agenda.
- The data stores have been and will continue to be gradually upgraded to the CEPH platform.
- The Electronic Business Centre has been launched, see section 5.1.
- The new web presentation of USB faculties has started to be used except for two USB faculties in the whole USB. Its implementation required modifications of the respective interfaces of IDM and STAG.
- Seven journals have been maintained in the newly implemented editorial system since 2021, while older issues have also been migrated according to the requirements of individual editorial offices. In addition to the management of journals, the system is also used for the management of monographs and conference proceedings are planned for the future. The USB Publishing House has taken over the patronage of the above-mentioned editorial system.
- An e-course and a test have been developed to enhance cyber security. The linkage of regular testing to the personnel agenda is currently being addressed, and this matter also applies to other regular training.
- The WebFIS application was implemented into the iFIS economic information system in the scope of the modules My Documents, My Cards, My Contracts, My Contracts, Centre Contracts and Request for Invoice, as well as optimization of processes and computerization of procedures. The input control of accounting records, the search of accounts, custom controls over accounting items, new printing reports, modifications to the Majetek module were improved. The Verso application was connected to the organisational structure of the USB and several partial modifications were made to the eWallet, Travel Orders and other modules.
- Electronic confirmation of studies is available in the IS, see section 5.1.
- IS STAG was connected to the newly established university repository of DSpace outputs, qualification theses are regularly published in the repository, see section 2.2.
- The implementation of the connection of IS STAG to the Erasmus Without Paper system is still ongoing.
- The CIT USB department was strengthened by one employee who is dedicated to the management of groupware solutions.
- Both the FSP and the USB 2021 IP provided for the development of staff capacity for the increasingly extensive IT services.
- In order to support the stabilization of IT services staffing, a partial change in the structure of the CIT USB workplace was made. It is expected that the implementation of the new USB wage regulation and the successful implementation of the FSP project to promote informatics as a degree programme will contribute to greater stability. It can be assumed that IT staff will also be recruited among graduates of relevant degree programmes accredited at USB.

Implementation of the investment strategy

- The development, construction and modernisation of educational and research facilities was carried out in accordance with the USB 21+. In 2021, planned actions were implemented according to the Plan of Investment Activities, and planned procedures continued in the main investment projects of the USB, included in the subsidy title of the programme financing of MEYS (PROGFIN) for the period 2018–2027.
- In accordance with the Plan of Investment Activities, the actual implementation of the USB – FAG Chemistry Pavilion construction was started and underway, the contractor was selected in the tender procedure, and the implementation of the rough construction and engineering networks in the immediate vicinity of the construction was started.
- In 2021, work continued on the project documentation of investment projects for the USB PF – Renovation of Jeronýmova 8 and 10, Renovation of Dukelská 7 and 9 and U Tří lvů 1725/1A. After the completion of the project documentation for the Renovation of Dukelská 7 and 9, an application for registration of the project and granting of subsidy was submitted to MEYS.
- In 2021, the planned Renovation of the K4 dormitory was started and is underway, the expected date for completion of the construction is 04–05/2022, including the delivery of interior equipment.
- In the case of the investment project USB – Renovation of the USB Lecture Hall (Bobík), MEYS issued the registration of the project in September 2021 and approved the terms of reference for the tender for the construction contractor. The tender was announced immediately afterwards.
- For the planned project USB – FTH Renovation of the Mlýnská stoka building, a building permit was expected to be issued in 2021. However, the Building Authority did not terminate the building permit procedure due to the disagreeing comments of the parties during the local investigation, and the procedure is still ongoing.
- The FHSS USB Vltava IV project is being implemented according to the planned schedule – in 2021, an application for a zoning and building permit was submitted and work on the final stage of the project documentation for the construction started.
- As of 31 December 2021, the construction works of the ERDF II project 'Development of USB – Without Barriers' have been completed. Within all 4 phases of the project, a total of 11 USB buildings have been adapted and added to meet the needs of disabled people or people with special needs to the maximum extent).
- As part of the investment activities, the initial requirements for the establishment and operation of the USB Primary School at the FED USB (a small primary school) were incorporated into the project for the Renovation of the building at ul. Dukelská.

Responsibility

Rector, Vice-Rector for Management and External Relations, Vice-Rector for Student Affairs, Bursar

Expected sources of funding

- Operational programmes of the Czech Republic for the period 2014–2020 (or 2021–2027)
- Institutional Plan (2021)
- Centralised development programmes (2021)
- Programme funding of MEYS
- Institution's Own resources
- Institutional and earmarked funds
- Foreign funds

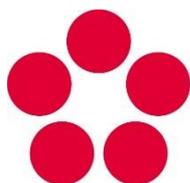
Appendices ---

- 1**

 Text appendix to the USB Annual Report on the Activities 2021
- 2**

 Table appendix to the USB Annual Report on the Activities 2021
- 3**

 List of abbreviations and acronyms



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

Annual Activity Report 2021

Text appendix

TABLE OF CONTENTS

1	Basic information about USB	1
1.1	Contact details	1
1.2	Organisational chart of USB	2
1.3	Composition of USB bodies	2
1.3.1	Senior USB staff	2
1.3.2	Directors of University-wide facilities and special-purpose facilities of USB	2
1.3.3	USB Board of Trustees	3
1.3.4	USB Scientific Board	5
1.3.5	USB Academic Senate	7
1.3.6	USB Internal Evaluation Board	8
1.3.7	USB International Board	9
1.3.8	USB Ethics Committee	9
1.4	Representation of USB in the representation of Czech universities	10
1.5	Changes to internal regulations	10
2	Degree programmes, organisation of studies and educational activities	12
2.1	Accredited degree programmes described by the learning outcomes methodology and newly described programmes in the year 2021	12
2.2	Cooperation with the application sphere in the development and implementation of degree programmes	12
2.3	Other educational activities	14
2.3.1	Lifelong education	15
2.3.2	Other	16
3	Students	19
3.1	Measures to reduce academic failure	19
3.2	Final decisions on invalidation of state examinations	20
3.3	Measures to limit the prolongation of studies	20
3.4	Own scholarship programs	21
3.5	Advisory services	22
3.6	Students with special needs	23
3.7	Exceptionally gifted students and those interested in studies	24
3.8	Students with socioeconomic disadvantages	26
3.9	Support for student–parents	26
4	Alumni	27
4.1	Collaboration and maintaining contact with alumni	27
4.2	Employment and employability of graduates	28
4.3	Cooperation with future employers of graduates	30
5	Interest in studies	33
5.1	Entrance exams for studies	33
5.2	Cooperation with secondary schools in the field of USB promotion	34
6	Staff	39
6.1	Career regulations for academic staff, motivational tools for staff remuneration	39
6.2	Developing the instruction skills of academic staff	39
6.3	Gender equality, support for employee–parents	40
6.4	Measures against sexual and gender-based harassment	41
7	Internationalisation	42
7.1	Support for student participation in mobility programmes abroad	42
7.2	Support for international mobilities of academic and non-academic staff	45
7.3	Supporting the integration of international members of the USB academic community	48
7.4	Other significant activities strengthening the internationalisation of activities of USB	50
8	Research, development, artistic and other creative activities	51
8.1	Measures taken to strengthen the link between creative activities and educational activities	51
8.2	Involving students in creative activities	52
8.3	Earmarked funding for research, development, and innovation	54
8.4	Support for PhD students and postdoctoral positions	54
8.5	Collaboration with the application sphere on the creation and transfer of innovations and their commercialisation	57

8.6	Support for horizontal (intersectoral) mobilities of students and academic staff, developing competencies for innovative entrepreneurship	59
9	Quality assurance and evaluation of implemented activities	63
9.1	Significant events and facts relating to quality assurance and the evaluation of the activities carried out that occurred in 2021	63
9.1.1	Control system	68
9.1.2	Infrastructure and other major projects	69
9.1.3	Library and information services	71
9.1.4	Accommodation and catering services	73
9.1.5	Information and Communication Technologies	73
9.1.6	British Centre USB	75
9.1.7	USB Goethe Centre	76
9.1.8	USB Preschool – Children’s Group Kvítek	80
9.1.9	Publishers USB	83
10	National and international excellence	88
10.1	International and major national research, development and creative activities, integration of research infrastructure into international networks and involvement in professional or artistic networks	88
10.2	National and international awards	90
10.2.1	Benchmarking	97
10.3	International evaluation of the university or its unit, including foreign accreditations	98
11	The Third Role	100
11.1	Transfer of knowledge into practice and its results	100
11.2	Activities in the region, cooperation with regional entities	100
11.3	Transregional action	104
12	Activities related to the impact of the pandemic caused by the SARSCoV-2 coronavirus	107
12.1	Educational activities	107
12.2	Research activity	108
12.3	The Third Role	109

1 Basic information about USB

1.1 Contact details

According to Act No 111/1998, on Higher Education Institutions and on Amendments and Supplements to Other Acts (the Higher Education Act), as amended (hereinafter referred to as 'the Act'), the University of South Bohemia in České Budějovice is a public higher education institution. The contact details of the University and of the individual faculties, other facilities (under section 22(1)(c) of the Act) and special-purpose facilities (under section 22(1)(d) of the Act) are set out below.

University and faculty contact details

Name	Abbreviation	Contact address	Website
University of South Bohemia in České Budějovice	USB	Branišovská 1645/31a 370 05 České Budějovice	www.jcu.cz
Faculty of Economics, USB	FEC USB	Studentská 787/13 370 05 České Budějovice	www.ef.jcu.cz
Faculty of Arts, USB	FAR USB	Branišovská 1645/31a 370 05 České Budějovice	www.ff.jcu.cz
Faculty of Education, USB	FED USB	Jerome's 10 371 15 České Budějovice	www.pf.jcu.cz
Faculty of Science, USB	FSC USB	Branišovská 1760 370 05 České Budějovice	www.prf.jcu.cz
Faculty of Fisheries and Protection of Waters, USB	FFPW USB	Zátiší 728/II 389 25 Vodňany	www.frov.jcu.cz
Faculty of Theology, USB	FTH USB	Kněžská 8 370 01 České Budějovice	www.tf.jcu.cz
Faculty of Health and Social Sciences, USB	FHSS USB	J. Boreckého 1167/27 370 11 České Budějovice	www.zsf.jcu.cz
Faculty of Agriculture, USB	FAG USB	Studentská 1668 370 05 České Budějovice	www.zf.jcu.cz

Contact details of other facilities (pursuant to Section 22(1)(c) of the Act)

Name	Abbreviation	Contact address	Website
USB Academic Library	AL USB	Branišovská 1646/31b 370 05 České Budějovice	www.lib.jcu.cz
USB British Centre	BC USB	Krajinska 2 370 01 České Budějovice	www.britskecentrum.cz
USB Centre of Information Technologies	CIT USB	Branišovská 1645/31a 370 05 České Budějovice	www.jcu.cz/ about- university/organisational- structure/rectors_office/cit
USB Goethe Centre	GC USB	Krajinska 2 370 01 České Budějovice	www.goethecentrum.cz
USB Publishing house	PH USB	Branišovská 1645/31a 370 05 České Budějovice	http://nju.jcu.cz

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

Name	Abbreviation	Contact address	Website
USB Dormitories and Refectories	D&R USB	Studentská 800/15 370 05 České Budějovice	kam.jcu.cz
USB Preschool group – Children's group Kvítek	PG Kvítek	Šípková 1822/1 370 05 České Budějovice	www.jcu.cz/ about-the- university/landscapes- and-services/children's- group

Further information about the University of South Bohemia, its individual faculties and other facilities can be found on the University of South Bohemia's web portal¹, on the official university pages on the social

¹ www.jcu.cz

networks Facebook², Twitter³, LinkedIn⁴ and Instagram⁵ or on the YouTube⁶ web server.

1.2 Organisational chart of USB

In accordance with Article 14, Paragraph 2 of the USB Statutes, the Organisational Regulations of the USB Rectorate were issued in the form of Rector's Ordinance R 466 with effect from 1 April 2021, the first annexe of which is the graphical representation of the organisational structure of USB and the USB Rectorate and the USB constituent parts that are not faculties (annexe 1). The second annexe regulates the status and scope of the individual organisational units of the USB Rectorate. With the issuance of the ordinance, Rector's Ordinance R 445 of 20 August 2020 was repealed.

1.3 Composition of USB bodies

1.3.1 Senior USB staff

According to the USB Statutes, the leading employees of the USB within the meaning of Section 9 (1) (a) of the Act are the Rector, vice-rectors, Bursar and deans of faculties.

Senior USB staff in 2021

Rector	prof. PhDr. Bohumil Jiroušek, Dr.
Vice-Rectors	
Vice-Rector for Student Affairs	PaedDr. Petr Bauman, Ph.D.
Vice-Rector for Research	doc. Ing. Luděk Berec, Dr.
Vice-Rector for International Relations	doc. PaedDr. Radka Závodská, Ph.D.
Vice-Rector for Development	Ing. Michal Hojdeckr, MBA
Vice-Rector for Internal Evaluation	prof. Tomáš Machula, Ph.D., Th.D.
Vice-Rector for Management and External Relations	Ing. Ludvík Friebel, Ph.D.
Bursar	Ing. Jiřina Valentová
Deans of Faculties	
Faculty of Economics USB	doc. Dr. Ing. Dagmar Škodová Parmová
Faculty of Arts, USB	doc. PhDr. Ondřej Pešek, Ph.D.
Faculty of Education USB	doc. RNDr. Helena Koldová, Ph.D.
Faculty of Science USB	prof. Ing. Hana Šantrůčková, CSc.
Faculty of Fisheries and Protection of Waters USB	prof. Ing. Pavel Kozák, Ph.D.
Faculty of Theology, USB	doc. ThDr. Rudolf Svoboda, Th.D.
Faculty of Health and Social Sciences, USB	Mgr. Ivana Chloubová, Ph.D.
Faculty of Agriculture USB	doc. RNDr. Petr Bartoš, Ph.D.

1.3.2 Directors of University-wide facilities and special-purpose facilities of USB

Directors of other facilities and special-purpose facilities of USB in 2021

Other USB facilities	
USB Academic Library	Ing. Helena Vorlová
USB British Centre	PhDr. Ivana Šamalíková
USB Centre of Information Technologies	RNDr. Josef Milota
USB Goethe Centre	Mgr. Lucie Trnková
USB Publishing House	prof. PhDr. Petr A. Bílek, CSc.
Special-purpose facilities of USB	

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

³ <https://twitter.com/jihoceskaUni>

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

⁵ <https://www.instagram.com/jihoceskauniverzita/>

⁶ https://www.youtube.com/results?search_query=jiho%C4%8Desk%C3%A1+university

USB Dormitories and Refectories	Ing. Ivan Hajek
USB Preschool groups – Children's groups Kvítek	Mgr. Magdalena Marešová

1.3.3 USB Board of Trustees

USB Board of Trustees until 14 June 2021

Chair	
Mgr. Ing. Miroslav Šimek	Chief Councillor, Deputy Director and Head of the State Property Transfer Department, Regional Land Office for the South Bohemian Region, České Budějovice
Vice-Chairs	
Ing. Jiří Boček	Former director of Budějovický Budvar, n. p.
Ing. Jan Kubeš	Director and owner of BELIS+ s. r. o., České Budějovice
Members	
RNDr. Vladimír Brablec	Director of the Employment Department of the Regional Branch of the Labour Office of the Czech Republic in České Budějovice
Ing. Pavel Fantyš	Section Director, Financial Office for the South Bohemia Region, territorial office in Prachatice
PhDr. et Mgr. Robert Huneš, MBA	Director of the Hospice of St. John N. Neumann, o.p.s., Prachatice
Ing. Jan Hůda, Ph.D.	Chair of the Board of Directors of the Třeboň Fishery Hld. a. s.
Ing. Ivo Moravec	Deputy Mayor of the City of České Budějovice for Public Administration, Public Procurement, Environment The Statutory City of České Budějovice
MUDr. Jaroslav Novák, MBA	1st Vice-Chair of the Board of Directors, Deputy General Director and Director of the Department of Other Medical Fields of the Hospital České Budějovice, a. s.
Mgr. Antonín Sekyrka	Director of the Česká 64, České Budějovice gymnasium
Ing. František Štangl	Director of the South Bohemian Museum in České Budějovice
Ing. Jaromír Talíř	Member of the Cultural Commission of the South Bohemian Region, former mayor, deputy and minister

USB Board of Trustees as of 23 June 2021

Chair	
Ing. Jan Kubeš	Director and owner of BELIS+ s. r. o., České Budějovice
Vice-Chairs	
Ing. Jan Hůda, Ph.D.	Chair of the Board of Directors of the Třeboň Fishery Hld. a. s.
Mgr. Ing. Miroslav Šimek	Chief Councillor, Deputy Director and Head of the State Property Transfer Department, Regional Land Office for the South Bohemian Region, České Budějovice
Members	
Ing. Jiří Boček	Former Director of Budějovický Budvar, n. p.
RNDr. Vladimír Brablec	Director of the Employment Department of the Regional Branch of the Labour Office of the Czech Republic in České Budějovice
Ing. Pavel Fantyš	Section Director, Financial Office for the South Bohemia Region, territorial office in Prachatice
PhDr. et Mgr. Robert Huneš	Director of the Hospice of St. John N. Neumann, o.p.s., Prachatice
Ing. Ivo Moravec	Deputy Mayor of the City of České Budějovice for Public Administration, Public Procurement, Environment The Statutory City of České Budějovice
MUDr. Jaroslav Novák, MBA	1st Vice-Chair of the Board of Directors, Deputy General Director and Director of the Department of Other Medical Fields of the Hospital České Budějovice, a. s.
Mgr. Antonín Sekyrka	Director of the Česká 64, České Budějovice Gymnasium
Ing. František Štangl	Director of the South Bohemian Museum in České Budějovice
Ing. Jaromír Talíř	Member of the Cultural Commission of the South Bohemian Region, former mayor, deputy and minister

In accordance with Section 14(1) of the Act and Article 3 of the USB Statutes Board of Trustees, the election of the Chair and Vice-Chairs of the USB Board of Trustees for a two-year term of office (from 23

Basic information

June 2021 to 22 June 2023) took place on 23 June 2021. Ing. Jan Kubeš was elected Chair of the USB Board of Trustees. Ing. Jan Hůda, Ph.D. and Mgr. Ing. Miroslav Šimek were elected Vice-Chairs.

In 2021, four regular meetings of the USB Board of Trustees were held (in order 63–66) and two per rollam votes (May and August), during which a total of 14 so-called prior written approvals of the USB Board of Trustees were issued (in order 482–495). Brief summaries of the most important points of the regular meetings of the USB Board of Trustees are available on the website of the University of South Bohemia.⁷

Basic overview of previous written approvals issued by the USB Board of Trustees in 2021

Types of previous written approvals of the USB Board of Trustees issued in 2021	Number of consents of a given type
Contract on a future agreement on the establishment of the right of easement – utility easement on the USB land	6
Contract for the establishment of the right of easement – utility easement on USB land	3
Contract for the sale of immovable property owned by USB	3
Intention to exchange land	1
Contract on future contract and future contract on the establishment of an easement	1
Total	14

Detailed overview of previous written approvals issued by the USB Board of Trustees in 2021

Consent number	Description	Date of issue
482	Conclusion of a future exchange contract between the University of South Bohemia in České Budějovice and the Statutory City of České Budějovice for the implementation of the construction 'USB – FTH – Renovation of the building at Mlýnská stoka'.	21. 1. 2021
483	Conclusion of a future agreement on the contract for the establishment of a utility easement (sewerage connection) in favour of the University of South Bohemia in České Budějovice, for the implementation of the construction 'Extension of the FHSS USB Vltava building, stage IV'.	21. 1. 2021
484	Conclusion of a utility easement agreement in favour of E. ON Distribuce, a.s. for the implementation of the construction entitled 'ČB, Na Zlaté stoce, 1378/1 LV cable relocation'.	21. 1. 2021
485	Conclusion of a utility easement agreement in favour of EG. D, a.s. for the implementation of the construction entitled: 'Cable line Říční street, Vodňany.	25. 3. 2021
486	Conclusion of a utility easement agreement in favour of EG. D, a.s. for the implementation of the construction entitled: 'Vodňany Říční, University of South Bohemia: LV cable connection'.	25. 3. 2021
487	Conclusion of a future agreement on the establishment of a utility easement in favour of EG. D, a.s. after the implementation of the construction entitled: 'Relocation of ČB, USB campus. New STL gas pipeline'.	25. 3. 2021
488	Conclusion of a future contract on the establishment of the right corresponding to the easement – easement for the implementation of public lighting, which will be built within the project: 'USB – FED Renovation of the sports complex'.	23. 6. 2021
489	Conclusion of a future contract on the establishment of the right corresponding to the easement – utility easement (fibre optic cable) in favour of the University of South Bohemia in České Budějovice, for the implementation of the construction entitled: 'Optical interconnection of the buildings of the University of South Bohemia in Vodňany – 1st stage'.	23. 6. 2021
490	Sale of a set of immovable property of the University of South Bohemia in České Budějovice in the cadastral area of Týn nad Vltavou, in the locality of Skalky to EXTECON s.r.o.	31. 8. 2021
491	Sale of land plots No 255/5 and No 258/26 in the cadastral territory of České Vrbné to ŘSD ČR, a state-funded organisation for the provision of the public utility building 'I/20 Pištín – České Vrbné'.	20. 10. 2021
492	Sale of a part of land plot No 234/2, newly separated by GP as plot No 234/11 in the cad. territory of Vodňany to Mr. Pavel Břejch.	20. 10. 2021
493	Conclusion of a future contract on the establishment of the right corresponding to the easement – easement for the implementation of the construction entitled: 'ČB, Na Sádkách, TS 606 hall of the USB, HV distribution'.	20. 10. 2021
494	Conclusion of a future agreement on the establishment of a utility easement in favour of EG. D, a. s. for the implementation of the construction entitled: 'ČB, Dlouhá, 2137/52 ČB 2, relocation of HV'.	20. 10. 2021
495	Discussion of the proposed land exchange between the University of South Bohemia in České Budějovice and the town of Hluboká nad Vltavou.	20. 10. 2021

⁷ <https://www.jcu.cz/cz/univerzita/organy/spravni-rada>

1.3.4 USB Scientific Board

USB Scientific Board in 2021

Chair	
prof. PhDr. Bohumil Jiroušek, Dr.	Rector of USB
Internal members	
doc. RNDr. Petr Bartoš, Ph.D.	Faculty of Agriculture, USB
PaedDr. Petr Bauman, Ph.D.	Vice-Rector for Student Affairs, USB
doc. Ing. Luděk Berec, Dr.	Vice-Rector for Research
prof. MUDr. Mgr. Alan Bulava, Ph.D.	Faculty of Health and Social Sciences, USB
prof. PhDr. Václav Bůžek, CSc.	Faculty of Arts, USB
prof. Ing. Martin Flajšhans, Dr.rer.agr.	Faculty of Fisheries and Protection of Waters USB
Ing. Ludvík Friebel, Ph.D.	Vice-Rector for Management and External Relations
Prof. RNDr. Libor Grubhoffer, CSc., Hon. D.Sc., dr. h. c.	Faculty of Science USB Director of the CAS Biology Centre, v. v. i., České Budějovice
Mgr. Ivana Chloubová, Ph.D.	Faculty of Health and Social Sciences, USB
doc. RNDr. Jana Klicnarová, Ph.D.	Faculty of Economics, USB
prof. RNDr. Dalibor Kodrík, CSc.	Institute of Entomology; Faculty of Science, USB; CAS Biology Centre, v. v. i., České Budějovice
doc. RNDr. Helena Koldová, Ph.D.	Faculty of Education, USB
prof. Ing. Pavel Kozák, Ph.D.	Faculty of Fisheries and Protection of Waters, USB
prof. Ing. Martin Křížek, CSc.	Faculty of Agriculture, USB
prof. Ing. Otomar Linhart, DrSc.	Faculty of Fisheries and Protection of Waters, USB
prof. Tomáš Machula, Ph.D., Th.D.	Vice-Rector for Internal Evaluation, USB
prof. PaedDr. Vladimír Papoušek, CSc.	Faculty of Arts, USB
doc. PhDr. Ondřej Pešek, Ph.D.	Faculty of Arts, USB
prof. RNDr. Tomáš Polívka, Ph.D.	Faculty of Science, USB
prof. PaedDr. Iva Stuchlíková, CSc.	Faculty of Education, USB
doc. ThDr. Rudolf Svoboda, Ph.D.	Faculty of Theology, USB
prof. Ing. Hana Šantrůčková, CSc.	Faculty of Science, USB
doc. Dr. Ing. Dagmar Škodová Parmová	Faculty of Economics, USB
prof. Ing. Miloslav Šoch, CSc., dr. h. c.	Faculty of Agriculture, USB
prof. PhDr. Valérie Tóthová, Ph.D., R.N.	Faculty of Health and Social Sciences, USB
doc. Mgr. et Mgr. Jitka Vacková, Ph.D.	Faculty of Health and Social Sciences, USB
doc. RNDr. Radka Závodská, Ph.D.	Faculty of Education, USB
External members	
prof. Ing. Jiří Balík, CSc.	Czech University of Agriculture in Prague
prof. RNDr. Bohuslav Gaš, CSc.	Charles University in Prague
prof. RNDr. Tomáš Herben, CSc.	Botanical Institute of the CAS, v. v. i., Průhonice; Charles University in Prague
doc. Dr. RNDr. Miroslav Holeček	University of West Bohemia in Pilsen
prof. PhDr. Martin Holý, Ph.D.	Institute of History of the CAS, v.v.i.
prof. PhDr. Darja Jarošová, Ph.D.	University of Ostrava in Ostrava
prof. Ing. Miroslav Ludwig, CSc.	University of Pardubice
prof. PhDr. Tomáš Nejšlechba, Ph.D.	Palacký University in Olomouc
prof. PhLic. Vojtěch Novotný, Th.D.	Charles University in Prague
prof. PhDr. Jiří Pelán, Ph.D.	Charles University in Prague
prof. Ing. Petr Ráb, DrSc., dr. h. c.	Institute of Animal Physiology and Genetics CAS, v. v. i., Liběchov
doc. Ing. Pavel Ryant, Ph.D.	Mendel University in Brno
prof. Ing. Petr Sklenička, CSc.	Czech University of Agriculture in Prague
prof. MUDr. Jaroslav Slany, CSc.	University of Trnava, Slovakia
prof. PhDr. Stanislav Štěch, CSc.	Charles University in Prague

USB Scientific Board in 2021

doc. Ing. Zdeněk Tůma, CSc.	ČSOB a.s.; Charles University in Prague
prof. PhDr. Petr Vorel, CSc.	University of Pardubice
prof. RNDr. Eva Zažimalová, CSc.	Czech Academy of Sciences

In 2021, two meetings of the USB Scientific Board were held (once online and once in hybrid form) and two per rollam votes were taken. In 2021, the USB Scientific Board discussed and approved the award of two honorary degrees 'Doctor honoris causa', namely to Prof. Johan Verreth in the field of Fisheries and Dr. Marc Vendeputt, also in Fisheries, on the proposal of the USB Faculty of Fisheries and Protection of Waters. It was also approved the filling of two positions of extraordinary professor, namely at the Department of Parasitology of the USB Faculty of Science – prof. Fernando G. Noriega and at the Department of Czech-German Areal Studies of the USB Faculty of Arts – Dr. habil. Christine Pretzl.

In 2021, the Rector's Prize for a prestigious scientific publication was also awarded at a meeting of the USB Scientific Board.

Annotation of publications awarded the Rector's Prize for a prestigious scientific publication in 2021

Dust K, Walker LR (2020) Comparative plant succession among terrestrial biomes of the world. Cambridge University Press. This book is a comprehensive work describing and comparing vegetation succession on newly emerging surfaces and disturbed habitats across the world's terrestrial biomes. It brings together the findings of a lifetime of study by Karl Prach, one of the leading figures in the field of restoration ecology. In addition to its undisputed scientific value, this work is useful for anyone working in conservation biology, general ecology, or restoration ecology specifically. This important work has also been highly praised in a review published in the highly prestigious journal *Trends in Ecology and Evolution*.

Vacková J. et al. (2020) Social work in the system of coordinated rehabilitation. Grada Publishing, Prague. This is a unique publication in the field of coordinated rehabilitation for clients after acquired brain injury, especially after a stroke, in their natural home environment. Coordinated rehabilitation, representing systematic and multidisciplinary care for such affected persons, is crucial for the quality of their future life. The results reaching the international dimension and presented in this monograph are of importance not only for theoretical knowledge but especially for everyday social work practice. In essence, the experimental research on which the monograph is based has shown that a system of coordinated rehabilitation should be a commonly available part of the services offered, including through the development of a state concept of coordinated rehabilitation.

Radimská J. (2020) Les livres et les lectures d'une princessče au XVIIIe siècle. Honoré Champion, Paris. This book, co-authored by Václav Grubhoffer and published by a prestigious French publishing house, is the culmination of Jitka Radimská's lifelong work. It presents in a broader contemporary context the personal library of Princess Marie Ernestina of Eggenberg, who lived in the castle in Český Krumlov between 1666 and 1717. However, the author does not only report on her own library in Krumlov but also creates a portrait of this princess by identifying her reading interests and preferences, as evidenced by book purchases, commentary entries or marked-up parts. The human contours of this exceptional woman are then illustrated by Václav Grubhoffer's account of the Princess's death and her will.

Grabicová K. et al. (2020) Psychoactive pharmaceuticals in aquatic systems – different approaches for environmental monitoring. Environmental Pollution 261: 114150. Psychoactive substances present in the aquatic environment affect the central nervous system of aquatic organisms. They can lead to behavioural changes in these organisms and consequently to changes in their fitness. This study compares the predictive power of different sampling procedures used to monitor the presence of psychoactive substances in the aquatic environment with a highly practical impact. Among other things, it confirms the theory that a more important characteristic of the degree of pollution than the amount of influent is the ratio of this amount to the size of the river, due to the so-called dilution factor.

The minutes of the regular meetings of the USB Scientific Board are available on the website of the University of South Bohemia.⁸

⁸ <http://www.jcu.cz/veda-a-vyzkum/vedecka-rada-ju/zapisy-z-jednani-vr-ju>

1.3.5 USB Academic Senate

USB Academic Senate in 2021

Chair	JUDr. Rudolf Hrubý
Vice-Chair of the Chamber of Academic Staff	Mgr. František Dolák, Ph. D.
Vice-Chair of the Student Chamber	Lukas Lang
Members – academic staff	Ing. Martina Novotná, Ph. D.
	Ing. Tomáš Volek, Ph. D.
	doc. Mgr. Ondřej Chvojka, Ph. D.
	Mgr. Vera Kaplická Yakimová, Ph. D.
	PhDr. Petr Dvořák, Ph. D.
	Zdeněk Pecka, Dr. phil.
	Mgr. Lukáš Rokos, Ph. D.
	doc. RNDr. Jana Jersáková, Ph. D.

USB Academic Senate in 2021

	Mgr. Josef Juráň, Ph. D.
	RNDr. Petr Nguyen, Ph. D.
	prof. Ing. Tomáš Randák, Ph. D.
	MVDr. Eliška Zusková, Ph. D.
	Mgr. Lucie Kolářová, Dr. theol.
	Mgr. Jan Sattran
	Mgr. Věra Suchomelová, Th. D.
	Mgr. Bc. Barbora Wernerová (until 21 September 2021)
	PhDr. Andrea Hudáčková, Ph. D.
	Mgr. Lenka Šedová, Ph. D.
	Mgr. Jan Neugebauer (until 9/2021)
	Mgr. Zbyněk Havelka Ph. D.
	Ing. Jiří Sláma, Ph. D.
	doc. Ing. Pavel Smetana, Ph. D.
	Ing. Jan Kresan
Members – students	Bc. Filip Bláha
	Adam Novák
	Bc. Jan Lassner
	Mgr. et Mgr. Libor Staněk
	Roman Bechyně
	Mgr. Aleš Lisner
	Mgr. Hynek Mazanec
	Ing. Pavel Franta
	Ing. Martin Hubálek
	Ester Dombrovská
	Bc. Zdeněk Šnyps (from 1. 8. 2021)
	Tereza Svárovská
	Bc. Michaela Hana Votruba

In 2021, a total of seven meetings of the Academic Senate of USB were held.

Minutes of the USB Academic Senate meetings are available on the website of the University of South Bohemia.⁹

⁹ <https://www.jcu.cz/cz/univerzita/organy/akademicky-senat-ju>
14

1.3.6 USB Internal Evaluation Board

USB Internal Evaluation Board in 2021

Chair	
prof. PhDr. Bohumil Jiroušek, Dr.	Rector of USB
Vice-Chair	
prof. Tomáš Machula, Ph.D., Th.D.	Faculty of Theology, USB
Chair of the USB Academic Senate	
JUDr. Rudolf Hrubý	Faculty of Economics USB
Student representative	
Ing. Pavel Franta	Faculty of Fisheries and Protection of Waters, USB (from 20. 1. 2021)
Members	
doc. RNDr. Petr Bartoš, Ph.D.	Faculty of Agriculture, USB
prof. PhDr. Václav Bůžek, CSc.	Faculty of Arts, USB (until 22 March 2021)
doc. Mgr. Lenka Martínková, Ph.D.	Faculty of Arts, USB (from 7 June 2021)
prof. PaedDr. Vladimír Papoušek, CSc.	Faculty of Arts, USB (until 6 June 2021, then from 7 June 2021)
prof. Ing. Vladislav Čurn, Ph.D.	Faculty of Agriculture, USB (until 6 June 2021, then from 7 June 2021)

USB Internal Evaluation Board in 2021

doc. Ing. Ivana Faltová Leitmanová, CSc.	Faculty of Economics, USB
prof. Ing. Martin Flajšhans, Dr. rer. agr.	Faculty of Fisheries and Protection of Waters, USB (until 6 June 2021)
doc. Ing. Martin Pšenička, Ph.D.	Faculty of Fisheries and Protection of Waters, USB (from 7 June 2021)
doc. Ing. Martin Kocour, Ph.D.	Faculty of Fisheries and Protection of Waters, USB
Ing. Vladimír Jandík	Banking sector
doc. Ing. Milan Jílek, Ph.D.	Faculty of Economics, USB
prof. RNDr. Jan Kaštovský, Ph.D.	Faculty of Science, USB
doc. RNDr. Šárka Klementová, CSc.	Faculty of Science, USB (until 6 June 2021, then from 7 June 2021)
doc. Jakub Sirovátka, Dr. phil.	Faculty of Theology, USB
doc. RNDr. Vítězslav Straňák, Ph.D.	Faculty of Science, USB
prof. PaedDr. Iva Stuchlíková, CSc.	Faculty of Education, USB
prof. RNDr. Ivo Šauman, Ph.D.	CAS Biology Centre, v. v. i., České Budějovice
prof. PhDr. Valérie Tóthová, Ph.D.	Faculty of Health and Social Sciences, USB (until 6 June 2021, then from 7 June 2021)
doc. Mgr. et Mgr. Jitka Vacková, Ph.D.	Faculty of Health and Social Sciences, USB

In 2021, eight regular meetings of the USB Internal Evaluation Board were held. Summaries of the most important points of the regular meetings of the USB Internal Evaluation Board are available on the website of the University of South Bohemia.¹⁰ The activities of the USB Internal Evaluation Board are described in more detail in the chapter 9.1 Significant events and facts related to quality assurance and evaluation of activities carried out in 2021.

¹⁰ <https://www.jcu.cz/cz/univerzita/organy/rada-pro-vnitni-hodnoceni-ju>

1.3.7 USB International Board

USB International Board in 2021

Members	
Prof. Dr. Klaus Baumann	Psychologist, professor and theologian in social work, psychology and practical theology, Albert-Ludwigs-Universität Freiburg, Germany
Prof. Ioan Bencsik, PhD	Professor of Livestock Genetics, Faculty of Animal Science and Biotechnology, Banat University of Agricultural Science and Veterinary Medicine Timisoara, Romania
Prof. Dr. József Betlehem, Ph.D.	Professor of Nursing, University of Pécs, Hungary
Prof. Dr. hab. Joanna Czaplińska	Professor of Bohemia, Opolski University, Poland
Prof. Dr. Martin Lindner	Professor of Biology and Geography, Martin Luther University Halle-Wittenberg, Germany
Prof. Dr. Norbert Müller	Professor of Chemistry, Johannes Kepler University Linz, Austria
Prof. Dr. James Sanford Rikoon	Professor, Rural and Environmental Specialist, The University of North Carolina, USA
Prof. Dr. Johan Verreth	Professor of Aquaculture and Fisheries, Wageningen University, The Netherlands

The USB International Board meeting has not yet taken place. More information about the International Council of the USB is available on the website of the University of South Bohemia.¹¹

1.3.8 USB Ethics Committee

USB Ethics Committee in 2021

Chair	
doc. Jakub Sirovátka, Dr.phil.	Faculty of Theology, USB
Members	
Mgr. Zuzana Duchková, Ph.D.	Faculty of Education, USB
Ing. Ján Regenda, Ph.D.	Faculty of Fisheries and Protection of Waters, USB
doc. PhDr. Marie Ryantová, CSc.	Faculty of Arts, USB
doc. Ing. Milan Štech, Ph.D.	Faculty of Science, USB
Ombudsman	
doc. MUDr. Jiří Šimek, CSc.	Faculty of Health and Social Sciences, USB

No meetings were held, and no statements were issued in 2021. Further information on the activities of the Ethics Committee of the University of South Bohemia is available on the website of the University of South Bohemia.¹²

¹¹ <https://www.jcu.cz/cz/univerzita/organy/mezinarodni-rada-ju>

¹² <https://www.jcu.cz/cz/univerzita/organy/eticka-komise-ju>

1.4 Representation of USB in the representation of Czech universities

Representation of USB in the representation of Czech universities in 2021

Organisation	USB Representative	Positions in the representation body
Czech Rectors' Conference	prof. PhDr. Bohumil Jiroušek, Dr.	Member of the Plenum Member of the Chamber of Rectors of Public and State Universities Member of the Working Group on European Structural Funds
	prof. RNDr. Tomáš Polívka, Ph.D.	Member delegated by the CRC to the European University Association Expert Group on Open Science / Science 2.0
Council of Universities	Ing. Ludvík Friebeľ, Ph. D.	Member of the Board Member of the Assembly for USB Member of the Working Committee on Strategy and Development in Higher Education Member of the Working Commission for Quality of Higher Education Institutions and its Evaluation
	doc. Ing. Kamil Pícha, Ph.D.	Member of the Assembly for FEC USB Member of the Economic Working Committee Member of the Working Committee on External and International Relations
	JUDr. Mgr. Ivo Petrů, Ph.D.	Member of the Assembly for the FAR USB Member of the Legislative Working Committee Member of the Working Committee on External and International Relations
	Ing. Ján Regenda, Ph.D.	Member of the Assembly for FFPW USB Member of the Working Committee on Strategy and Development in Higher Education Member of the Working Commission for Quality of Higher Education Institutions and its Evaluation
	doc. RNDr. Vladimíra Petrášková, Ph.D.	Member of the Assembly for FED USB Member of the Working Commission for Educational Activities Chairperson of the Working Commission for Teacher Training
	doc. JUDr. Stanislav Pribyl, Ph.D., JCD	Member of the Assembly for FTH USB Member of the Legislative Working Committee Member of the Working Committee for Scientific Activities
	Mgr. David Kimmer, Ph. D.	Member of the Assembly for FAG USB Member of the Working Commission for Quality of Higher Education Institutions and its Evaluation
	Lukas Lang	Delegate of the Student Chamber Member of the Working Committee on External and International relations Member of the Working Commission for Teacher Training
	Mgr. František Vejmělka	alternate delegate of the Student Chamber Member of the Working Committee for Scientific Activities Member of the Working Committee on Strategy and Development in Higher Education

1.5 Changes to internal regulations

Changes in the internal regulations of the USB according to the provisions of Section 17(1) of the Higher Education Act in 2021

Type of change in USB internal regulations in 2021	For days
Entry into force of the new Rules of Procedure of the Academic Senate of the University of South Bohemia in České Budějovice	29. 3. 2021
Entry into force of the new Rules of Procedure of the Scientific Board of the University of South Bohemia in České Budějovice	28. 6. 2021
Entry into force of the Rules of the University of South Bohemia in České Budějovice for the Establishment of Legal Entities and for Deposits into Legal Entities	8. 9. 2021

Changes in the internal regulations of USB faculties according to the provisions of Section 33 (2) of the Higher Education Act in 2021

Basic information

Type of changes in the internal regulations of USB faculties in 2021	For days
Entry into force of the new Rules of Procedure of the Scientific Board of the USB Faculty of Economics	24. 3. 2021
Entry into force of the new Rules of Procedure of the Scientific Board of the USB Faculty of Arts	24. 3. 2021
Entry into force of the new Rules of Procedure of the Scientific Board of the USB Faculty of Education	24. 3. 2021
New Election Regulations of the Academic Senate at the USB Faculty of Science come into force	23. 3. 2021
Entry into force of the new Rules of Procedure of the Academic Senate of the USB Faculty of Science	23. 3. 2021
Entry into force of the new Rules of Procedure of the Scientific Board of the USB Faculty of Science	23. 3. 2021
New Disciplinary Regulations for Students of the USB Faculty of Science come into force	24. 3. 2021
Entry into force of the new Election Regulations of the Academic Senate of the USB Faculty of Fisheries and Protection of Waters	24. 3. 2021
Entry into force of the new Rules of Procedure of the Academic Senate of the USB Faculty of Fisheries and Protection of Waters	20. 4. 2021
Entry into force of the new Rules of Procedure of the Scientific Board of the USB Faculty of Fisheries and Protection of Waters	20. 4. 2021
New Election Regulations of the Academic Senate of the USB Faculty of Theology come into force	23. 3. 2021
Entry into force of the new Rules of Procedure of the Academic Senate of the USB Faculty of Theology	23. 3. 2021
New Election Regulations of the Academic Senate of the USB Faculty of Health and Social Sciences come into force	20. 4. 2021
Entry into force of the new Rules of Procedure of the Academic Senate of the USB Faculty of Health and Social Sciences	23. 3. 2021
Entry into force of the new Rules of Procedure of the Scientific Board of the USB Faculty of Health and Social Sciences	23. 3. 2021
Entry into force of the new Rules of Procedure of the Academic Senate of the USB Faculty of Agriculture	21. 9. 2021
Entry into force of the new Rules of Procedure of the Scientific Board of the USB Faculty of Agriculture	21. 9. 2021

2 Degree programmes, organisation of studies and educational activities

2.1 Accredited degree programmes described by the learning outcomes methodology and newly described programmes in the year 2021

In line with the National Framework of Reference for Tertiary Education, the Learning Outcomes Methodology sets out a new way of describing the knowledge, skills and other competencies (descriptors) that a student must demonstrate in order to be awarded a diploma. This methodology has been reflected in the requirements for accreditation of degree programmes for several years. As of the end of 2021, following the amendment to the Higher Education Act effective from 1 September 2016, a total of 166 degree programmes have already been accredited according to the new accreditation standards, of which 39 degree programmes have been accredited during 2021. The issue of learning outcomes is reflected in these standards, among other things, it is explicitly mentioned in the Rector's ordinance issuing the Standards for the Accreditation and Implementation of Degree programmes of USB.

An overview of all accredited degree programmes at USB, including programmes newly accredited under the programme and institutional accreditation, is available on the USB website.¹³

2.2 Cooperation with the application sphere in the development and implementation of degree programmes

The involvement of companies, non-profit organisations, state and local government authorities, basic and applied research institutions and other subjects of the application sphere in the development of degree programmes is institutionally ensured by the cooperation of degree programme guarantors with the application sphere and by staffing the boards of degree programmes with representatives of employers and graduates. An important moment of linking the application sphere with the implementation of degree programmes is the provision of student internships and, last but not least, the involvement of experts from the application sphere directly in instruction. Evaluation of the involvement of the application sphere in the development of degree programmes is the responsibility of the degree programme boards of individual faculties. Involvement of the application sphere agents in the implementation of degree programmes is primarily dealt with and evaluated by the board of the relevant degree programme, and secondarily also by the board of degree programmes of the faculty. In the case of professionally oriented degree programmes, the criterion of cooperation with the sphere of application is one of the standards evaluated by the USB Internal Evaluation Board in the processes of accreditation, re-accreditation and periodic evaluation of degree programmes. The provision of students' work experience and cooperation with the application sphere in this area is systematically dealt with by the supervising departments and institutes or by separate work experience departments, depending on the disciplinary specifics of individual faculties. The involvement of experts from the sphere of application in instruction is evaluated mainly through regular student evaluation surveys. Examples of the involvement of the application sphere in the development and implementation of degree programmes at individual faculties of the University of South Bohemia are given in the following text.

Responding to the needs of the labour market in 2021 was specifically reflected, for example, in the preparation of teachers of vocational subjects for graduates of the **USB Faculty of Economics** in cooperation with the **USB Faculty of Education**.

At the institutional level, the cooperation between the **USB Faculty of Arts** and the application sphere is mainly reflected in the instruction of specific disciplines in some fields, such as archiving, conservation, museum studies, librarianship, gallery practice and translation. Within the framework of cooperation with the application sphere, students' internships in companies or public institutions, both domestic and foreign, are also important (e.g. in area studies, work placements are carried out in Austria and Germany). The faculty is represented in the ELIA Exchange programme (a platform for student internships of the World Association of Translation Agencies), which is used especially by students of Romance studies. The creative translation activities of students are applied in cooperation with some publishing houses (e.g. Dybbuk), in the translation of dramatic drama drafts or with language agencies (Sophia, jazykové služby

¹³ <https://www.jcu.cz/cz/studium/studijni-programy>

s r.o.). Cooperation also involves Czech foreign offices and other professional organisations, e.g. the Czech Embassy in London, the Embassies of Mexico and Peru in Prague, the Czech School Without Borders, the French Alliance of South Bohemia, the Society of Friends of Italy and the Instituto Cervantes.

A significant activity at the **USB Faculty of Education** is interaction with cooperating teachers and principals within the framework of the OP RDE project 'Innovating Teacher Preparation for Practice', especially in the preparation of a new model of practice in teacher training programmes. At the same time, the cooperation of introducing and accompanying teachers in innovating the reflective and evaluative part of the practice of students – future teachers is significant.

On 29 September 2021, ten representatives from Czech **pedagogical, philosophical and science faculties** that prepare teachers signed a document called **Memorandum on Supporting the Reform of Teacher Preparation in the Czech Republic** together with the Minister of Education, Youth and Sports, Robert Plaga. The signing of the memorandum is the result of several months of negotiations during which the deans of the faculties, representatives of the ministry and experts from the field of education prepared a more concrete form of the reform. MEYS, together with the deans of the faculties preparing teachers, committed to concrete steps over the next three years to create adequate conditions for teacher preparation that faculties will actually use in line with the objectives of the reform. These are the transformation of the form of the practical training of student teachers, the promotion of innovation in their preparation and the development of subject didactics. At the same time, all teacher training programmes in the Czech Republic will aim at a uniform competency profile of graduates, which will help faculties to better target, evaluate and gradually improve their instruction. The reform also aims to ensure that enough new teachers enter the profession each year, ready to help all their pupils develop to their full potential. The University of South Bohemia was represented at this important event by Assoc. PhDr. Ondřej Pešek, Ph.D., Dean of the USB Faculty of Arts and Chair of the Association of Philosophical Faculties of the Czech Republic, and doc. RNDr. Helena Koldová, Ph.D., Dean of the USB Faculty of Education and Chair of the Association of Faculties of Education of the Czech Republic.

At the **USB Faculty of Science**, the application sphere is significantly involved in instruction in degree programmes with a direct link to practice: Applied Informatics, Mechatronics, Measurement and Computer Technology, Biomedical Laboratory Technology and Clinical Biology. Representatives of the application sphere are involved in theoretical instruction (at the university premises) and practical instruction (at the premises of companies and firms). The qualification work of students in these programmes is also in the vast majority of cases based on cooperation with the application sphere. There is also intensive cooperation with secondary school teachers in the preparation and provision of student instruction practice for secondary schools. Within the framework of the project 'Support of the degree programmes of the USB Faculty of Science aimed at the preparation of teachers with deficient qualifications', which is supported by MEYS, the USB Faculty of Science has established the **Centre for Science Education**. This centre, which was inaugurated on 7 October 2021 in the creative and cultural centre Rabenštejnská 2020 in České Budějovice, brings together didacticians, teacher training students and secondary school teachers. The Centre for Science Education is a place for the exchange and sharing of experiences, preparation of student internships, creative activities of university and secondary school teachers and students, promotion of the instruction profession and for the preparation and implementation of popular and professional lectures and FETS courses (further education of instruction staff). The Rabenštejnská 2020 space is a partner of the centre, especially in connecting teachers, scientists and creatives and provides a background for workshops for students and teachers in the historical centre of České Budějovice.

Representatives of the application sphere participate in the development and implementation of the degree programmes of the **USB Faculty of Fisheries and Protection of Waters** in several ways. Within selected professional courses, representatives of the application sphere cover part of the instruction (several hours of lectures or exercises) or even guarantee some professional courses. The application sphere also cooperates in the implementation of professional and occupational practical training of students, and the faculty has concluded framework agreements with some enterprises on the conditions of performance of these practices at their enterprises. Representatives of the application sphere are also regularly appointed to the state final examination committees. Members of the faculty management also make use of the direct link between representatives of the application sphere and the study, or its graduates, at meetings in interest associations (e.g. the Fishing Association of the Czech Republic, the Czech Water Management Society) or at professional seminars and workshops. Representatives of the application sphere are also members of the committee for gifted students and regularly contribute to the scholarship fund from which scholarships are awarded to the best students.

Evidence of the trend of profiling degree programmes and differentiating the needs and specifics of the creation and implementation of degree programmes according to their focus is, among other things, the increase in the scope of internships for students of professionally oriented degree programmes of the **USB Faculty of Theology**. Students of the Leisure Time Pedagogy programme carry out one- and multi-day events for class groups of primary and secondary school pupils as part of one-off and regular projects that are part of credit-rated instruction. Within the framework of these projects, they test new methodologies and approaches developed in the individual departments of the USB Faculty of Theology. A concrete example is the project 'Philosophy for Children'. A separate compulsory elective block was added to the Consecutive master's degree programme in Theology to better prepare students for instruction in religion at secondary schools. Religious education is also the focus of selected continuing education courses, which further develop the competencies of students and already qualified teachers in practice, thus maintaining and further developing close contact between the academic environment and practical application. The same applies to the rich practice within the study, especially within the programmes Social and Charity Work and Leisure Pedagogy. The fact that approximately 60% of the students of the USB Faculty of Theology study in the part-time form of studies and are therefore already employed and bring their practical experience into their studies, thus providing significant feedback, also contributes significantly to the connection between the application sphere, practice and studies. The presence of TA CR grants also plays an important role.

The degree programmes implemented at the **USB Faculty of Health and Social Sciences** are accredited mainly as professional programmes, therefore cooperation with the application sphere has a significant share in their implementation. Specifically, it is mainly the direct involvement of experts from the sphere of application in instruction and conducting qualification theses, as well as the guidance of students during their practice at individual clinical workplaces. Experts from the sphere of application are also involved in the implementation of degree programmes as consultants of qualification papers and members of examination boards during state final examinations. The USB Faculty of Health and Social Sciences has contractually regulated cooperation with a number of major providers of health and social services in the South Bohemia Region and the wider region, and contractually regulated cooperation with the Integrated Rescue System. A great benefit is the fact that experts from the application sphere, who participate in instruction and practice, are professionally active mainly at clinical workplaces, where students perform group and individual practice. In this way, there is a two-way feedback loop. At the same time, these workplaces often become the natural employers of the faculty's graduates. Representatives of these workplaces also regularly participate in meetings of the degree programme boards, where they provide valuable feedback and suggestions for improving existing cooperation.

The **USB Faculty of Agriculture** actively focuses on the use of specialists from the application sphere in the preparation of accreditation documents and in the implementation of the faculty's degree programmes. The experience of experts from the agri-food and service sector is used not only in selected lectures, seminars, and excursions but also in the implementation of students' qualification theses. Experts from the practice also serve on examination committees for state final examinations and on degree programme boards. For professionally oriented degree programmes, such as Agribusiness or Land Improvement and Real Estate Conveyancing, experts from the application sphere are included as teachers directly in the accreditation of these degree programmes. Thus, experts from the application sector are not only directly involved in the implementation of the degree programmes but also provide feedback on the level of students and graduates. As part of their membership in degree programme boards, they also have the opportunity to play an active role in improving these programmes.

2.3 Other educational activities

In addition to the implementation of bachelor's, master's and doctoral degree programmes (or in connection with these degree programmes), the University's role in society is becoming increasingly important: as an educator, as an implementer of educational activities or 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), high school students (Junior University), younger 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 the education provided.

The segment of educational activities more directly related to the degree programmes includes extraordinary 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 with a focus on supporting instruction innovation (development of pedagogical competencies) or with a focus on the professional and personal development of staff.

2.3.1 Lifelong education

All eight faculties of the University of South Bohemia, the **USB British Centre**, the **USB Goethe Centre** and the **USB Academic Library** are involved in lifelong learning. The Lifelong Learning Office of the USB Rectorate provides methodological guidance, administrative and coordination support for individual units of the University. The office also organises educational activities for the employees of the University of South Bohemia.

In terms of the systemic development of this segment in 2021, we consider the implementation of the USB Institutional Plan with a focus on the development of flexible forms of education, where, among other things, the positions of faculty LLL coordinators were supported, to be significant. 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 LLL field at the University of South Bohemia. An interesting achievement in terms of expanding the portfolio of activities in the field of lifelong learning was, among other things, the accreditation and launching of post-secondary German language studies at the USB Goethe Centre.

In view of the large number of activities implemented within the framework of lifelong learning programmes, only selected examples are mentioned below:

In June 2021, nine female graduates of the **USB Faculty of Economics** successfully completed the two-year degree programme of the University of the Third Age *How to be successful in the labour market in the elderly*. The participants expressed their interest in further education, and therefore a new U3V degree programme *Economic and Social Aspects of Leisure Activities* was opened in the academic year 2021/2022 with 8 participants. The 6th edition of the programme was also held. Bioeconomy course, this time in a hybrid form, focusing on bioeconomy and circular economy, alternative use of biomass and waste.

At the **USB Faculty of Arts**, a course on Important Personalities and Extraordinary Works of European and Czech Art and Architecture took place, which, due to epidemiological measures, was held online via MS Teams. The course Practical Genealogy was then held in the standard attendance manner. The so-called part-time courses are also gaining more and more popularity, where the participants of the LLL programmes have the opportunity to attend classes together with students of bachelor's and master's degree programmes, e.g. Baroque Man and His World, Paths of Education in the Czech Lands from the Middle Ages to the Early 20th Century, Chapters in the History of Modernism and the Avant-Garde I, Cultural Relations of Italy and the Low Countries, Linguistics of Czech Professional Language, Problems of the Contemporary World, Translation Seminar – Poetry, Drama, Essay, Medieval Village and Town, Introduction to Archaeology I and II, Introduction to Czech Law II, Basic Course in Art History I and II, Sociocultural History of Central Europe, Introduction to Christian and Profane Iconography I, Fundamentals of General Linguistics.

The **USB Faculty of Education** emphasizes the development of educational activities in connection with instruction and related professional roles, such as prevention methodologist, ICT coordinator or educational advisor. In 2021, the faculty opened a total of 86 lifelong learning courses, of which 61 courses were professionally oriented. The most frequent courses were Instruction 1st level, Studies in Educational Sciences – 2nd level. Primary and Secondary Schools and Studies for Educational Counsellors. A relatively high number of participants also took interest in courses in lifelong learning, such as Yoga and Rehabilitation Exercises or Principles of Running Training.

The **USB Faculty of Science** has long been involved in cooperation with secondary schools, teachers and talented students. For teachers, it prepares FETS programmes, in addition to programmes aimed at expanding qualifications, it also focuses on weekend events dedicated to various areas of science education with the aim of providing teachers with news from the scientific environment, presenting current trends and new knowledge not yet included in high school textbooks. Thus, in spite of the Covid-19 pandemic, in 2021 it organised 3 weekend events reaching over 130 educators. Together with the

South Bohemian Chamber of Commerce, the USB Faculty of Science organised workshops for primary and secondary school teachers of computer science. For talented students, a Week with Contemporary Biology or a camp for competitors in the Biology Olympiad was organised. As part of the Children's University activities, two runs of the Suburban Camp with Natural Science were held.

Due to the Covid-19 pandemic in 2021, the **USB Faculty of Fisheries and Protection of Waters** offered educational activities on a limited scale, however, despite the challenging conditions, e.g. It is worth mentioning the FAO workshop, i.e. the event 'Food and Agriculture Organization of the United Nations' organised by the University of South Bohemia in České Budějovice, Faculty of Fisheries and Protection of Waters, CENAKVA Research Centre and MEVPIS Vodňany Centre, in cooperation with CZECHGLOBE (Institute of Global Change Research of the CAS) and the Ministry of Agriculture of the Czech Republic.

In 2021, the **USB Faculty of Theology** organised 53 lifelong learning courses attended by 975 participants, almost half of whom were students of the University of the Third Age (U3V). Due to the Covid-19 pandemic, no full-time U3V courses were held in the summer semester, but 2 distance learning courses were successfully implemented. Another course, Czech Sky, was run online via the YouTube channel. Regional activities outside the regional town are also important, e.g. two long-term U3V courses were (and continue to be) held in Prachatic, in cooperation with the Municipal Library. Accredited courses aimed at acquiring qualifications or professional development were also held, mostly by distance learning. Since the winter semester, the Philosophy for Children course has been reopened as part of the Children's University programmes. In cooperation with the Bishopric of Pilsen, the course Hospital Chaplain was implemented. The long-standing cooperation with the Ostrava-Opava diocese on the training of catechists and religious teachers continues. Within the framework of this cooperation, an online course Knowledge Minimum for Catechists was prepared. The restrictions during the Covid-19 pandemic paradoxically led to the expansion of the activities of the Online University on the elearning.jcu.cz portal. Nine video courses were offered and 122 participants enrolled. They could choose courses mainly in the field of philosophy and religious studies, with a Latin course also on offer.

At the **USB Faculty of Health and Social Sciences**, professional courses Mentor of Clinical Practice of Nursing and Midwifery (100 hours, 25 participants, accreditation of the Ministry of Health of the Czech Republic), Prevention of Non-Progressive Childbirth from the Perspective of Obstetricians and Physiotherapists (13 hours, 28 participants) and a wide range of courses of interest education were implemented, for example, Layman's First Aid for Musculoskeletal Pain, Nordic Walking in Practice, Proper Nutrition for Health, and even for Swimwear, Snoezelen – a modern interactive multisensory concept in theory and practice, Strong Parents – Strong Children, Antenatal Course. The University of the Third Age implemented educational programmes and courses Quality of Life, From the Life of Our Ancestors, From the History of České Budějovice and South Bohemia, Šumava Known and Unknown. The Children's University programmes included the Children's University Summer Suburban Camp, Children's University – 1st year, repeated 1st year and repeated 2nd year. For employees, FHSS USB organised courses such as Data Analysis – Basics, Data Analysis for Advanced Students, IBM SPSS Modeller and Acrea Text Mining. The offer of the Online University programmes was expanded, for example, by the topic of Nursing care of a patient with geriatric frailty (theoretical part online, practical part of the course in person, accreditation by the Ministry of Health of the Czech Republic), How to start communicating effectively with your children, How to resist stress in the covid era, Healthy nutrition, How to maintain good concentration, memory and mental well-being?

The **USB Faculty of Agriculture** has implemented courses such as Worker in the Brewery and Brewery Cellar, Brewing Beer, Raising Calves on the Pillory, Modern Trends in Animal Nutrition and Horsemanship.

2.3.2 Other

Although the year 2021 also suffered from a number of restrictions related to the Covid-19 pandemic, in the second half of the year in particular, in addition to the above-mentioned courses implemented within the framework of lifelong learning programmes, a relatively large number of promotional or awareness-raising activities related to educational activities were carried out. In addition to University-wide events of a larger nature (e.g. USB Open Day, USB 30th Anniversary Celebration, Researchers' Night, participation in the Education and Craft Fair), these activities included:

On April 23, 2021, a webinar for the general public, students and employees of the **USB Faculty of Economics** entitled How not to get lost in practice – RPA software robotics was held, where the possibility of joining the Robotic Process Automation programme was presented. Furthermore, we managed to organise an interactive discussion lecture Shared Economy and Mobility in the Czech Republic 2021 with the participation of representatives from the Czech carsharing company Godrive, Blinker and Bolt,

workshops on Ethics of Qualitative Research Interpretation, Technical Data Processing in Power Engineering, Economic Sustainability in the Context of Entrepreneurs' Support and an international workshop Are countries of the Visegrad Group (V4) ready for the consequences of population ageing? The 1st International Scientific Conference on Ethics in the 21st Century under the auspices of Senator Tomáš Fiala, MD, also took place. For primary schools, the faculty organised the competitions Become a computer scientist for a day and Where mathematics is hidden.

The **USB Faculty of Arts** organised an Open Day (16 September 2021) at Charles Castle near Purkarec (tour of the castle and presentation of the results of archaeological research), and the Summer School for PhD students on the topic of 'Style' was held in Štilce on 23–25 June 2021 as part of activities for students. As part of the activities for teachers and students of secondary schools, a didactic seminar for history teachers took place (within the project Innovation of Teacher Studies for Secondary Schools at the University of South Bohemia in České Budějovice) and an excursion was organised for students of the J. V. Jirsík Gymnasium. Among the lectures by external experts for students and the wider professional public held at the USB Faculty of Arts, we can mention, for example, The Place of Archives in the 21st Century (Dr. Ing. Milan Vojáček, Ph.D., National Archives), Prekladateľské kompetencie a ich význam pre študentov of translatology (doc. Adriana Koželová, University of Prešov), Traduire la terminologie grammaticale: spécificités, enjeux, difficultés (Dr. Daniel Vojtek, University of Prešov), West Saxony through the eyes of D. Thomas Edeling (Dr. Thomas Edeling, Faculty of Applied Languages and International Communication, West Saxon University Zwickau), Freddie's Left Hand: The Archaeologist Among Investors and Builders (Mgr. Miroslav Kraus, Institute of Archaeology, CAS Prague), Franco's Dictatorship. A Regime Subject to International Conditions: Between Isolation and Acceptance (prof. Juan Andrés García Martín (Universidad Rey Juan Carlos in Madrid).

One of the significant activities organised annually by the **USB Faculty of Education** was the Pedagogical Day, during which many interesting lectures, excursions and theatre performances were held. Both individual departments and practitioners participated in the actual implementation of the event, enriching traditional instruction with their approach and giving colleagues, students and visitors the opportunity to gain insight into the preparation and implementation of a number of activities or methods. Among the popularisation lectures and other activities implemented by the USB PF in 2021 were, for example, Physics on Lannovec or other traditional events or exhibitions in the D9 Gallery.

In cooperation with the Calla Association for Environmental Conservation, the **USB Faculty of Science** organised field walks and excursions focused on plants, birds or fungi, with participation in individual events typically exceeding 50 participants. Faculty staff also accompanied field trips and practical classes in physics and chemistry for high school classes. Field trips to interesting botanical and ornithological sites were particularly popular. The faculty also catered to those interested in high school vocational activities. The faculty found support for 15 high school students who wrote their first scientific papers there. In 2021, the faculty gave over 70 lectures in high schools on science topics that appropriately complement or augment high school instruction. It also organised lectures for high school students competing in the Physics Olympiad and implemented a mathematics course on Methods of Problem-Solving. The first online meeting of mathematics teachers in the South Bohemian Region was also organised to establish contact and to find out the needs of secondary school teachers who teach mathematics. The meeting was attended by 18 South Bohemian mathematics teachers. Workshops for secondary school teachers and principals on Holistic Teacher Education and Multi-Speed Learning – a chance for the gifted were also held.

Other activities of an educational nature implemented by the **USB Faculty of Fisheries and Protection of Waters** include the traditional doctoral seminars, which always take place in the winter season and were also held online in 2021. A traditional public awareness event organised by the MEVPIS Vodňany Centre is the World Water Day celebration. In 2021, however, it was not possible to organise this event as usual, so the organisers decided to join the global challenge 'Put on your sneakers and run for water', where thanks to the social networks of the faculty managed to meet the set objectives: 1) to inform the general public about the topic and thus contribute to reflecting on the overall situation related to the state of water on Earth, 2) to contribute to healthy movement, which was often very disturbed by various restrictions. Even the May Vodňany Fishing Days, co-organised by the FFPW USB, could not be organised in the traditional way due to the large number of visitors, so the faculty decided to support the combination of education and exercise again. Together with other entities of the town of Vodňany, an educational route was prepared, which had its own stops with tasks and filling in worksheets on all buildings of FFPW USB in Vodňany. Both events were beyond expectations and were an unprecedented success. The last point is the cultural events, which in 2021 included, as every year, the Jazz Picnic, FROVfest, two dance classes and year-round yoga classes.

In 2021, the **USB Faculty of Theology** held five conferences online (Cognitive Issues in the Long Scotist Tradition, European Conference on Spirituality, Ethics and Social Work, Student Conference: Scholastics, Forum of Religious Education: Digitalization, Czech and Slovak Islamology 2021: Current Topics and Future Challenges) as well as several face-to-face and online lectures (Spiritual Needs in the Elderly, Spirituality in the Care of the Terminally Ill, Ethics in Education, Mask and Identity in a Transcultural Perspective, The German Synodal Journey, How to Create a Space of Active Listening in the Church, Spirituality of God-likeness: Paul – Augustine – Bernard – Luther). The presentation of Between Philosophy and Theology of Education was also a success: A Dialogue on the Legacy of Radim Palouš. FTH USB also participated in the Night of Churches online. Due to the unfavourable pandemic situation, only two exhibitions (How to Live in a Socially Excluded Locality, Faces of the Muklovian Vatican) were held on the faculty's premises. In 2021, educational videos of the departments of the USB Faculty of Theology were filmed and published (Questions of Theology, Social Work, Paths of Religious Education, The Language of Religious Symbols, Philosophy of Religion, Petříkov Research Experiment). In 2021, online workshops were also an important part of educational activities at the USB Faculty of Health and Social Sciences. For example, About the principles of healthy nutrition, spring cleansing, protein foods and immunity support (Mgr. Ing. Simona Šimková from the Institute of Laboratory Diagnostics and Public Health of the USB Faculty of Science USB), Correct posture, especially during sedentary work (Mgr. Jana Jarošová), Physical manipulation of patients during nursing care (workshops in the simulation centre of the USB Faculty of Science USB focused on tools and techniques to manage physical manipulation of patients during nursing care as easily as possible). Advice on breastfeeding was also available for those interested during the National Breastfeeding Week at the České Budějovice Hospital. In addition to counselling, interested persons could also see breastfeeding aids and learn everything they needed to know about this topic, including information about breast milk banking and donation. FHSS USB also took part in the Health Day organised by the Regional Health Promotion Centre of the State Health Institute on Přemysl Otakar II Square. The public was introduced to the topics of a healthy lifestyle, disease prevention and tried out a number of activities. As part of the cycling camp of the Bishop's College in České Budějovice, the USB ZSF offered first aid lessons in cardiopulmonary resuscitation, internal acute conditions, dressing techniques, thermal injuries and neurological issues. Awareness-raising activities also included a screening of the film Intensive Life Unit, coupled with an expert debate on palliative medicine with the participation of the film's protagonist, Ondřej Kopecký, MD, and a panel discussion on Sexual Abuse in (not only religious) organizations with the participation of experts and victims of sexual abuse.

The **USB Faculty of Agriculture** offered participants a wide range of generally popularising and narrowly specialised educational activities and lectures, e.g. The application of cheese products in gastronomy, Innovation processes in the dairy industry, Trends in cheese packaging, a series of lectures and workshops Environmental aspects of agriculture, LPIS, landscape care, Biodiversity in agricultural landscapes (Mgr. Martin Střelec, part of the case study H2020 NEXTFOOD), Target groups in social farming (Dr. Marjolein Elings, Wageningen University), Organic crop rotations (doc. Ing. Reinhard Neugschwandtner, Ph.D., BOKU Wien, part of Case study H2020 NEXTFOOD), Molecular approaches in plant breeding (8th year of the seminar series for PhD students), Application of scientific research knowledge in creative activities, workshop Evaluation of oilseed pomace, Cloning course for PhD students. An important international event was also the workshop Agroecological vocational training for farmers, where FAG USB prepared the topic Introduction to agroecology (the workshop took place at Grand Farm in Austria and was transmitted online to interested participants from partner institutions in Hungary, Romania and Portugal). The international activities also included presentations on Current Research and Education in Organic Agriculture within ENOAT (European Network of Educators and Scientists in Organic Agriculture, a meeting in Maribor, lectures on GHG emissions from agriculture, Organic products in public catering) and Agroecology Intensive Course (Agroecology – joint staff training) within the ERASMUS+ trAEce project in Palmela, Portugal. The IV. Summer School of Molecular Biology and Biotechnology 2021 also took place.

3 Students

3.1 Measures to reduce academic failure

The individual faculties of the University of South Bohemia implement a number of measures to reduce academic failure, the common denominator of which is the individual approach of teachers to students and their needs without reducing the demands on educational outcomes. In particular, the following measures are among the long-term measures implemented to reduce academic failure:

- informing applicants about the study plans of study fields and programmes on the website;
- informing first-year students about the principles of university studies and the nature of the degree programme in the context of introductory or adaptation courses; short informational videos (e.g. logging into IS STAG and university services, general information about IS STAG, registration for credit and exam dates, electronic registration in IS STAG, basic student obligations, USB Academic Library, USB Dormitories and Refectories) are also useful to improve students' orientation in the study environment;
- selection of applicants with the necessary level of entry knowledge and study skills using admission tests or interviews;
- introductory camp for students before the start of the academic year (adaptation/preparatory courses during which students have the opportunity to get acquainted with the faculty and its functioning, the faculty management, the degree programme guarantor, other students, study matters, conditions of foreign language instruction or the offer of extracurricular activities);
- Compensatory seminars at the beginning and during the course of studies (e.g. refresher courses in secondary school mathematics, mathematics seminars to supplement and extend knowledge of university mathematics, seminars in programming, preparatory courses in human biology and genetics, philosophy, ethics and sociology, law, economics and psychology, health and social issues, chemistry and physics);
- English language placement tests to identify and compare entry-level language proficiency, including the offer of language courses in lifelong learning for students who do not meet the requirements of these placement tests; for subsequent foreign language instruction, the division of students into study groups according to their level of proficiency;
- Emphasis on the didactic aspect of instruction and understanding the content of education and individual approach of teachers to students with learning difficulties;
- a functioning system of pedagogical counsellors for students of individual fields of study and groups, pedagogical, psychological and pastoral-psychological counselling, services of the Support Centre for Students with Special Needs, services of the University Psychological Counselling Centre;
- consultations at set times by appointment and outside of consultation hours;
- increasing the availability of instruction materials, the use of LMS tools (especially Moodle) and other support tools to facilitate and make self-study more effective;
- timely and proper information about the conditions for the successful completion of courses in the course syllabuses available through IS STAG, emphasis on the functionality and informational value of the syllabuses, increasing the transparency of examinations (timely publication of assessment criteria, sample examples of credit and examination tests, etc.)
- systematic application of support for parents of students (development of an individual study plan for parents)
- the possibility of drawing up an individual study plan or adjusting the study schedule;
- adjustment of the schedule of the first semester of study, when according to the USB Study and Examination Regulations it is necessary to obtain 20 credits (providing more time to master study obligations), a longer examination period for students in the part-time form of study;
- optimisation and revision of degree programmes' curricula in terms of the continuity of learning outcomes and requirements for students in follow-up courses, taking into account the demands

of processing final theses in the curricula of the last semesters of study, taking into account the difficulty of the subjects by spreading the curriculum over several semesters or by increasing the hourly instruction load;

- use of student feedback through student evaluation of instruction, participation of student representatives in curriculum boards or other measures (e.g. system of student spokespersons and year leaders, student subject council);
- Motivation of students to take an active approach to their studies and to achieve good academic results through scholarship programmes, support for students in socially or otherwise difficult life situations (scholarships, counselling);

In 2021, the OP RDE project 'Development of USB – ESF II', which focuses on the development of support and counselling services for students, continued. The outputs of the project implemented in 2021 included the definition of career counselling services provided at USB (version to be trialed) and the presentation website of the Career Centre, where, among other things, annotations of degree programmes were prepared so that the information provided would be easier to understand for those interested in studying. Furthermore, the portfolio of services of the University Psychological Counselling Centre was updated, including a study skills course. The portfolio of services of the Centre for Support of Students with Special Needs was also supplemented with a social counselling methodology for students with special needs and an educational programme aimed at developing social competencies and other soft skills of students with special needs.

In the summer semester, due to the Covid-19 pandemic, more intensive support in the form of online resources MS Teams and LMS Moodle continued. In view of the Covid-19 pandemic, preparatory courses aimed at the successful completion of the admission tests were also conducted online.

3.2 Final decisions on invalidation of state examinations

In 2021, no final decision on the invalidation of the state examination or its component parts or the defence of a dissertation within the meaning of Section 47c of Act No 111/1998, on Higher Education and on Amendments and Additions to Other Acts (hereinafter referred to as the 'Higher Education Act'), nor a decision on the invalidation of the appointment as an associate professor within the meaning of Section 74a of the Higher Education Act, took effect.

3.3 Measures to limit the prolongation of studies

The maximum study period and the possibilities of extending studies are clearly specified in the USB Study and Examination Regulations. Within these possibilities, the priority is to support the successful completion of studies, albeit in a period longer than the standard study period, especially with regard to the specifics of students of the part-time form of studies who are studying while employed, etc. It should be stressed that the University of South Bohemia does not compromise its requirements for students at the expense of 'on-time completion' statistics in order to avoid damaging the reputation of the University, to maintain the quality of graduates and to ensure the University's societal mission with regard to the required skills and knowledge of graduates.

In order to reduce unnecessary prolongation of studies, students are made aware of the fee obligation in case of longer studies, in accordance with the Higher Education Act. In addition, an individual approach to students is mainly applied – the possibility of consultations with the teachers of individual subjects is usually not limited to consultation hours. In the case of a student's specific life situation, the institution of interruption of studies is also used. Within the limits of the possibilities, extensions of deadlines for the fulfilment of study obligations are also allowed in justified cases, if strict adherence to the schedule would mean an unnecessary extension of studies for another year. The study officers also guarantee the quality of the management of the course of study by their personal approach, especially in terms of compliance with the USB Study and Examination Regulations. The payment or the amount of some scholarships is also linked to compliance with the standard study period. Of considerable importance is also the support of studies with high-quality study aids and the setting of clear and long-term predictable study conditions, which enable students to plan their studies better. Emphasis is placed on clear and transparent information about the conditions of study, and at some faculties, the internal regulations and standards governing study are made available to students in the form of additional commentaries and methodological aids (e.g. Freshman Guide, etc.).

A frequent reason for the extension of studies is the recognised period of parenthood, or the support of

studying parents by more accommodating terms of fulfilling the requirements of studies in accordance with the law and the workload of students of the part-time form of study. Particularly in relation to students of the part-time form of study, the University of South Bohemia approaches students with quality study materials, friendly regulations of exam dates, and communication from the student affairs offices to prevent unnecessary formal complications that could result in prolonged study. From the opposite point of view, consistent continuous control of study results and termination of studies for non-fulfilment of the requirements of the degree programme according to the USB Study and Examination Regulations can also be seen as a measure to limit unnecessary prolongation of studies.

3.4 Own scholarship programs

2(d) of the Act, the social scholarship pursuant to Section 91(3) of the Act, the accommodation scholarship pursuant to Section 91(2)(e) of the Act, the scholarship in support of study abroad pursuant to Section 91(4)(a) of the Act, the scholarship in support of study in the Czech Republic pursuant to Section 91(4)(b) of the Act, the basic scholarship for students in doctoral programmes pursuant to Section 91(4)(c) of the Act) shall also be paid:

- a premium scholarship in the form of a public award known as the Rector's Prize (for outstanding achievements for students in a master's degree programme who have defended their thesis with an 'excellent' grade and have also obtained an overall grade of 'graduated with distinction' and achieved a weighted average of no more than 1.20 over the entire period of study)
- Dean's Award (according to the rules set by the Dean's measure) or other awards according to the Dean's decision or according to the rules set by the Dean's measure (some faculties, for example, implement scholarship programmes to support gifted students, especially programmes related to students' involvement in scientific activities beyond their normal duties)
- extraordinary scholarship (usually in connection with exceptional student activity, representation of the university or faculty in public, participation in events organised by the university, etc., support for international mobility beyond the scope of regular scholarship programmes such as Erasmus+, etc.)
- scholarship for students with special needs to compensate for learning opportunities
- scholarship to support the development of cooperation with the sphere of application

Students are also informed about other scholarship programmes (scholarships to support international mobility, scholarships based on intergovernmental agreements to specific destinations, DAAD, KAAD, Aktion, Fulbright, Baden-Württemberg-Stipendium, scholarships of the Czech-Bavarian Higher Education Agency, scholarships announced by individual higher education institutions, etc.).

The scale of extraordinary motivational scholarships can be illustrated by the practice at the USB Faculty of Fisheries and Protection of Waters, which (in addition to the above-mentioned usual scholarships) awards a one-off merit scholarship in the range of CZK 9,000-18,000 according to the weighted average of studies in the previous academic year; a one-off extraordinary scholarship for students with good academic prerequisites (CZK 5,000-10,000) according to the results from secondary school; a one-off extraordinary scholarship for Bc. Students who obtain at least 20 credits from compulsory and compulsory elective courses in the first semester of their studies (8 000 CZK); an extraordinary scholarship for gifted students for the results of their studies in the previous academic year and for other student activities related to the activities of FFPW USB. Accordingly, it was possible to achieve a scholarship of 8 000-16 000 CZK per month (for the months of October-May). An extraordinary scholarship for athletes can then be awarded for an outstanding sports performance (up to CZK 5,000 per performance) or to support sports activities (up to CZK 10,000 per academic year). The premium scholarship – the Dean's Award is a one-off payment to students in the standard period of study who complete their studies with an overall weighted average of 1.40 or lower, pass the state final examination with an overall grade of 'excellent' and defend their bachelor's or master's thesis with an 'excellent' grade. A premium scholarship is paid for a bachelor's or master's thesis with outstanding research, development, innovation or other creative results contributing to the advancement of knowledge: CZK 1,000 for a defended bachelor's thesis which has been evaluated with the grade 'excellent' and for which the State Final Examination Board (SFEB) agrees by a majority of the members present that it has outstanding research, development, innovation or other creative results contributing to the deepening of knowledge; CZK 3,000 for a defended master's thesis which has been evaluated with the grade 'excellent' and for which the Board the majority of the members present agree that the SAG has an outstanding record of

research, development, innovation or other creative achievements contributing to the advancement of knowledge. For PhD students, the USB Faculty offered a regular basic monthly stipend of 14,000-15,000 CZK, with the possibility of increasing the regular monthly stipend by 500–2,000 CZK in case of acceptance of articles based on the dissertation solution for publication in Q1–Q3 journals, as well as an extraordinary monthly stipend of 1,000 CZK for students accommodated at their place of work. Extraordinary scholarships related to education in the English language were also paid up to CZK 4,000 per study period, and an example of a compensatory scholarship is an extraordinary scholarship as compensation for an attempt to obtain an internationally recognised certificate in English (min. level B2 – FCE, IELTS, TOEFL, etc.), up to twice the price of the FCE according to the USB British Centre price list.

3.5 Advisory services

The individual faculties of the University of South Bohemia offer information and advisory services to applicants and students related to 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. The University of South Bohemia has a University-wide **Support Centre for Students with Specific Needs** (see Chapter 3.6 for details).

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

The 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 area of information about study opportunities, preparation for admission interviews, support for the development of competencies for higher employability in the labour market, etc. **The** area of services to prospective students and employers is currently being developed, especially in the area of information about study opportunities, profiles of degree programmes and their graduates.

The Student Agribusiness Centre of the USB Faculty of Agriculture, managed by the students themselves, can also serve as a counselling centre for students of many disciplines. The USB Faculty of Fisheries and Protection of Waters 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 International Relations Office of the USB Rectorate and related student associations (buddy system).

University Psychological Counselling Centre providing psychological counselling services and assistance to students and their families. 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 raising children, 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 instruction 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 Faculty of Theology offers the services of the **Pastoral Psychological Counselling Centre** 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 as well as outside professionals.

The USB Faculty of Health and Social Sciences provides counselling services at the **Centre for the Prevention of Civilisation Diseases**, the **Centre for Physiotherapy** and the **Centre for the Elderly**. The Centre for the Prevention of Civilisation Diseases also offers the services of the Lactation Counselling Centre and the Rheumatology Counselling Centre. The Centre for Physiotherapy is a registered non-state healthcare facility providing services in the field of physiotherapy and rehabilitation medicine not only to employees and students of the University of South Bohemia but also to the general public. Services

related to the promotion of a healthy lifestyle and the 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. Standard outpatient care is offered, such as comprehensive kinesiological examinations and individual physiotherapy, manual therapy, ergonomics, kinesiotaping or thermotherapy, it is supplemented by a combined physical therapy device (laser, ultrasound, electrotherapy, combined therapy) and also by instrumentation for movement analysis. 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 variety of tools for fitness training and measurement of triglycerides or lactate from capillary blood. By combining the services of a health counsellor, a nutritionist and a fitness advisor, 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 USB Faculty of Education 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.

3.6 Students with special needs

The University of South Bohemia has established an effective system of support for students with special needs, which is enshrined in the Study and Examination Regulations of the University of South Bohemia and further specified in the relevant measures of the Rector. The aim is to make studies accessible to students with special needs and to provide them with adequate and targeted support so that they can fully exercise their abilities without lowering their study requirements.

In order to provide support and counselling services and to coordinate other activities, USB has established the **Support Centre for Students with Special Needs** (hereinafter referred to as the 'centre'). Its activities are carried out in accordance with the methodological instruction contained in Annexe 3 of the Rules for the Provision of Contributions and Subsidies to Public Universities of the Ministry of Education, Youth and Sports. The centre provides students with a full portfolio of services as defined in the Methodological Guideline and has sufficient space, material, and technical facilities for this purpose.

In addition to the support outlined in the guidelines, the centre offers other measures to students with special needs in order to level the playing field at university, such as social counselling, assistance in securing appropriate accommodation, etc. In accordance with the Study and Examination Regulations, students whose health condition so requires have the right to an individual study timetable. The USB Scholarship Regulations then provide for a scholarship for students with special needs intended to compensate for increased costs related to their studies, which the centre may initiate.

The support is provided free of charge to students of all faculties who are studying for a bachelor's, master's, or doctoral degree in full-time or part-time form.

As of 31 December 2021, 109 students with special needs were registered at the centre, of whom:

- 6 students with visual impairment
- 6 students with hearing impairment
- 17 students with disabilities
- 47 students with specific learning disabilities
- 6 students with autism spectrum disorder
- 34 students with other difficulties

Of the above students, 7 students have multiple disabilities.

The centre 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 2021, the centre employed four full-time and two part-time staff.

In order to improve the quality of the services provided and to expand the range of support measures, the staff is continuously educated, participating in particular in events organised by the Association of Providers of Services to Students with Special Needs at Universities, of which USB is a member, and the Association of University Counsellors.

The activities of the centre are mainly covered by the contribution of MEYS to finance the increased costs of studying students with special needs and partly from the university's funds.

In 2021, the centre joined the implementation of the strategic projects 'Development of the USB – ESF II' and 'Development of the USB – ERDF II', which aim to support students with special needs, among other things, to improve the efficiency of the service delivery system, expand their 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 study applicants and students and is conditional only on registration at the centre in accordance with the methodological instruction of MEYS. USB strives to inform potential applicants about the possibilities of studying with special needs, especially through information materials, websites or open days. Applicants can consult with the centre's staff about the suitability of the degree programme and study requirements before applying for studies. They can then formally declare their special 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 Covid-19 pandemic will have a significant impact on the centre's activities in 2021. The most significant impact was the deterioration of the psychological state of not only students with previously diagnosed mental illness but also students who had previously managed their studies without such difficulties. At the same time, the services of the centre were also sought by several students with the so-called post-covid syndrome, a non-specific illness probably related to the previous Covid-19 illness. For the staff of the centre, 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, also in collaboration with colleagues from similar departments at other universities.

Another change that the centre's staff had to cope with as a result of the pandemic was the switch to distance learning. Even under these conditions, it was necessary to provide most of the services and supports that are provided under normal conditions. It was, therefore, necessary to find both technical solutions and to adapt the activities of the staff in the online environment.

3.7 Exceptionally gifted students and those interested in studies

Individual faculties of the University of South Bohemia award merit scholarships to gifted students, scholarships for outstanding research, development and innovation results contributing to the deepening of knowledge in the field of study or for an outstanding final thesis (Dean's Award, Rector's Award). For example, at the USB Faculty of Arts, a total of 100 students of bachelor's and master's degree programmes were awarded scholarships for excellent study results in the academic year 2020/2021 (in the total amount of CZK 595,000).

The faculties also support the involvement of exceptionally gifted students in the instruction of students of lower years or lower levels of study (e.g. in the organization of adaptation courses, etc.), in the solution of faculty research projects, and support the participation of students in faculty and national rounds of Student Scientific and Professional Activities (SVOČ) and other national student competition shows, where they are also allowed to publish their competitive works. For example, at the USB Faculty of Health and Social Sciences, gifted students are involved in the activities of individual institutes as 'Auxiliary Scientific and Pedagogical Forces'.

A common way of working with talented students at the University of South Bohemia is to involve them in research projects and research teams (e.g. semester projects, where students are also temporarily involved in partial activities of research laboratories, positions of research assistants, etc.). The faculties motivate students of master's and doctoral degree programmes to participate in grant projects within the USB Grant Agency and internal grant agencies of individual faculties or to submit their own research-oriented projects. As an example of such activities implemented in 2021, the following selected projects implemented at the USB Faculty of Agriculture can be mentioned: MIT TRIO FV40316 and TA CR TREND FW01010391 (77 students – preparation of research and background materials, programming and training of convolutional neural networks, preparation of technical solution for robotic milking,

processing of experimental data); NAZV QK1910174 (14 students – preparation of research and background materials for system development, preparation of technical solution for modelling, processing of experimental data); MIT OP PIK CZ.01.1.02/0.0/0.0/20_321/0024484 (12 students – preparation of research, experimental testing, processing of experimental data); TA CR TREND FW03010447 (12 students – preparation of researches and documents, programming and training of convolutional neural networks, processing of experimental data); TA CR Delta 2 TM02000027 (13 students – preparation of researches of the problem, processing of experimental data); NAZV QK1910174; QJ21010326; GA USB 096/2021/T and GA USB 028/2019/Z (involvement of students in 9 master's and 7 doctoral theses – sampling, database creation, data evaluation, presentation in the form of posters and publications in scientific and professional journals); GA USB 048/2019/Z (3 students – independent scientific activities, data collection and preparation of manuscripts); TA CR Epsilon TH02030133; TA CR Epsilon TH7603000; TA CR Environment for Life SS03010277; MV ČR VI20192022153 (3 students – field activities, preparation of material and laboratory processing of samples, publication activities). 11 students were involved in the projects NAZV QK1810391, QK1910225, QK1910070, QK1910356, QK1920412 and TA CR TL02000322; GA USB 045/2019/Z (4 students – a student project for solving the water regime using UAV technology). The H2020 NEXTFOOD project applies an innovative approach to instruction based on, among others, action learning, participatory approach and engagement in learning.¹⁴ Students were involved in data collection and provided feedback, which is being processed within the project (20 students involved in 2021). The ERASMUS+ trAEce project on training for practice in agroecology and the application of agroecological practices is developing, inter alia, a model course for practice on the implementation of agroecological measures on farms and supporting educational materials,¹⁵ students have been involved in testing educational materials and one PhD student has attended an intensive course on agroecology in Portugal. In the ERASMUS+ SoFarTEAM project, which develops innovative educational materials for target groups in social agriculture, students are working on their bachelor and master theses; for example, 15 students have been involved in the innovative project 'Mažice – conversion of box housing to active horse housing' and their work on the project is part of their qualification theses.

As mentioned above, gifted students are also provided with the opportunity to undertake study stays abroad at partner European and non-European institutions, to participate in domestic and foreign conferences or to undertake internships in companies and institutions. These students are also actively involved in various competitions and events of professional, artistic and sporting interest. Students participate in student conferences at USB (e.g. in 2021, a joint USB PhD students' conference was a great success, where students presented their dissertation projects across different disciplines). Selected students are also sent to represent the faculty and the University at similar events at other universities.

It is also worth noting the faculty thesis competitions, where high-quality theses that have won the faculty round are entered into national competitions (e.g. Dimplomka na stojáka or the competition announced by Academia Publishing House).

The work with gifted students is developing significantly, especially in the framework of master's and doctoral studies. However, the University of South Bohemia also tries to actively seek out gifted students and pupils at higher vocational, secondary and primary schools and to involve them in various professional and popularisation events in order to support these students in their interest in their chosen field and also to motivate them to further study at the University of South Bohemia. These activities, which are carried out in varying intensity at all faculties of the University of South Bohemia, include excursions, preparatory courses, lectures, seminars, practical exercises, professional Olympiads, summer schools, Junior University programmes, artistic or sports competitions, etc. For example, the Department of Mathematics of FSC USB organises an annual course on Methods of Solving Problems in Secondary Schools, which is attended by talented secondary school students and those interested in mathematics together with teacher training students (in 2021, approximately 40 secondary school students were enrolled in the course, the course was held in a hybrid format over 6 weeks, for a total of 20 hours). The Children's University's leisure-time programmes (instruction cycles, clubs, suburban camps, summer camps, etc., see Chapter 2.3) also have the potential to attract the interest of gifted pupils in the study of science.

Exceptionally talented applicants for study, for example, solvers of national science Olympiads, successful graduates of international examinations, etc. are admitted to study on a priority basis. In addition, applicants who submit and defend a professional thesis before a committee are favoured in the

¹⁴ <https://www.nextfood-project.eu/>

¹⁵ <https://traece.eu/>

admission procedure.

3.8 Students with socioeconomic disadvantages

Students at the University of South Bohemia with socio-economic disadvantages are supported by social and accommodation scholarships if they meet the criteria and apply for them. They are instructed to do so at the beginning of his studies. Furthermore, after providing adequate evidence, the situation of these students is taken into account in any requests for waiver or reduction of the assessed fee for longer studies. Participation in excursions, work placements and financially demanding courses that involve transport costs, accommodation, etc. is supported by means of exceptional scholarships of a compensatory nature. The organisation of studies also emphasises the timely development of instruction schedules, thus enabling students to balance their study obligations with the possible need to earn extra income during their studies in a timely and judicious manner. There is also a social aspect to the services provided to students with special needs (social counselling, scholarships for students with special needs to compensate for the increased costs associated with their studies, see Sections 3.4 and 3.6).

3.9 Support for student-parents

The University of South Bohemia supports parents among its students in accordance with the Higher Education Act and the Rector's ordinance regulating the conditions of parents' studies and the registration of recognised parenting time. Students, in connection with childcare, benefit in particular from the right to draw up an individual study schedule or an individual study plan of the parent, which can be used to plan and extend the time limits for fulfilling study obligations while maintaining the established study requirements. Similarly, to other students who find themselves in a specific life situation that makes their studies difficult or increases their organisational demands, the University of South Bohemia applies the principle of maximum friendliness and individual approach while maintaining the demands of studies. The measures used also include possible adjustments to the personal study plan, including the possibility of transferring a student from full-time study to a part-time form of studies, in the case of degree programmes that have this form of study accredited. Faculties also try to meet the needs of parents of students in terms of organisation and space (e.g. reserving a room that provides facilities for the children of students and their chaperones).

4 Alumni

4.1 Collaboration and maintaining contact with alumni

There are currently 2,241 former students registered in the University of South Bohemia Alumni Club. In addition to the University club, individual faculties have their own clubs. Cooperation with alumni often takes place on the platforms of their clubs. To expand the number of members, both outgoing students and current alumni are approached, i.e. those whose contacts are available.

A number of benefits are offered to members of the alumni club and their provision through the USB Commercial Centre, which has been in operation since March 2021 and an e-shop is also available, seems very promising. In the future, the Commercial Centre offer will be extended to include lifelong learning courses, which will be offered to alumni at a discount.

In this context, in 2021, a Methodology of the types and areas of cooperation with graduates was developed, which focuses, among other things, on the organisation of events for graduates and the possibilities of cooperation with them in the framework of regular meetings in education, during social and cultural events, in the framework of lifelong learning, in popularisation lectures and also in possible career counselling for existing students.

Another tool for keeping in touch with alumni is the USB identity portal, which allows alumni to manage their private e-mail addresses including the relevant consents so that contact with them can be used, for example, to send them regular information about current events at USB, including benefit offers.

The Alumni and Friends Club of the **USB Faculty of Economics** has a tradition going back to 2014. Registered alumni are informed quarterly about individual events and news at the faculty through the newsletter, the faculty magazine EFektiv and the USB Faculty of Economics Newspaper. They receive invitations to interesting lectures, seminars, and LLL courses by mail or via the social network Facebook. Cooperation with graduates is increasingly important feedback for the USB Faculty of Economics to assess the usefulness of the acquired knowledge and competencies. Graduates who go into practice often mediate the transfer of professional information between the faculty and the workplace, prepare internships or professional seminars and workshops for students. In 2021, the EF Alumni and Friends Club had 155 active alumni.

Within the framework of the KA 4 activity of the project 'Development of USB – ESF', a lecture was held at the **USB Faculty of Arts** in 2021 by the graduate Mgr. Miroslav Kraus Archaeology as a daily bread: Archaeologist among investors and builders.

The long-term cooperation between the **USB Faculty of Education** and its graduates brings a number of benefits to both parties. In this cooperation, alumni, together with the faculty and other local actors, fulfil the third role of the university. In this way, the interdisciplinary cooperation of the partners is strengthened in particular, as they are a source of new practically applicable professional knowledge in practice, including pedagogical and psychological knowledge. The USB Faculty of Education has its own wide network of faculty schools and clinical departments, through which it receives feedback from the management of these institutions, or from former students working in these schools/departments. Further cooperation between the faculty and graduates takes place mainly within the framework of LLL. Discussions, workshops or other informal gatherings such as departmental, faculty or University anniversaries are an integral part of maintaining contact between the faculty and alumni.

In 2021, the **USB Faculty of Science** continued its cooperation with alumni through the USB Alumni Club. A special Facebook group was set up, which allows direct contact with alumni and also viral dissemination of information about possible membership in the Alumni Club among other alumni.

Within the scope of the activities of the **USB Faculty of Fisheries and Protection of Waters** and cooperation with the production and operational sphere, individual academic and research staff come into contact with graduates and jointly solve various problems within the framework of Operational Programmes (especially OP Fisheries) and research projects (e.g. NAZV but also European Framework Programmes). Since 2015, the FFPW USB Alumni Club has been operating:

- participate in selected events organised by the faculty;
- make contact with colleagues who have lost sight of them;
- to establish professional cooperation with FFPW USB departments in the field of science,

research or education;

- get various discounts on events organised by the faculty or cheaper use of accommodation and training facilities of our faculty;
- be informed directly about LLL courses or other educational or professional events organised by the faculty or held on the faculty premises;
- ask our experts for a little advice;

Alumni of the faculty are also invited to lectures for students and get-togethers, they also participate in events such as the Open Day. Many graduates, especially DDP graduates, get the chance to do post-doctoral internships at the Faculty, some of them staying permanently. Graduates of bachelor and master programmes can get a one-year internship by working at the faculty in the form of a regularly advertised position of an operational assistant. Graduates are also invited to informal events, e.g. the induction of new students into the Fishermen's Guild, FROVfest, FROVples, etc.

Communication and cooperation with graduates take place at the **USB Faculty of Theology** through personal contacts, e-mail, social networks Facebook, Instagram, Twitter and Youtube, where graduates are informed and invited to events organised or co-organised by the faculty, such as lectures, exhibitions, discussions, seminars, workshops. Another source of communication is the faculty website, where information is provided about vacancies in the field and opportunities to attend lifelong learning courses. Graduates are also regularly invited to participate in faculty events through a regular newsletter.

Graduates of the **USB Faculty of Health and Social Sciences** are regularly invited to join the Alumni Club. They are informed about the possibility of joining the Alumni Club after successfully passing the State Final Examination and at graduation ceremonies, by letter, e-mail, websites, and social networks. A gallery of successful graduates is also published on the faculty's website to serve, among other things, as inspiration and motivation for graduates to further develop within their field of study. Many graduates of the faculty enter the workforce after their studies at the clinical departments of FHSS USB, thus remaining in contact with the teachers and students who come to these departments as part of their internship. The Alumni Club operating at FHSS USB offers a number of benefits to graduates of the faculty, e.g. in using the services of the Centre for Prevention of Lifestyle Diseases, the Centre for Physiotherapy or in LLL courses. The faculty also organises annual meetings of clinical practice mentors in nursing and midwifery and clinical supervisors in social work education. The mentors and clinical site supervisors include FHSS USB graduates who provide regular feedback on the practice needs and employability of FHSS USB graduates.

The **USB Faculty of Agriculture** has been cooperating with the Club of Alumni and Friends of the USB Faculty of Agriculture for more than 20 years. It is a traditional independent club whose membership base (more than 2000 members) supports the activities of the faculty. Every year, a meeting of FAG USB alumni is held on the USB campus, which is always attended by at least 500 participants (cancelled in 2021 due to the pandemic). The management of FAG USB is in direct communication with the leadership of the association and a mutual meeting is held at least twice a year, which provides feedback and inspiration at the same time.

4.2 Employment and employability of graduates

The University of South Bohemia regularly and systematically monitors and evaluates the employment of its graduates in the labour market. The results of periodic surveys focused on the employment of graduates are reflected by the University in the revision of existing and accreditation of new degree programmes. Data for monitoring employment are obtained from surveys among graduates, including national surveys mapping the labour market application of graduates of Czech universities and their evaluation of their university education (e.g. REFLEX or Absolvent surveys), as well as from data regularly provided by the Ministry of Labour and Social Affairs (statistics of school graduates and minors on the records of the labour offices). Data on the number of unemployed graduates and their structure are monitored within the University of South Bohemia not only at the level of the University as a whole but also at the level of faculties and individual degree programmes (fields of study), which leads to the possibility of identifying weaknesses or corrective measures by the management of faculties and guarantors of individual degree programmes (fields of study). The University of South Bohemia also conducts regular surveys among employers in order to continuously improve feedback mechanisms.

In 2021, a survey focused on cooperation with employers was evaluated at USB, where despite the lower return rate of questionnaires (138 out of 664), it was possible to analyse the possibilities of improving

feedback mechanisms. It can be concluded that the respondents-employers are interested in continuing to cooperate or developing further cooperation with the university. This can be developed in a number of ways, each of which has its advantages. For example, individual faculties can collaborate to expand the portfolio of student internships so that actively cooperating employers develop the qualities and aptitudes of students necessary for their chosen jobs. These internships may be available in all of our faculties on an investigative basis. Further, employers can collaborate on instruction blocks where students would learn about examples of work experience and could directly arrange internships and other types of work experience. The survey found that the quality of graduates is high. Therefore, the University of South Bohemia's efforts to generate quality graduates with a high rate of employability are by no means in vain. Of course, employability 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 in the labour market. Research has shown that the personal qualities of our graduates are also perceived very well by employers.

Regarding the employability of graduates, an alumni survey was conducted at the end of 2021, where all former students who are registered in the alumni club were contacted. 346 alumni out of more than two thousand from all faculties participated in the survey. In the area of employability, the first work experience and its form (FTE, part-time, entrepreneurial/unemployed), the role in employment, the match with the graduated field, the sector of the economy, the way the job was obtained and finally the gross income were examined. In terms of employability, the match with the graduate field is particularly relevant, with 82% of graduates working partly or fully in their graduate field, according to the survey results. As regards labour market sectors, here the survey results correspond to the university's focus. Gross monthly income is then significantly higher.

The links between the University of South Bohemia, its graduates and current and potential employers enable the acquisition of qualified information related to the educational process. This information is subsequently used for relevant curriculum innovations and their interdisciplinary linking in accordance with the needs of the labour market. Examples of faculty measures in the area of monitoring, evaluating and promoting graduate employment and employability are given in the following text.

The **USB Faculty of Economics** regularly carries out a survey of graduates of the USB Faculty of Economics, which focuses on graduates of all levels of study, including doctoral studies. The survey includes both academically and professionally oriented degree programmes of the faculty.

The **USB Faculty of Arts** regularly evaluates information on the employment of graduates of individual degree programmes and fields of study. It obtains this information on the basis of communication with graduates of the faculty but also by monitoring all relevant surveys and data published by MEYS or other professional institutions. During their studies, students of selected programmes (fields of study) participate in professional internships and work experience both in the Czech Republic and abroad, which subsequently increases their employability in the labour market. The concept of the newly accredited degree programmes, in which the first students started in the academic year 2020/2021, also took significant account of their practical applicability.

The degree of graduate employability is one of the basic indicators of the external and internal evaluation of the **USB Faculty of Education**. For this reason, the relative labour market penetration of graduates is closely and annually monitored by the Faculty's student affairs office. Since the USB Faculty of Education by its very nature has a very large database of educational establishments, at which it conducts questionnaire surveys at regular intervals within the framework of lifelong learning, it has information on the current demand for graduates in the desired fields. For greater clarity and improved communication, the USB Faculty of Education is preparing an internet portal which should make it easier for future graduates as well as employers to find a job or an employee in the desired field. Feedback from graduates of degree programmes is an important and essential part of the self-assessment process at the faculty and as such allows to reflect and apply desired changes at regular intervals (especially through the degree programme boards and departments supervising the quality assurance of the educational process).

The **USB Faculty of Science** is in close contact with a number of target institutions to which its graduates are directed (the Academy of Sciences and other research institutes, nature conservation at all levels, medical research, etc.), thanks to which the requirements of practice are naturally reflected in the degree programmes and courses offered. In the case of graduates of doctoral programmes, supervisors and chairpersons of disciplinary boards have a good overview of their future employment and continue to maintain professional contacts with the vast majority of them. As confirmed by an analysis of the employability of successful graduates of PhD programmes of the USB Faculty of Science in 2020, a large number of graduates are employed in scientific fields, with the most frequent employers being the

University of South Bohemia and the Czech Academy of Sciences. In addition, the faculty has developed a rich programme offered for students and teachers of secondary schools, where information is again transferred in both directions. Within the framework of the Centre for Science Education, the USB Faculty of Science offers a number of courses to secondary schools, lectures, excursions and workshops, which are also actively used by these schools. Secondary school teachers are then more directly involved in the implementation of the degree programmes of the USB Faculty of Science focused on education and instruction, within the framework of didactics and internships. The faculty also cooperates with secondary school teachers in the preparation of didactic publications.

Data on the employment of graduates of the **USB Faculty of Fisheries and Protection of Waters** are collected through the statistics of the Ministry of Labour and Social Affairs tracking graduates in the records of employment offices. Occasional questionnaire surveys are also carried out, but the response of graduates is not very high. In order to have a positive impact on employment, the faculty allows one graduate to obtain a year's work experience on the faculty's premises. This experience can be important in finding more permanent employment. As part of the development of the faculty or the CENAKVA centre, there is also the possibility of some graduates being employed directly as faculty staff. The USB Faculty of Fisheries and Protection of Waters also offers graduating students or graduates the opportunity to publish their profiles for potential employers, while relevant job offers obtained from partners or searched on various websites and portals are also published on the faculty's website for graduates.

The **USB Faculty of Theology** monitors, especially (but not only) in the case of professional degree programmes, the labour market and the changing needs for qualifications in particular fields and takes them into account in the accreditation of its degree programmes. Approximately 60% of the students of the USB Faculty of Theology study in a part-time form of study and are therefore already employed, and by studying they are not preparing for a future profession but are supplementing or improving their qualifications.

The **USB Faculty of Health and Social Sciences** communicates with potential employers of its graduates in situations when employers contact the Faculty with a request to publish job offers for graduates. The offer is published by the faculty on a notice board and on its website and the employer is asked for feedback on whether any of the faculty's graduates will apply for the offered position or be hired. All medical students are given a questionnaire at the state final examinations, where students anonymously answer whether they intend to take up employment in the specialisation they have graduated from. Members of the Alumni Club are sent a newsletter several times a year with current job offers in their field.

The management of the **USB Faculty of Agriculture** uses for feedback mainly communication with the Alumni and Friends Club of the USB Faculty of Agriculture and the results of surveys and investigations within the University of South Bohemia. Direct communication of students with the student affairs office of the USB Faculty of Agriculture is also equally important feedback.

4.3 Cooperation with future employers of graduates

The University of South Bohemia regularly uses a number of opportunities for cooperation with future employers of its graduates, from contacts based on professional industry cooperation to 'job fairs'. Future employers (e.g. the Czech Academy of Sciences, professional organisations, manufacturing companies, kindergartens, primary and secondary schools, language schools and translation agencies, health care institutions, institutions working with young people, social service providers, nature conservation organisations, archives, museum institutions, heritage institutes, libraries, galleries, media, institutions of state and local government, publishing houses and other institutions and facilities) are involved in the design and implementation of degree programmes, including the implementation of compulsory professional or operational work experience for students, participate in the assignment of themes and in the guidance and supervision of bachelor theses, Master's and doctoral theses, which they often facilitate directly at their workplaces or in their operations, participate as experts in practice in state final examinations, provide feedback useful in improving the quality of individual degree programmes, and participate directly in the innovation of many degree programmes, they are involved in various student professional competitions and projects, they cooperate in organising excursions, talks, seminars, workshops and professional lectures and actively participate as speakers in many of them, and last but not least, employers are members of degree programme boards.

The networks of cooperating institutions and clinical departments are expanded by the faculties of the

University of South Bohemia every year with new partners, as is the offer of educational programmes for students and teachers of primary and secondary schools and the offer of other activities implemented mainly within the framework of lifelong learning, thanks to which information is mutually transferred and valuable feedback is provided. The individual faculties of the University of South Bohemia also cooperate with a number of potential employers of their graduates within the framework of joint scientific and contract research projects.

Offers of vacancies, as well as short-term internships, trainee programmes or temporary jobs suitable for students and graduates of individual faculties of the University of South Bohemia are often advertised via departments, individual supervisors or graduates of the faculties. The profile of the University of South Bohemia on the professional network LinkedIn is also used as a tool for professional communication. In 2021, the OP RDE project continued 'USB Development – ESF II', which includes an activity focused on the development of the USB Career Centre, whose mission is, among other things, to strengthen cooperation with potential employers.

Individual faculties of the University of South Bohemia also use their own tools or implement their own activities aimed at cooperation with future employers of their graduates.

For example, the **USB Faculty of Economics** in cooperation with experts from the sphere of application (employers of graduates) prepared competency models of graduates of higher education studies in economics and further defined the target competencies of graduates of individual degree programmes of the USB Faculty of Economics. As part of the cooperation of the USB Faculty of Economics with employers and partners in 2021, for example, an online working meeting of the management of the faculty with representatives of companies and institutions where students do their internships and subsequently apply themselves in employment took place.

The **USB Faculty of Arts** cooperates with the Alš South Bohemia Gallery, all South Bohemian museums, the National Heritage Institute, the Institute of Archaeology of the CAS in Prague, the State Regional Archive in Třeboň, the State District Archive in České Budějovice and many other state and non-state archives throughout the country (esp. The National Archives Prague, the Archives of the National Museum and the Moravian Provincial Archives), the Historical Institute of the CAS, the Masaryk Institute and Archives of the CAS, the Institute of Art History of the CAS, the Institute for Czech Literature of the CAS, the French Alliance of South Bohemia and the Instituto Cervantes. For philology programmes, it offers internships and contacts in publishing houses and publishing houses (including the USB Publishing House) and has a cooperation agreement with the Sophia translation agency. In the field of education, it cooperates with a network of secondary schools in the South Bohemian Region. There is also cooperation with potential employers abroad (e.g. CzechTrade Düsseldorf or the Freyung-Grafenau district office).

The cooperation between the **USB Faculty of Education** and employers of graduates is manifested in close and regular contact, thanks to which it is possible to develop theoretical and practical support for educational processes and activities. The USB Faculty of Education tries to establish long-term contacts with a number of educational establishments and educational institutions, which help the faculty with their suggestions for further development of degree programme concepts and their practical applicability in the dynamically changing environment. Cooperation between the faculty and future employers is not only one-way, but the faculty also tries to involve a number of teachers with many years of experience in their own projects. At regular intervals, the faculty prepares talks or other annual events that can bring together current students as well as representatives of future employers from educational institutions or clinical sites. Because of the very practical nature of teacher training, a close connection with students' future employers is evident. During their own studies, many students volunteer to attend interest groups in children's and youth homes or participate as lecturers in the activities of a science club called Science Entertains Us.

At the **USB Faculty of Science**, there is intensive cooperation between non-biological disciplines (mechatronics, applied informatics, physics) and companies within the South Bohemian region (e.g. Bosch, Engel, etc.). Students often carry out their internships in these companies and the companies employ them after graduation. Part of the education in the biology programmes Environmental Care, Biomedical Laboratory Technology and Clinical Biology includes internships at the workplaces of graduates' employers, such as authorities, hospitals or private clinical laboratories. Some of the courses in these degree programmes are taught directly by practitioners, potential employers.

The cooperation of the **USB Faculty of Fisheries and Protection of Waters** with potential employers of graduates takes place on several levels. The first of these is the organisation of operational and professional practices, where students can get in direct contact with future potential employers and demonstrate their knowledge and skills. The second is inviting representatives from the practice to the

state final examinations. In addition, the USB Faculty offers potential employers the opportunity to post job offers on the website in the section 'For Graduates' and browse the profiles of graduating students or graduates looking for a job. FFPW USB also has direct cooperation with a number of potential employers in various projects or contract research. This also opens employment opportunities for graduates of the faculty.

Cooperation with the future employers of students of the **USB Faculty of Theology** takes place in the field of instruction, scientific work and the third role of universities. Representatives of future employers are members of the boards of professional degree programmes, and experts from future employers are also invited to provide input into instruction. Students on vocational programmes also undertake field trips and shadowing placements with future employers, as well as work experience. In science, FTH USB cooperates with future employers, especially in the preparation and solution of applied research projects. In 2021, there were 6 TA CR projects and an Erasmus+ project. As part of its third role, FTH USB cooperates with future employers in offering lifelong learning programmes for the further professional development of workers, and by involving practitioners (future employers) in the design and implementation of lifelong learning programmes. By the end of 2021, FTH USB had concluded cooperation agreements with 40 organisations (clinical departments). These are organisations that match the employment profile of graduates, where students often receive job offers based on the successful completion of their internships, which significantly facilitates their entry into the labour market. Cooperation with the provision of student internships is also carried out with a number of other workplaces in the form of *ad hoc* cooperation. Students thus have the opportunity to get acquainted with a wide range of organisations where they can find employment as graduates of the faculty. The faculty is also often approached by the organisations themselves with offers of jobs for graduates. Cooperation with employers is also gradually being developed by students of combined studies, who usually work directly in organisations in the field of study or in related fields.

The most frequent employers of students of the **USB Faculty of Health and Social Sciences** are a network of clinical departments with which the Faculty has concluded cooperation agreements. Students have the opportunity to get to know their potential employers during their internships, and important experts from the sphere of application also teach at the faculty. Every year, the faculty organises a meeting of representatives of clinical departments and the Day of Medical Disciplines, where South Bohemian hospitals have the opportunity to present themselves. Direct contact with the management of hospitals, acquaintance with trends and work and non-work activities that hospitals offer to potential employees, regularly has a positive response among students of the faculty. The faculty also co-organises with the Hospital České Budějovice, a.s. an important professional congress Budějovice Case Studies, aimed at sharing and discussing experiences from practice.

The **USB Faculty of Agriculture** has concluded 21 contracts for providing internships directly in companies, where students can get acquainted with the environment of practice in specific plants. In addition, for instruction, it uses external lecturers who, as experts from the sphere of application, mediate the transfer of up-to-date information between practice and instruction. This collaboration appears to be a key activity for the career development of students.

5 Interest in studies

5.1 Entrance exams for studies

The University of South Bohemia does not apply one common model of admission examinations for all applicants. The admission procedure is diversified and provided in ways that best suit the specific level of study (bachelor's, master's, doctoral), the nature of the degree programme and the interest in studying in a given programme. All faculties of the University of South Bohemia provide admission procedures with their own resources.

The admission procedure for bachelor's studies takes into account, for example, the results of studies at secondary school and the results of the matriculation examination, the results of the National Comparative Examinations provided by Scio, the results of interest and field competitions (e.g. Olympiads, international competitions, SOČ, etc.), the results of written tests or oral interviews, language examinations, practical or talent examinations or the results of admission interviews. The conditions of the admission procedure, including the materials for admission tests, etc., are usually formulated and ensured by the guarantors of the individual degree programmes.

The admission procedure to the consecutive master's programme is usually linked to an assessment of the results of the bachelor's studies, or a combination of written tests and admission interviews. The PhD entrance examinations are interviews and assess the applicant's achievements to date, the aim of his/her dissertation research project and his/her language proficiency.

In some degree programmes, applicants are admitted without entrance examinations on the basis of the results of their secondary school studies if they meet the requirements. If students are admitted to study without an entrance examination, they prove their current skills and qualities, especially during the first semester of study, when, together with the necessary number of credits – in accordance with the USB Study and Examination Regulations – the condition of passing the compulsory courses of the first semester is set for advancement to the next semester, or for remaining in the study.

Verification of the language competencies of foreign applicants for study in the Czech language takes place in the form of language examinations provided by USB faculties, or by proving the language level with generally recognized certificates, or the language level is verified directly during the entrance examination, e.g. by an interview before a committee, which also verifies subject knowledge, motivation to study, etc.

In some cases, more than one version of the test is used to verify the level of applicants. For example, students do not necessarily have to take the entrance examination at the **USB Faculty of Economics**; they are admitted on the basis of their academic results documented by their high school report card. However, if they want to improve their scores, they can apply for the National Comparative Examination organised by Scio and provide proof of their scores. Another option, which is also often used by students to improve their scores, is to provide evidence of certificates and diplomas from student competitions, courses and Olympiads. FEC USB also offers the opportunity to take general knowledge tests, which can be taken a maximum of twice, to increase the chances of being accepted again if the applicant believes that his/her abilities are better than the results from high school suggest.

Also in 2021, the admission procedures were partly affected by the Covid-19 pandemic. For example, the admission procedure to the **USB Faculty of Arts** was to be conducted in the standard way, where applicants for bachelor, continuing master and doctoral studies are admitted on the basis of interviews before a committee composed of the academic staff of the USB Faculty of Arts (however, applicants for bachelor studies who have excellent academic results at secondary school are admitted without an entrance exam). However, due to the Covid-19 pandemic, only admission interviews for doctoral studies could take place; applicants for bachelor's and continuing master's degree programmes, if they met the admission requirements, were admitted without an entrance examination. Similarly, at the **USB Faculty of Agriculture**, the entrance examinations for consecutive master's programmes were abolished (the condition for admission was the completion of the bachelor's degree programme).

In 2021, the **USB Faculty of Education** used the services of external entities for the degree programme Psychology (Scio tests were used).

5.2 Cooperation with secondary schools in the field of USB promotion

At the institutional level, the USB Marketing Office provides promotion among secondary schools. The University of South Bohemia in České Budějovice centrally participates in the most important educational fairs in the Czech Republic intended for prospective students from among secondary school students. Unfortunately, this area was also significantly affected last year by the coronavirus pandemic, which caused the cancellation of the traditional spring fair Gaudeamus Prague. On the contrary, a number of alternative online education fairs were held. The University of South Bohemia actively participated not only in the spring online fair Congroo but also in the autumn university fair Gaudeamus Brno (23–26 November 2021), and the university also took part in the autumn online fair of the university portal Vysokeskoly. The university and all its faculties also took part in the Education and Craft Fair at the České Budějovice Exhibition Centre (4–6 November 2021).

At the same time, during the year, work was underway on the change of the USB web presentation, consisting primarily of the visual and content unification of the presentation of all faculties and units of the USB.

As part of the unification of the University's communication towards the primary target group, a unified advertising campaign aimed at potential students was created this year, agreed upon by all faculties. This campaign also made use of new marketing tools such as online PPC search and banner campaigns, social media advertising campaigns on Spotify and Tik Tok. The implementation of all these campaigns is carried out by the Marketing Office of USB by its own forces.

Another important activity, in line with the unification of communication towards potential students (secondary school pupils), was a joint presentation on the vysokeskoly.cz portal, which is one of the basic domestic signposts for applicants for higher education.

As far as the targeted promotion of individual degree programmes is concerned, this is the responsibility of the individual faculties where the respective programmes are taught. In this area, a number of relationships are established between secondary schools in the region, as described in the text below.

The **USB Faculty of Economics** cooperates with three secondary schools, namely the Business Academy Husova 1 in České Budějovice, the Business Academy and Language School with the right of state language examination Písek and the Secondary School of Business Husova 9. It is primarily a vertical cooperation and networking of leading schools educating pupils and students in economic areas. This synergy should ensure excellent education for graduates and sharing of capacities in both education and research. Last but not least, it is a framework to enable joint development and international projects.

The **USB Faculty of Arts** regularly informs secondary schools in the region about the possibilities of studying at the faculty through personal visits of members of the management, staff and students of individual institutes. In 2021, this form of promotion was supported by a number of face-to-face and online activities, especially within the three-year OP RDE project Innovation of Teacher Education for Secondary Schools at the University of South Bohemia in České Budějovice (2020) in cooperation with the USB Faculty of Arts USB and secondary schools in the region, whose main goal is to systematically improve the quality of undergraduate preparation of future teachers.

For the first time, a meeting of the faculty management with 16 principals of cooperating high schools was held on September 15, 2021. The meeting with the representatives of secondary schools was also attended by Pavel Klíma, Deputy Governor of South Bohemia for Education, and representatives of the Ministry of Education. An afternoon of lectures and discussions deepened the good relations with the participating secondary schools. The ISUS project team also organised 3 thematically different discussions during the year. Petra Mazancová and psychologist Mgr. Jana Kouřilová, Ph.D.), 27 May Teacher in a heterogeneous classroom (the main guests of the discussion were the guarantors of education of pupils with OMJ, gifted and pupils with SVP under the National Pedagogical Institute Mgr. Alice Kourkzi and PhDr., Mgr., Ing. On 18 November, the Role of the Educational Counsellor and Prevention Methodologist in Secondary Schools in the Czech Republic. Dozens of secondary school teachers joined the discussions on-line via MS Teams. On 23 November, the Institute of History of the USB Faculty of Arts of the South Bohemia University organised a day-long History Teachers' Meeting with lectures and workshops, which was attended by 16 history teachers from cooperating primary and secondary schools. FAR USB participated for the first time in the largest educational fair in South Bohemia - Education and Craft (4–6 November 2021, Výstaviště ČB), where it informed the general public and those interested in studying at the university about study opportunities, graduates' employment and other information about FAR USB according to the questions of the participants of the fair. In the same spirit, communication with the general public took place on 10 September at the celebration of the 30th

anniversary of the University of South Bohemia in České Budějovice on Sokol Island in the centre of České Budějovice. In addition to the activities of the ISUS project, it is worth mentioning the online popularisation lecture series of the Department of Romance Studies of the USB Faculty of Arts on 25 March, Living Voices of Romance Literatures, dedicated to selected representatives of Italian, French and Spanish literature with large participation including students and teachers of secondary schools. An example of good cooperation with local secondary schools was The project of the Department of English at the USB Faculty of Arts, Teachers of English for Future Europe (TEFE), which was attended by 47 teachers and students of instruction from six European universities. The project involved a number of local high schools and colleges, which provided TEFE participants with access to schools, meetings with teachers, and opportunities to listen in class on 22-23 September.

At irregular intervals, the **USB Faculty of Education** carries out promotional and educational visits to secondary schools in the regions where its students most often come from. Here, the degree programmes offered at the USB Faculty of Education are presented, as well as the results of research or technologies and tools used during instruction at the Faculty. These are mainly electronic and optical instruments from the Department of Applied Physics and Technology or technologies of the virtual laboratory at the Department of Geography.

In order to support the promotion of studies and instruction of natural sciences, the **USB Faculty of Science** established the 'Centre for Science Education' in 2021, which became part of the faculty structure and newly integrated LLL activities. Most of the activities of the Centre for Science Education and LLL at the USB Faculty of Science are aimed at secondary school students and teachers. The Faculty has a very good experience with lectures given by its experts directly in secondary schools, of which 70 were held in 2021.

The **USB Faculty of Fisheries and Protection of Waters** informs potential applicants about study opportunities in several ways. However, due to the Covid-19 pandemic, these activities have been limited in 2021. The faculty contacted secondary schools mainly indirectly, by sending flyers to selected secondary schools about study opportunities at the faculty. Selected secondary schools expressed interest in lectures on the possibilities of studying at the FFPW USB, these lectures were conducted through online communication platforms. A programme was also prepared to confer the title of 'faculty school' to those secondary schools that request it and that meet the set conditions.

The **USB Faculty of Theology** continued to organise lectures for secondary schools in 2021, of which one lecture was held at the Strakonice Gymnasium due to the coronavirus situation. The Faculty organised four online meetings with secondary school students as part of the IP project 'Workshops for secondary schools'.

Most of the traditionally implemented contact forms of promotion were significantly reduced at the **USB Faculty of Health and Social Sciences** due to the pandemic, but the promotion on social networks was even more extensive. In January 2021, the traditional Open Day was held, due to the situation, this time in the form of online. Interested students were introduced to the degree programmes offered by means of filmed videos. The newly built Simulation Centre for Healthcare-oriented Fields of FHSS USB (SCHF) was presented to the applicants in the form of a video. In addition to these presentations, representatives of the individual degree programmes were available online for any questions. Online communication was also conducted with representatives of secondary schools, who provided their students with the necessary information.

Due to the worsened epidemiological situation that existed at the beginning of 2021, it was not easy for the **USB Faculty of Agriculture** to cooperate with secondary schools in the area of promotion. The management of the faculty had discussions with most of the secondary schools whose students are potential applicants to study at the USB Faculty of Agriculture, and after joint discussions, they came to the conclusion that closer cooperation was not possible in this situation. Contact meetings with students were out of the question, therefore all communication and promotion towards prospective students took place online on the faculty's website and social networks. Also, the Open Day on 22 January 2021 was held online, and even in this unfavourable situation, a high turnout of prospective students was recorded. In December 2021, students from the Secondary School of Education in Písek and the Secondary School of Education in České Budějovice visited FAG USB.

6 Staff

6.1 Career regulations for academic staff, motivational tools for staff remuneration

On 24 September 2021, the 'Rector's Ordinance Issuing the Career Regulations of the University of South Bohemia in České Budějovice' was issued under number R 479. In accordance with the Higher Education Act and other regulations of the University of South Bohemia, the Career Regulations regulate the basic principles of career development of employees of the University of South Bohemia. The faculties normally reward the achievements (results of scientific work, success in grant competitions, etc.) of their academic staff on the basis of the annual EAS evaluation. Students of some faculties who are actively involved in research activities are also rewarded in the form of special or extraordinary scholarships.

6.2 Developing the instruction skills of academic staff

The University of South Bohemia pays attention to the development of instruction skills of academic staff. Although in 2020 the outputs of the key activity of the OP RDE project 'Development of USB – ESF' (2017–2020) focused on the development of pedagogical competencies were completed, when, among other things, a course of pedagogical competencies was created, follow-up activities continued in 2021. Training in this area is set up to meet the individual needs of employees. Each participant takes modules and blocks that meet his/her training needs in terms of identified reserves in terms of his/her own pedagogical competencies and the applicability of the acquired practical knowledge and skills to his/her own instruction, including taking into account the possibilities of time, etc. in the way of choosing the organisational forms of training (e.g. a combination of face-to-face workshops and online training). The organisational guarantor of education is the Lifelong Learning Office of the USB Rectorate, while the Vice-Rector, who is responsible for lifelong learning at the University of South Bohemia, is responsible for the content and quality of educational activities.

The University of South Bohemia strives to systematically anchor and create a stable offer of educational activities for teachers in the system of lifelong learning of the University of South Bohemia employees, which can flexibly respond to current demand. The Lifelong Learning Office of the USB Rectorate also supports the improvement of language competencies, including skills related to instruction in a foreign language, by offering courses for staff (see also Chapter 2.3). The faculties support the participation of academic staff in seminars or workshops on pedagogical topics.

Continuous training or training of new teachers is also provided in view of the possibilities of using didactic technology, which the university is gradually acquiring or continuously innovating (e.g. workshops on working with interactive whiteboards are offered at several levels of sophistication). 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 technical and methodological support position was established for this purpose at the USB Centre for Information Technologies. In 2020 and 2021, 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 competencies 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 visits between colleagues or the participation of several teachers in the instruction of one subject. The sharing of experience and skills among colleagues and the implementation of the idea of a '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.

6.3 Gender equality, support for employee-parents

The University of South Bohemia in České Budějovice has developed its own Gender Equality Plan for the period 2021–2024.¹⁶ It 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 the USB. USB has long been addressing the topic of promoting parenthood among its employees. There is an emphasis 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 staff 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, and this is evidenced by the implementation of the projects within the framework of the OP RDE 'Development of USB – Capacities for R&D' and 'Development of USB – Capacities for R&D II', which are mainly focused on human resources and their development.

In accordance with the Strategic Plan of the University of South Bohemia in České Budějovice for the period 2021–2030, USB focuses on the area of personnel policy. Expected activities and outputs are for example: support for the development of managerial competencies, methodological support in the publication, promotion and administration of open selection procedures, also using the Euraxess platform, support for young and starting staff in relation to the career order, mentoring, updating the salary transcript and especially active formation of gender policy.

This was followed in the second half of 2021 by fulfilling the obligation of holding the HR Award¹⁷ by compiling an internal self-assessment including a revision of the Action Plan. The documents were sent to the European Commission, which in its positive approval positively assessed both the systematic implementation of the Action Plan and the quality and implementation of its activities.

Specific outputs of the Action Plan in 2021

AP activity	Retrieved from	
3	Interní komunikační strategie JU	CZ
	Internal communication strategy	EN
	Příloha č. 1: Seznam a stručný popis nejzásadnějších používaných IS_201201	CZ
	Annexe 1: List of major information systems (IS) used at USB	EN
4	Interní komunikační strategie JU	CZ
	Internal communication strategy	EN
	Příloha č. 1: Seznam a stručný popis nejzásadnějších používaných IS_201201	CZ
	Annexe 1: List of major information systems (IS) used at USB	EN
5	Filling and Handling Job Applicants Complaints	EN
	Guidance on Processing of Personal Data of Job Applicants	EN
	Doporučený postup výběrového řízení pro obsazování míst neakademických zaměstnanců na JU v ČB	CZ
	Recommended Recruitment Process for Non-Academic Staff at the USB in České Budějovice	EN
	Příloha 1: Jmenný seznam členů komise výběrového řízení	CZ
	Annexe 1: Members of Selection Committee	EN
	Příloha 2: Vlastní vyhodnocení uchazečů	CZ
Annexe 2: Job Applicant Evaluation	EN	
6	Koncept Strategie rozvoje a vzdělávání zaměstnanců JU	CZ
	USB Staff Training and Development Strategy – Concept	EN
8	Mobility na Jihočeské univerzitě v Českých Budějovicích	CZ
	Mobility at the University of South Bohemia in České Budějovice	EN
	Příloha 1: Mobility pro výzkumné pracovníky	CZ

¹⁶ https://www.jcu.cz/images/UNIVERZITA/rozvoj/strategie-a-rozvoj/gender-plan/2021-02-12_Plan_genderove_rovnosti_USB.pdf

¹⁷ <https://www.jcu.cz/cz/veda-a-vyzkum/hr-award/hr-award-hrs4r>

	Annexe 1: International Mobility Opportunities for Researchers	EN
AP activity	Retrieved from	
	Příloha 2: Mobility pro akademické pracovníky a neakademiky	CZ
	Annexe 2: International Mobility Opportunities for Academic and Non-Academic Staff	EN
	Příloha 3: Mobility pro studenty	CZ
	Annexe 3: International Mobility Opportunities for Doctoral Students	EN

6.4 Measures against sexual and gender-based harassment

The University of South Bohemia in České Budějovice is guided in this area by the Rector's ordinance R 434 setting out the procedure in cases of harassment in the workplace, which was issued on 19 May 2020. Under the OP RDE project 'Development of the USB – Capacities for Research and Development', among other things, topics related to sexual and gender-based harassment are being developed at the USB, including the creation of new positions at the USB supporting active possibilities of self-defence (the position of ombudsman, etc.).

In this context, the position of the ombudsman as a member of the USB Ethics Committee was established on 19 May 2020, Annexe No 1 to the Rector's Ordinance R 253 on the establishment of the Ethics Committee of the University of South Bohemia in České Budějovice was issued, which stipulates that the USB Ombudsman is also a member of the USB EC. On 27 May 2020, at the meeting of the Ethics Committee of USB, doc. MUDr. Jiří Šimek, CSc., from FHSS USB. More information about the activities of the Ethics Committee is provided in the document above, chapter 1.3.8 Ethics Committee.

7 Internationalisation

7.1 Support for student participation in mobility programmes abroad

The University of South Bohemia in České Budějovice cooperates with nearly 400 universities in more than 70 countries around the world and has long supported student participation in mobility programmes abroad. Students at the University of South Bohemia have taken advantage of opportunities to participate in international mobility programmes, especially within the Erasmus+ project and the IP USB 2021 Foreign Student Mobility project, under which they received financial support for trips abroad for more than one month, as free-movers. In 2021, the rectorate's IP USB 2021 project made it possible to bring the number of scholarships for students who went on study stays under the ongoing Call 2019 to the level that was set for the Call 2021.

Student mobilities are supported by scholarships from faculty scholarship funds and scholarships based on intergovernmental agreements to specific destinations (Fulbright Foundation, CEEPUS, DAAD, KAAD, Aktion, Baden-Württemberg-Stipendium, scholarships of the Czech-Bavarian University Agency). Student stays abroad are also supported by funds from individual and team projects of the USB Grant Agency.

In 2021, an internal call for support for international cooperation at USB was announced by the International Relations Office, which provided financial support for international mobilities (of at least 30 days) of students of all faculties to countries outside the EU and shorter mobility (less than 30 days, e.g. for summer schools abroad) to European and overseas countries. In addition to the available financial support programmes, USB faculties offer the possibility of financing mobilities abroad from the scholarship fund, especially in the case of freemovers and mobilities that cannot be financed by the available financial support programmes. The possibility of stays abroad and internships is offered to students from the 2nd year of bachelor's degrees and to students of master's degree studies. For students in a doctoral programme, stays abroad are a compulsory part of their individual study plans.

In the first half of 2021, the implementation of international mobilities of USB students was negatively affected by the Covid-19 pandemic, but in the second half of 2021, the planned mobilities were successfully implemented. In 2021, the USB IP 2021 project was implemented, which enabled the operation of the Emergency call line (with 24/7 mode), which was used by USB students in the context of the pandemic situation. Students were also able to use the services of the University Psychological Counselling Centre.

International cooperation at USB faculties takes place mainly with similarly oriented universities and academic departments so that students participating in international mobility programmes have the opportunity to choose as many courses as possible corresponding to their study plans at individual USB faculties. The credits obtained for the courses taken abroad are subsequently recognised upon their return (based on the Transcript of Records and according to compatibility with the courses of accredited degree programmes). USB students are informed in advance about the possibilities of credit evaluation of mobility through University and faculty websites, meetings with the officers of the International Relations Office of the USB Rectorate and international relations offices of individual faculties, as well as by e-mail messages. In 2021, USB was involved in the implementation of the OP RDE project 'Development of USB – ESF', which includes the activity 'Systematic development of internationalisation at USB', which addresses the development of the services of international relations offices and administrative support for international mobility coordinators. Within the framework of this project, a position of Go abroad officer is established at the International Relations Office of the USB Rectorate, which provides comprehensive support to USB students who want to go on a study stay at a partner institution abroad. In 2021, the University's student guides were updated to provide students with the necessary information on mobility, individual financial support programmes, including the possibility of including a placement or internship in degree programmes and recognition of credits awarded and courses taken abroad (Guide for students wishing to go abroad).

USB faculties also organise regular information meetings for interested students, where they present the possibilities of stays abroad and provide those interested with the opportunity to meet the graduates of the programme. If students successfully complete the selection procedure for a study stay (or practical internship) abroad and are nominated for the trip, they draw up their specific study plan from the course offerings of the foreign institution in preparation for the entire trip.

In order to support international student stays, two courses were implemented in 2021: one course was

designed for international students studying at USB and one for outgoing students. These courses focus on motivation for mobility and intercultural communication.

In order to ensure sufficient support and information for students in the area of the recognition of completed courses and credits awarded, students of some faculties draw up an Agreement on the Recognition of Courses Taken at a Foreign University before departure with the sending institutes or departments, which specifies exactly how a particular foreign course will be recognised upon return in the event of successful completion (i.e. whether as A compulsory, B compulsory elective or C elective). Upon return, students will have all completed courses recognised according to the previously approved method of recognition. This agreement may be amended by students during their study abroad, following the same rules and deadlines governing amendments to the Learning Agreement document and set out by the Erasmus+ programme. The deans' ordinances for students' studies abroad set out the rules for the recognition of courses taken at a foreign university by the relevant USB faculties.

USB also offered students joint and double degree trips (10 degree programmes) – within this type of studies, students follow a pre-defined study plan at a foreign institution, which they are familiar with and which is also fully recognised upon their return. The students are informed about the method of recognition before departure by the supervisors of this type of study at the sending institute or department. In 2021, USB was involved in a CRP focused on virtual mobility issues.

Students are also members of faculty and departmental research teams, and their development in relation to possible participation in foreign activities is also supported here.

The **USB Faculty of Economics** also has one very specific programme, Regional and European Project Management, which is at the postgraduate level. This degree programme is built precisely on gaining experience and increasing mobilities of students of the FEC USB, as each of the semesters is studied at a different university within the framework of cross-border cooperation with universities in France and Germany. This degree programme is taught entirely in French and English, with additional courses also in German, and the study takes place successively at Université de Bretagne Sud in France, Westsächsische Hochschule Zwickau in Germany and finally at the University of South Bohemia in the Czech Republic. Within the framework of this 'triple degree', all completed courses are recognised at the USB Faculty of Economics and the study is completed at FEC USB.

In 2021, due to the Covid-19 pandemic, two planned overseas Freemover mobilities (to Argentina for data collection for a qualifying thesis and to the USA for semester studies) could not take place at the **USB Faculty of Arts**. However, the Institutional Plan (extended call 2019–2020 and new call 2021) managed to support the participation of a student in a month-long online summer school organised by Chonnam National University, Republic of Korea, or a work placement of a student at the Czech Centre in Madrid, Spain, in order to develop specific business skills. In the context of the intensively developing cooperation of the USB Faculty of Arts with the Latin American region, the Erasmus+: International Credit Mobility project, despite delays in the visa procedure, enabled the first arrival of a Peruvian student from Universidad Nacional de Trujillo. The contribution of the USB Faculty of Arts to the professional training of the student from a third country was the transfer of knowledge in contrastive linguistics or computational and corpus linguistics, which are not taught at the Peruvian university. The student also took a course in Czech for foreign students, which is a way of spreading awareness of the Czech Republic in Latin America. Despite the pandemic restrictions, a total of eight student mobilities were successfully completed and five more started in double degree programmes with the Spanish Universidad de Salamanca and the French Université Bretagne Sud. In September 2021, the faculty welcomed more than thirty students from abroad (Slovakia, Poland, Germany, Spain and the UK), both full-time and virtually, as part of an intensive Erasmus+: Strategic Partnerships programme called Teachers of English for Future Europe (TEFE).

The **USB Faculty of Education** has long been supporting students who go abroad through mobility programmes, whether within the Erasmus+ programme or other internationalisation projects. The advantage of the students going abroad is the high-quality language level achieved, mainly due to the fact that a high percentage of students study a combination of degree programmes focusing on education or teacher training, which combine a foreign language with another general education subject. The USB Faculty of Education tries to appeal to its academic staff, both formally and informally, to allow students to travel abroad for internships to the fullest extent and thus try to accommodate their study opportunities. From the students' point of view, the difficulty of finding a partner university abroad can be a disadvantage. The nature of the degree programmes means that it is natural for students to study mostly double majors supplemented by a pedagogical-psychological block, which in some cases makes it difficult to find partner faculties abroad and subsequent recognition of courses. The faculty is aware of

this fact and therefore tries to facilitate the students' placement abroad as much as possible.

Compared to the previous year, there were no significant changes at the **USB Faculty of Science**. Students still have all the support. They can contact the International Relations Officer for administrative matters related to their trip. Students are also supported with the help of the staff of the Language Department at the faculty. Compared to 2020, the number of outgoing students has slightly increased in 2021. They have been supported by both the Erasmus+ programme and the Internal Appeal. Ph.D. students are supported for their compulsory mobility from the IP USB 2021 project, which is provided by the Vice Dean for Doctoral Studies.

Every year, students of the **USB Faculty of Fisheries and Protection of Waters** use the opportunities of the Erasmus+ programme to carry out internships – in 2021, only practically oriented internships (SMT) were carried out and students of the faculty did not receive any ECTS credits under this mobility programme. Students of DDP FFPW USB are obliged to complete a 3-month internship abroad according to the study regulations. The fulfilment of this obligation is financially ensured by the Erasmus+ programme, IP USB 2021, GA USB and other central sources of FFPW USB. In 2021, the measure of the Vice-Dean for International Relations No 01/2022 (Ref. USB/09/07760/21) – Allocation of scholarships to support foreign stays of FFPW USB students in doctoral degree programmes was updated, which regulates the allocation of scholarships to support foreign stays of FFPW USB students in doctoral degree programmes. The measure mainly increased the maximum amounts taking into account the economic conditions in the target countries and adjusted the framework of conditions for supporting mobility from the budget of individual research laboratories. The obligation to undertake a foreign internship was dramatically affected by the Covid-19 pandemic and restrictions in 2021. Ph.D. students with fulfilled the obligation have requested in writing to the Dean of the FFPW USB for a waiver of this obligation. After reviewing the requests, the Dean of FFPW USB granted all requests. The pandemic restrictions made it significantly more difficult to use the funds of the internal call for support for international mobility provided by the USB International Relations Office. A short-term practical internship of 2 students of the PhD programme at the Permanent Representation of the Czech Republic to the EU was supported; the students worked there as expert advisors on freshwater aquaculture and fisheries issues. The faculty used the incentive system for submission and possible solutions of international (especially European projects) projects and for the purpose of supporting international mobility programmes. Under this system, DDP's own students are also honoured for submitting projects providing this type of activities as well. Of course, the faculty is also involved in the implementation of various types of projects of Operational Programmes (especially OP RDE – Mobility, Innovation of Doctoral Studies, etc.), where the implementation of mobility is a matter of course. Apart from the above, it is commonplace to support students within the USB Institutional Programme (2021) or in the form of an extraordinary scholarship. The students are also members of the faculty's research teams and their development in relation to possible participation in foreign activities (short-term research internships, presentations at scientific conferences, participation in seminars, etc.) is also supported by the faculty. The faculty supported a one-month summer work placement of high school students at the Höhere Lehranstalt für Umwelt und Wirtschaft Yspertal (Austria) in the laboratories of the FFPW USB.

The **USB Faculty of Theology** organises information meetings for its students and offers individual consultations (in person/online via Microsoft TEAMS or via e-mail) regarding the possibilities of participating in foreign exchange programs. These mobility programmes include: Erasmus+, IP USB 2021, scholarships from the internal call of the USB REC, scholarships from the faculty scholarship fund, also share information about other scholarship offers (scholarships based on intergovernmental agreements to specific destinations, CEEPUS free-mover scholarships, DAAD, KAAD, Aktion, Fulbright, Baden-Württemberg-Stipendium, scholarships of the Czech-Bavarian University Agency, scholarships announced by foreign higher education institutions, etc. Information is published on the website, faculty bulletin boards and social networks FB and IG. The next wave of the Covid-19 pandemic and the lockdown in the first half of 2021 adversely affected the interest of the students of the USB Faculty of Theology in trips, nevertheless, in 2021, 4 short-term study-research stays within the framework of IP and 3 short-term study-research stays within the framework of GA USB grants were successfully carried out. FTH USB individually addresses the possibilities in order to take into account the student's interest but also the content of his/her study plan at the USB Faculty of Theology. The USB Faculty of Theology recognises all credits earned in courses taken abroad; based on the content of the courses, the Vice Dean for Academic and Instruction Activities will decide whether the courses will be recognised as electives taken abroad or as our A, B, C courses, provided that the contents of the syllabus correspond. In the case of participation in a work placement abroad, this placement is recognised as A, B or C within the practice courses. The USB Faculty of Theology places great emphasis on the fact that participation in international mobility

does not prolong the student's studies, i.e. on the basis of the Dean's Measure on study stays abroad of students of the USB Faculty of Theology (236/2015 of 20 July 2015) allows students of the USB Faculty of Theology to take examinations so that the enrolment sheet A: Summary of examinations taken is submitted no later than April/October of the relevant year.

All students of the **USB Faculty of Health and Social Sciences** are informed about the possibilities of international mobilities in the form of mass e-mails, the faculty's website and by lecturers in the classroom. Credits achieved abroad are recognized to the maximum extent possible. Professional practice is recognised in proportion to the professional content fulfilled abroad. Students are informed about the possibilities of credit evaluation of mobility before going abroad. In 2021, the selection procedures were organised online so that students could take advantage of the possibility of a stay abroad despite the complicated pandemic situation in the world.

In 2021, the **USB Faculty of Agriculture** revised the Erasmus+ contracts and signed new contracts with foreign partners. Students and staff had the opportunity to travel under Erasmus+ to 28 contracted workplaces of the USB Faculty of Agriculture and under contracts with other USB faculties. The offer of semester study stays is advertised to students in the framework of Erasmus+ selection procedures. If a student chooses to study a course structure that corresponds in content to the courses studied at the USB Faculty of Agriculture, then the courses are recognised. Thanks to the financial support under the Institutional Plan 2021, new cooperation has been established with several foreign institutions for the purpose of future mobility of academic staff and students of the USB Faculty of Agriculture (SLU Uppsala, Sweden – preparation of ERASMUS+ contract, Polytechnic Institute of Coimbra, Portugal – involvement of a partner in the BIP Erasmus+ programme, Justus Liebig University/Fraunhofer Institute, Germany – deepening of scientific cooperation, Equipepeople Ltd., Ireland – student internships. The USB Faculty of Agriculture is currently a member of two CEEPUS networks 'Engineering as Communication Language in Europe' and 'Agriculture and Environment in the 21st Century – @groen'. Within both networks, it is possible to travel to more than 10 countries of Central and Eastern Europe. In addition to the Erasmus+ and CEEPUS programmes, the mobility of PhD students in particular is also supported by funds from the University of South Bohemia's Institutional Plan and the USB Special Call for Internationalisation. In 2021, thanks to the support of these programmes, several trips of 30 'student-months' were implemented. In order to support students' motivation to do internships abroad, the course 'Foreign Internship' and 'Foreign Internship' was included in some newly accredited degree programmes, where students will be able to go abroad to gain work experience with scholarship support from the USB Faculty of Science (e.g. Agroecology, Agricultural Engineering and Technology).

7.2 Support for international mobilities of academic and non-academic staff

Internationalisation cooperation and mobility programmes are among the priority and strategic areas of USB development. USB supports international mobilities of academic and non-academic staff with all available tools. Mobility is perceived as a necessary step to ensure the deepening of qualifications and expertise of the supported persons with a link to a concrete and measurable transfer of know-how to the faculty workplace, including networking with foreign workplaces with a view to long-term cooperation or establishing and deepening cooperation with specific experts. Academic and non-academic staff are offered a wide network of partner universities for cooperation and implementation of international mobility. The International Relations Office of the USB Rectorate and the international relations offices of individual faculties provide support in establishing new cooperation.

International mobilities of academic and non-academic staff at USB are mainly carried out within the Erasmus+ KA103 programme (academic staff – instruction and combined mobility STA, academic and non-academic staff – training and shadowing STT). USB is also the project leader of the Erasmus+ International Credit Mobility KA107 project with programme countries in the framework of supported projects from the 2018, 2019 and 2020 Call. Employee mobility outside Erasmus+ programme countries (instruction placement of USB employees at a foreign university outside the EU for at least 5 days with a minimum of 4 hours of instruction in a 5-day working week) was supported in 2021 under the USB's Internal Call for International Cooperation.

However, in 2021, especially in the first half of the year, the implementation of employee mobilities was affected by the Covid-19 pandemic and some of the originally planned mobility was not implemented due to the anti-pandemic measures introduced in the Czech Republic and the target countries. In 2021, the Guide for employees wishing to travel abroad for instruction or training was updated to support USB employees' trips abroad.

The **USB Faculty of Economics** is fully involved in bilateral cooperation with foreign universities under the Erasmus+ programme, currently working on KA107 projects in cooperation with partners in Malaysia and Ukraine. Also took the opportunity to participate at the university level in the USB 21 IP projects, USB Internal Call and OP projects. In 2021, FEC USB hosted a number of foreign academic and non-academic staff and opportunities for mobility abroad were created for the next period. FEC USB offers academic and non-academic staff training opportunities abroad, which are mainly used by non-academic staff.

International mobilities of academic and non-academic staff at the **USB Faculty of Arts** are mainly carried out under the Erasmus+ programme: the Erasmus programme (instruction, combined and training mobility). In 2021, the USB Faculty of Arts was also the project leader of a three-year Erasmus+: International Credit Mobility project with Peru. Other ways of supporting staff mobility from the Erasmus+ programme were the Strategic Partnerships project *Systèmes juridiques et droit des entreprises dan l'UE: traduire et interpréter dans la diversité* (which supported mobilities to Latvia) and the TEFÉ project of the same type – Teachers of English for Future Europe (which supported the arrival of 15 foreign staff). However, mobility in the above-mentioned programmes was partly affected by the impact of the Covid-19 pandemic. For the same reason, the planned two-way mobility of academic staff from the Internal Call 2021 project in cooperation with Argentina and other overseas trips and arrivals prepared under the Institutional Plan 2021 could not take place. The faculty was also involved in the OP RDE project 'Development of the USB – International Mobility II', from which mobility of academic and administrative staff to Spain and Italy was prepared, but these had to be postponed. A significant contribution to supporting the mobility of USB Faculty of Arts staff is the solution of the OP RDE project 'Development of the USB – Capacities for R&D II' (KA5 Internationalisation), from which three employees travelled to the Universidad de Salamanca in Spain. Some other trips of academic staff were financed by individual or team projects of GA USB and CSF, funds from research centres, LCDRO or other faculty sources.

In this respect, the **USB Faculty of Education** builds on its long-standing activities in the field of supporting international mobilities of academic staff. Internationalisation cooperation and mobility programmes are among the priority and strategic areas of development of the USB Faculty of Education, which provides support particularly to promising colleagues, not only from the academic community. Most of the faculty's employees have travelled abroad through the Erasmus+ programme. However, the Science and International Relations Office offers a number of internationalisation programmes and internships, which are often used by academic staff who in many cases have their own research interests oriented outside European destinations. Support is particularly targeted at postdoctoral fellows and other promising – not only academic – staff, whose support is desirable, both in terms of further professional development and in terms of deepening and networking.

The **USB Faculty of Science** supports mobilities of both academic and non-academic staff. Academic staff use the Erasmus+ programme to strengthen links with foreign institutions or for training. In 2021, it was also possible to support incoming visiting academic staff within the framework of the Internal Call for Visiting Academics: Support for International Cooperation. A trip to the USA was also successful under the Internal Call, despite a difficult visa situation. Two academics from Cameroon were due to arrive in autumn 2021 under KA 107 Intercredit Mobility. Unfortunately, it was not possible to obtain a visa through the consulate in Abuja, Nigeria, despite several attempts. Their arrival is scheduled for autumn 2022. Travel was still difficult in 2021, but several academic mobilities were still managed through the Erasmus+ KA103 programme, and the faculty management also supports mobility for non-academics interested in Erasmus+ language courses abroad. In 2021, 6 took place. This type of mobility has been very successful and is expected to increase in 2022.

The **USB Faculty of Fisheries and Protection of Waters** supports international mobilities of academic and non-academic staff with all available tools. Mobilities are considered by the faculty as a necessary step to ensure the deepening of qualifications and expertise of the supported persons with a link to specific and measurable transfer of know-how, including networking with foreign workplaces with the assumption of long-term cooperation, or establishing and deepening cooperation with specific experts. Mobilities for non-academic staff are mainly implemented in the form of specifically linked resources dedicated to specific activities according to a specific 'project' such as central development, Operational Programme Research, Development and Education – 'Development of USB – Capacities for R&D' (activity related to the external and internal evaluation of the faculty), Development of research-oriented degree programmes of FFPW USB, Development of the Technology Transfer Office at USB, Institutional Plan of USB 2019-2020, etc. Another tool used quite often by non-academic staff is centrally coordinated activities such as Erasmus+, credit mobility, etc. Within the framework of the implementation of the project of the Operational Programme OP RDE – 'Development of USB – International Mobility', the

Faculty continued to support the foreign postdoctoral stays of 4 young FFPW USB employees (PhD graduates). studies) starting in 2020 and two six-month postdoc stays. The situation for academic staff is similar to that for non-academic staff. In addition, however, the deepening of cooperation in the form of mobility in relation to the CENAKVA centre, its institutional support (RVO) and its status as a large research infrastructure on the Czech roadmap, where such networking in the form of external sharing of infrastructures is expected and required, is expected and supported. Another logical support from the faculty management is the implementation of mobilities necessary for the fulfilment of purpose-funded or other projects that the faculty is addressing. As part of the implementation of the strategic plan for the development of the internationalisation of the Faculty and the Research Centre, the FFPW USB has allocated in the budget for 2021 the amount of CZK 400 000 under the administration of the Vice-Dean for International Relations for international activities related to the preparation of research projects and linking to the European Research Area. The allocation intended for financing short-term internships, participation in coordination and kick-off meetings, etc., of both academic and non-academic staff of FFPW USB was not fully used in 2021 due to restrictions in relation to the Covid-19 pandemic.

Mobilities at the **USB Faculty of Theology** are primarily supported by the Erasmus+ programme and in 2021 also by the KA2 Strategic Partnership project in the Erasmus+ programme. The mobility of academic staff is currently supported by the projects of the CSF and TA CR, or other projects. The faculty regularly seeks to obtain projects supporting mobility, e.g. within the EU operational programmes. The faculty management supports the use of sabbatical semesters for long-term mobilities or applications for mobility grants submitted by academic staff in person. Mobility offers for academic and non-academic staff are regularly communicated by the International Department to all relevant staff. FTH USB supports its academic staff in participating in international mobilities, especially in Erasmus+ programmes, scholarship offers based on intergovernmental agreements, from its own faculty/University resources or from the resources of projects carried out by various grant agencies. Since 2019, a number of mobilities of both outgoing and incoming staff have also been implemented within the Erasmus+ strategic partnership project, 'Spirituality and Social Ethics in Social Work'. Non-academic staff also undertake shadowing mobilities within the Erasmus+ programme. Unfortunately, due to the adverse impact of the Covid-19 pandemic, most of the planned mobilities could not be realised in 2021, some of them were realised only in the online space.

The **USB Faculty of Health and Social Sciences** tries to use all available sources of funding for international employee mobilities as much as possible. Among the most important sources of funding is the Erasmus+ programme within the EU programme countries, and every year Erasmus+ credit mobility projects are submitted for cooperation with countries beyond the EU. New cooperation based on newly established contacts is supported to the maximum extent possible, and at the same time same time, the faculty strives to develop cooperation with long-standing foreign partners. FHSS USB employees are motivated to go abroad through mass mailings and through information meetings within the institute or department. In the case of academic staff, international mobility has been included in the evaluation system – EAS since 2019. In 2020, 5 Erasmus+ credit mobility projects were successfully submitted for cooperation with universities in Canada, Israel, Albania, Bosnia and Herzegovina and Nepal. These three-year projects are largely focused on teacher exchanges. The first phase was completed in 2021 and the first mobility activities have been planned and will be implemented in the coming period.

Information on current challenges and opportunities for trips is regularly provided to the staff of the **USB Faculty of Agriculture** through the International Relations Department. The mobility activities are positively evaluated within the ASE. For students, tenders are announced according to the available funds and support is provided for the implementation of mobility through the International Relations Office. Students also have the opportunity to enrol in the compulsory elective course Practical training abroad and thus combine a practical placement abroad with the acquisition of credits. Students in doctoral programmes are required to complete a foreign internship of at least one month as a compulsory part of their study plan. Incoming PhD students from abroad and visiting academic and research staff are integrated through their involvement in the collective of their departments. International students (Erasmus+, CEEPUS, etc.) are integrated through the ESN USB Budweis. To facilitate the integration of foreign students into the academic community of the USB Faculty of Arts USB, relevant study documents are translated into English and all materials are available on the English version of FAG USB website.

7.3 Supporting the integration of international members of the USB academic community

International students coming to the University of South Bohemia in 2021 could benefit from the support of the university's international student club Erasmus Student Networks USB Budweis, which organises assistance with necessary administrative tasks, cultural and social programme (trips, excursions, visits to theatres, cinemas, etc.) and especially implements a mentoring system through buddies (i.e. USB students who are assigned to a foreign student coming to the university) for international students. Due to the Covid-19 pandemic, the ESN USB Budweis activity was moved to distance forms of support and activities in spring 2021. From the beginning of the academic year 2021/2022, the club will again carry out its activities in a full-time manner. The University of South Bohemia also has a student organisation AIESEC, which interacts not only with domestic but also with international students.

Within the framework of the activity Systemic Development of Internationalisation at USB, which is part of the OP RDE project 'Development of the USB – ESF', the USB International Relations Office has established the position of the Welcome officer, who (I) provides support to incoming students and employees at the USB, especially in the form of providing information on study, accommodation, advice on the residence agenda according to the Act on the Residence of Foreigners in the Czech Republic, health insurance, etc, (ii) cooperates with the authorities of the Foreigners Police and the Asylum and Migration Policy Department of the Ministry of the Interior of the Czech Republic, the Ministry of Foreign Affairs of the Czech Republic and the MEYS of the Czech Republic in the field of residence permits and government scholarship programmes for foreigners; (III) communicates and cooperates with partner organisations abroad; (IV) organises activities supporting the integration of foreigners in the environment of the USB; (V) ensures the operation of the EURAXESS contact centre for researchers from abroad; (VI) solves crisis situations related to the stay of foreigners at USB.

As part of the institutional support, an Emergency call line was operated at USB in 2021, which could be used by foreign staff, especially in connection with the situation resulting from the Covid-19 pandemic and relevant measures in the Czech Republic and at the University. The USB Faculty of Education has a Psychological Counselling Centre, which provides psychological counselling for foreign students and staff at the USB. A week before the beginning of each semester, USB holds an Orientation Week, during which a number of activities are held to familiarise incoming international students with life at the University, the city, study obligations and important information and contacts. The international students are in contact with the staff of the Rectorate and with the staff of the international departments of the individual faculties.

Arrivals of international students are implemented within the Erasmus+ project (EU education programme for the period 2021-2027) but also other mobility programmes. International students can be supported by scholarships within the framework of faculty scholarship funds. In 2021, three students from Belarus were supported by scholarships from a project funded by the Educational Policy Fund of the Ministry of Education, Youth, and Sports.

International doctoral students and post-doctoral researchers are naturally integrated into the communities of departments and institutes through jointly solved scientific and research projects that are solved at individual units of the University of South Bohemia in České Budějovice.

The **USB Faculty of Economics** implements a doctoral degree programme in Economics and Management, in which Professor James S. Rikoon (University of Missouri) and Professor Karl Bruckmeier (University of Porto) participate in instruction and thesis supervision. Other international academics also write dissertation topics. One PhD student is co-supervised by a foreign supervisor for her dissertation. Foreign academics are invited to teach and participate in conferences or workshops. FEC USB has long supported the activities of the international student club ESN USB Budweis as well as the activities of the student organization AIESEC, which is mainly focused on students of degree programmes with an economic focus.

After a positive experience from the previous year, in 2021 a trainee from the **USB Faculty of Arts** helped with the integration of foreign students into the study environment and life in the Czech Republic. She also provided assistance to foreign students in the ordered quarantine (food delivery, etc.). The integration of the Peruvian student into the Czech environment was an extraordinary success, which was significantly facilitated by online socialising with the coordinators of the credit mobility project before the start of the trip and the student's lecture on Peruvian culture for his classmates from USB in the informal environment of the Kampa student club. The Peruvian student was personally welcomed by the Vice Dean for International Relations and Development of the USB Faculty of Arts.

The foreign academic staff of the **USB Faculty of Education** are an integrated part of the academic

community, and the faculty treats them as such. The faculty provides full support and cooperation to the departments where foreign educators work in order to involve them in the educational process. Thus, it is a matter of full integration of these staff members both in the life of the department and in the informal functioning of the faculty and its departments. In the case of the USB Faculty of Education, this is mainly the case of native speakers working at the Department of English and German Studies. Communication within the departments is conducted in the target language (English, German) so that foreign members can fully participate in the department's activities. International members are also allowed to participate in university projects (e.g. International Mobility of Researchers), and their work is also included among the reported excellent publications within and outside the university.

International members of the academic community at the **USB Faculty of Science** are members of individual research groups, departments and institutes – their integration into the life of the USB Faculty of Science is mainly through the staff of these departments. Due to the good language skills of the USB Faculty of Science academic community, this aspect of academic life does not pose any problems. Foreign staff members also offer regular and irregular courses for cross-border students and for students in Czech programmes, for whom they are a welcome opportunity to experience instruction in a foreign language. The FSC USB and the BC CAS share information regarding the arrival of new foreign employees (welcome guide, information on the web and mutual assistance in more complex residence situations).

The **USB Faculty of Fisheries and Protection of Waters** ensures the integration of international members of the academic community into its life by its open approach to these colleagues. An international member of the academic community is always part of a smaller international staff team with initial mentoring from colleagues who have been at the faculty for some time. Each international member of the academic community is provided with the conditions for easier integration into the professional team and everyday life at the beginning of his/her stay at the faculty. At the beginning of his/her career, the HR assists him/her in arranging accommodation, doctor's appointments, setting up a bank account, orientation within the infrastructure of the place of work, the university campus, etc. The faculty offers Czech language courses to foreign students and employees. For international students, a club of international students of the faculty has been established, which they can apply to for financial or other support for their activities through the faculty management. Representatives of the faculty international club have been contacted by the University student club with the assumption of closer cooperation in the future. The faculty also organises a number of work and leisure activities which are automatically offered to international members of the academic community, giving them another opportunity to integrate effectively and quickly into the collective. International colleagues are largely accommodated in the faculty's facilities and therefore there is also the possibility of daily contact with colleagues or friends from the faculty staff. In 2021, the increased accommodation capacity for incoming international staff was fully utilised. At the same time, the faculty management approved the intention to further strengthen the accommodation capacity and renovate the existing accommodation facilities of MEVPIS. FFPW USB also actively responds to incentives from the University and facilitates these integration opportunities among its staff. In addition to the above, the faculty uses a number of outputs generated within the implementation of various projects, such as the Welcome guide for international staff USB (output of the project OP RDE 'Development of USB – ESF USB'), and actively participates as a researcher in the creation of outputs of the project OP RDE 'Development of USB – Capacities for R&D' – Adaptation process (buddy system, mentoring, career and professional growth opportunities, etc.), etc.

Since 2016, Dr. Emanuele Lacca, a graduate of the Universities of Salamanca and Cagliari, originally from Italy, who, in addition to his research activities, is also involved in instruction students in the Bc. and NMgr. programmes, where he teaches courses in social ethics, has been active at the **USB Faculty of Theology**. Since the 2015/2016 academic year, Stuart John Nicolson, originally from the UK, is a PhD student in Philosophy, who has been gradually very well integrated among students (participation in the GA USB project, international mobility, etc.) and among academic staff. In 2016, S. J. Nicolson started to participate as a lecturer in conducting individual English language courses for the staff of the USB Faculty of Theology. In the academic year 2017/2018, Nenad Milicic from Serbia joined the PhD program and actively participates in Dr. Novotny's philosophy seminars (conducted in English). In addition, Ehsan Arzroomchilar (from the 2017/2018 academic year) and Maryam Olaimaiekopaie (from the 2018/2019 academic year) from Iran, Valentina Amorosino from Italy (from the 2018/2019 academic year) and Joshua Keatley from the USA (from the 2021/2022 academic year) have joined the PhD programme in Philosophy. David Mutemwa from Zambia has started his PhD programme in Charity Work (from AY 2019/2020). He also participated in the preparation of an Erasmus+ international credit mobility project with the University of Zambia (The University of Barotseland), which was partially supported for the period 2020-2023, to fund outgoing mobility of FTH USB students in the Bachelor or Master cycle of studies. There is also integration of foreign students working at the USB Faculty of Theology of the USB

under various mobility programmes (Erasmus+ pure scholarships under the Faculty Scholarship Fund). In the academic year 2021/2022, they participated, for example, in a pre-Christmas gathering with music and sweets within the instruction of English 1, within the courses taught for Czech and foreign students, they also have the opportunity to establish valuable friendships with students of the USB Faculty of Theology but also to experience the friendly attitude of the academic staff of the faculty. Satisfaction of foreign students is reflected, among other things, by the fact that new students from the same partner universities arrive every year.

Foreign academic staff of the **USB Faculty of Health and Social Sciences** who are registered in the EGJE system are involved in the academic community to the same extent as Czech academic staff. They are members of the academic community, participate in ceremonies and selection procedures and have the same rights and obligations as university employees. Those who are not registered in the EGJE system and in most cases are on short-term working stays with a predetermined goal and are involved in the academic life of the university according to the needs and possibilities of their mobility.

With regard to the ongoing pandemic situation, it was still difficult for the **USB Faculty of Agriculture** to realize the arrival of trainees from abroad. Generally, visiting staff are integrated into the academic community through the host department. In 2021, several students in the Consecutive master's degree programme in Multifunctional Agriculture and students in PhD programmes started their studies at the USB Faculty of Agriculture. Their integration is done through the Foreign Department of the USB Faculty of Agriculture, the supervisor and the department. Existing PhD students from abroad are also assisted.

7.4 Other significant activities strengthening the internationalisation of activities of USB

The University of South Bohemia considers the internationalisation of educational and scientific activities as one of its main strategic goals. The following events have been prepared for international students in 2021: Orientation Week Summer Semester 2021 (February; in person and online), Orientation Week Winter Semester 2021 (September; in person and online), International Days Summer Semester (April; online), Erasmus Days_flag parade (October, an event aimed at promoting the Erasmus+ programme), International Day at USB Winter Semester (December; online). The activities of the Euraxess contact point continued at USB.

In order to exploit the potential of the European Danube-Vltava Region, the cooperation with the Czech-Bavarian Higher Education Agency continued in 2021 and joint Czech-Bavarian projects were implemented at the faculties ('The Flowers of Šumava'; 'Master's Degree in Artificial Intelligence and Data Science'; 'Information System for Medieval Monuments in the Czech-Bavarian Borderland'; International Double degree Programme for German Studies at the University of South Bohemia in České Budějovice and the University of Passau'). A promotional seminar on the possibilities of studying in Bavaria To study in Bavaria was held (November 2021).

In 2021, the University of South Bohemia entered into Memorandum of Understanding agreements with the following foreign universities: the National Chung Hsing University (Taiwan), Baku State University (Azerbaijan), Arkansas State University (USA) and the USB in Tarnow (Poland). An acquisition trip to the Balkans to the countries of Albania, Montenegro, Bosnia and Herzegovina took place. USB has partner institutions in these countries with which it cooperates, among others, within the framework of the KA171 Erasmus+ programme. In Bosnia and Herzegovina, it is the University of Sarajevo, in Montenegro the University of Montenegro and in Albania the Marin Barleti University. The acquisition trip was instrumental in building on the activities and negotiations initiated before the outbreak of the Covid-19 pandemic and in renewing the existing cooperation in order to successfully complete the planned activities, inter alia within the framework of the above-mentioned Erasmus+ project.

In the framework of the KA171 Erasmus+ project (International Credit Mobility), the University had a grant available for mobilities to and from 19 Erasmus+ partner countries (non-EU countries) in 2021.

The faculties of the University of South Bohemia use the Erasmus+ programme, the OP RDE 'Development of the University of South Bohemia – International Mobility' for the internationalisation of educational and research activities; individual departments are involved in international projects and consortia.

8 Research, development, artistic and other creative activities

8.1 Measures taken to strengthen the link between creative activities and educational activities

USB places great emphasis on involving students of all levels and forms of study in research activities. At all levels of studies, this occurs mainly through qualifying theses, whose topics often reflect the research focus of the respective supervisors. At the doctoral and master's levels, this is also done through the projects of the USB Grant Agency. However, the scientific activity of many teachers is not only reflected in the topics of qualifying papers but also in the instruction itself, to which teachers often bring not only their own current topics and results but also the topics and results of other teams from the Czech Republic and around the world. Other ways include students' participation in scientific conferences, scientific projects, or internships abroad.

The linking of creative and educational activities is supported at the USB Faculty of Economics and takes place on several levels. Academic staff apply the results of their scientific activities to instruction, introduce them to students and continue to develop them in their cooperation, e.g. by engaging in grant and publication activities, writing the topics of qualifying theses in accordance with the researched issue, organising professional lectures, workshops and conferences, involving external experts in instruction and other cooperation with selected promising students.

The **USB Faculty of Arts** emphasises the involvement of students of all levels and forms of study in research activities. This is done mainly through the projects of the USB Grant Agency, within which there is an intensive connection between the research of teachers and students of doctoral and postgraduate studies. In addition, students of all doctoral degree programmes (Czech History, Auxiliary Historical Sciences, Theory and History of Recent Czech Literature, Czech Language, Romance Languages and Archaeology) are involved in other research activities at the USB Faculty of Arts. The practical component of their training and the opportunity to take advantage of the international mobilities offered by the faculty are also important for their future employment. The quality of the study is also ensured by sufficient space for teachers to teach the topics they are researching and to profile their instruction activities according to their scientific focus and current research tasks. The topics of qualification theses are adapted to this. Another motivating element in the qualifying theses is the Dean's Award for an outstanding diploma thesis, which was awarded for 2021 to a PhD student in Theory and History of Modern Czech Literature at the Department of Czech Studies – Mgr. Gabriela Borovková, DiS., for her thesis entitled Contemporary Methodological Approaches to Literary History in the Czech Republic.

Due to the nature of the **USB Faculty of Education**, it is obvious that creative and educational activities are an integrated part of the educational process. First of all, it is about transferring theoretical and methodological approaches – in pedagogy, psychology and individual disciplines – gained from project activities, foreign conferences, domestic colloquia and other symposia into instruction itself. The transition of the latest knowledge from individual disciplines occurs primarily through contact instruction and subsequent reflection on the data and information found, e.g. in the form of feedback, case studies or other methods. The results of creative and educational activities are also based on the knowledge and data obtained e.g. from the collective involvement of academic staff in GA USB projects, which in many cases involve mainly students of continuing master's or doctoral degree programmes.

Students of bachelor's and consecutive master's programmes at the **USB Faculty of Science** who perform their study obligations excellently and at the same time actively engage in research activities receive a special scholarship for publication of their achievements for outstanding study and research results. Talented students also participate in the instruction of some courses organised within the framework of LLL, thus improving their ability to transfer the knowledge acquired through their studies and their own scientific work.

At the bachelor's and master's levels, the link between creative and educational activities is ensured by the fact that the teachers of the **USB Faculty of Fisheries and Protection of Waters** are practically without exception (except for instruction of the A_j) active scientists. Most of them also teach a subject related to their research focus. Knowledge from scientific activities is thus reflected directly in the instruction of the relevant subjects. Another link is the solution of the topics of the final qualification theses, which are based on the needs of the projects carried out at the faculty. Doctoral students work directly in research laboratories, where, in addition to solving the dissertation topic, they are also involved in other research

activities of the respective laboratory (or collaborating laboratories). Students of Bc. and NMgr. levels are motivated to participate in the work of the research laboratories beyond the thesis solution also by the fact that the student's significant activity at the FFPW USB departments is one of the main criteria in the evaluation of applications for the so-called exceptional scholarship for gifted students. The faculty also tries to make maximum use of subsidy programmes designed to link educational and creative activities, which de facto force students to engage in these activities. The linking of creative and educational activities is also evident in the fact that the budget of the FFPW USB consists of 70% of funds earmarked for research and creative activities. A course (activity) has also been introduced into the curricula of bachelor's and master's degree programmes 'Semester project', where students are involved in the research activities of the faculty's laboratories beyond the final thesis and solve partial tasks for which they will receive credits if successfully completed.

The linking of research, development, artistic and other creative activities and educational activities in relation to accreditation is realized at the **USB Faculty of Theology** thanks to a sophisticated strategic plan, which is one of the publicly available documents on the website of the USB Faculty of Theology. This strategic plan is updated annually. Both the strategic plan itself and its annual updates undergo processes of discussion and approval by faculty boards, including those with external members (outside the academic community of the USB Faculty of Theology): the Dean's Board, the Senate of the USB Faculty of Theology, the Scientific Board of the USB Faculty of Theology. The USB Faculty of Theology emphasises particularly publication and grant security of accreditations. An annual evaluation of the creative and grant activities of academics is carried out, which is also related to the courses they teach. Heads of departments are obliged to ensure that creative activities are linked to educational activities. Depending on the topics of their dissertations and partial publications, DDP students are involved in instruction in order to bring the latest results of their creative activity into the classroom.

The linking of creative activities with educational activities is realized at the **USB Faculty of Health and Social Sciences** in the form of the participation of academic staff in the faculty's projects. The results of the research are used to innovate the instruction of the students of the USB Faculty of Social and Health Sciences. Another form of linking creative activity with educational activity is represented by qualifying theses of students, especially in doctoral degree programmes. An important potential of linking creative activities with educational activities is cooperation with the application sphere. Other ways of linking creative and educational activities include student participation in scientific conferences or internships, student participation in research projects, active involvement of students in the organizing teams of student scientific conferences (2nd International Conference of PhD Students of the Study Program Nursing, 8th Student Scientific Conference). In master's and doctoral programmes, students' creative activity is supported through GA USB. In 2021, students participated in two team projects of GA USB, the projects 'Cultural Competence of Nurses in Clinical and Community Nursing' and 'Selected Aspects of Social Work Management'.

The aim of the **USB Faculty of Agriculture** is to ensure that the submitted projects are closely related to the subjects accredited within the degree programmes. In this way, it is possible to ensure the most effective transfer of knowledge gained from international, national and internal projects into instruction. This includes the inclusion of the results found in the taught subjects but also the direct inclusion of students in the projects, which is especially most evident in the team projects of GA USB. Creative activity is an essential part of the preparation of degree programmes as well as further education and development of academic staff.

8.2 Involving students in creative activities

The main tool for engaging students of these degree programmes in creative activities are qualifying theses, often reflecting the research focus of their supervisors and often their current grant projects. It is not uncommon for the chosen topic of the qualification paper to be new and innovative to the extent that it is translated into the form of a published scientific article upon completion of the qualification paper. Students are also involved in SVOČ competitions or have the opportunity to participate in scientific projects solved at the faculties (often with the possibility of financial reward). Skilled students of master's fields are also involved in projects of the USB Grant Agency. Many students also participate in scientific conferences.

Students of bachelor's and master's programmes at the **USB Faculty of Economics** participate in the SVOČ competition. This competition has established sections and in 2021 45 papers were submitted in six sections (see <http://ocs.ef.jcu.cz/index.php/svoc/svoc2021>). In 2021, two GA USB specific research projects were conducted at FEC USB, in which not only students of the DDP but also students of the

consecutive master's degree programmes participated. A great motivator and creative activity that FEC USB students can get involved in are collaborations with, for example, local action groups, tourist areas and directly with municipal authorities, which they can assist in the development of a strategy or development plan. Activities in cooperation with student associations, FEC USB partners and cooperation across the faculties of the University of South Bohemia are also an integral initialisation activity. FEC USB organises the inter-university competition InvestDay, which supports the initial spark of business plans created by students and graduates of selected universities.

The outputs of undergraduate studies (diploma and bachelor's theses) are oriented in relation to the research activities of the **USB Faculty of Arts**. Prospective students of consecutive master's degrees are also involved in the activities of GA USB project teams (the projects involve the Institute of History, the Institute of Archives and Auxiliary Historical Sciences, the Institute of Romance Studies, the Institute of Czech Studies and the Institute of Archaeology). The Institute of Archaeology offers students a special form of field instruction and student practice thanks to its research and instruction centre in archaeology Karlův Hrádek u Purkarce, where students have the opportunity to carry out specialised analyses. Students are also encouraged to actively participate in student conferences and competitions. In 2021, students of the USB Faculty of Arts actively participated, for example, at the Student Literary Conference in Olomouc on 28 April 2021, where a PhD student in Theory and History of Modern Czech Literature from the Institute of Czech Studies presented her paper and was awarded the Vladimír Macura Prize (2nd place in the PhD category). Equally successful was the participation of a graduate student from the Department of Romance Studies in the national competition Prix Gallica for the best diploma thesis, who won 1st place and was thus recognised by the Gallica Association, which brings together university teachers working in the fields of the French language, literature, translation and didactics. Doctoral students from several departments of the USB Faculty of Arts also participated in the University-wide Doctoral Conference 'Beyond the Horizon and for Mutual Understanding', which took place on 3–4 November 2021, where they had the opportunity to exchange their knowledge and experience with other doctoral students across the University of South Bohemia.

The **USB Faculty of Education** strives to support exceptionally talented students, especially those in master's and doctoral degree programmes, through participation in creative activities, scholarship funds, educational activities or other projects. Students are motivated in their projects and works by application opportunities but also by the possibility to travel to e.g. domestic or foreign conferences, competitions, Olympiads and thus present their current results (see the success of students of the USB Faculty of Education at the Olympiad of Technology in Pilsen, the success of students of the USB Faculty of Education at the Czech-Slovak competition SVOČ in mathematics didactics). The students of the faculty are further supported in their activities, e.g. by the university grant agency GA USB, which enables the collective involvement of students in scientific research and creative activities in team projects.

At the **USB Faculty of Science**, qualification theses are in the vast majority of cases of a research character, supervisors are encouraged to write research-oriented qualification theses. In addition, students have the opportunity to earn extra income on research projects carried out at the faculty and at cooperating departments.

Most of the students of the **USB Faculty of Fisheries and Protection of Waters** are involved in creative activities by solving the topics of their final theses, which are based on the needs of the projects they are working on. Students who have good academic results are motivated by obtaining an extraordinary scholarship for gifted students by engaging in research activities of the laboratory beyond the solution of their final thesis. Students can also get involved in the research activities of the laboratories and departments of the faculty by offering short-term employment (DPP) or through semester projects.

In 2021, students of consecutive master's programmes at the **USB Faculty of Theology** participated in the implementation of some research projects of the applied research of the Czech Republic, e.g. they organised a focus group during a research investigation.

In 2021, the students of the **USB Faculty of Health and Social Sciences** participated in two team projects of GA USB, the projects 'Cultural Competence of Nurses in Clinical and Community Nursing' and 'Selected Aspects of Social Work Management', which allow, in addition to the involvement of doctoral students, also the involvement of students of the consecutive master's studies. The involvement of students in the popularisation of science at the USB Faculty of Social Sciences took place in the form of lecturing activities of students within the Children's University, the suburban camp and the Centre for Prevention of Lifestyle Diseases. Students of bachelor's and master's programmes have the opportunity to apply for the position of 'Research Assistants' at individual institutes, where they are involved in the research activities of the institute. Every year, FHSS USB organizes the SVOČ (Student Scientific Activity

Competition) for students of bachelor's and master's studies, where under the guidance of supervisors students are involved in research activities in the field of their thesis. In 2021, the 9th edition was held. Students also participate in the Student Research Conference (8th year in 2021), where they have the opportunity to present the findings of their first research and also receive a financial award for the best paper, which is judged by an expert committee.

Students of bachelor's and master's degree programmes of the **USB Faculty of Agriculture** are involved in creative activities especially in the preparation of their qualification thesis. The training departments announce the topics of qualification theses in connection with the currently solved grant projects. This allows to involve a number of students in research, who then often continue to work on the topic (supported by the project) as PhD students. Most often these are projects of domestic support providers (NAZV, TA CR, etc.) or team projects carried out under the umbrella of the USB Grant Agency, of which there were four in 2021. After completing the research, students participate as co-authors in publications of the achieved outputs.

8.3 Earmarked funding for research, development, and innovation

In 2021, the University of South Bohemia in České Budějovice obtained earmarked funds for science and research in the total amount of CZK 360.8m, of which CZK 356.9m were ordinary resources and CZK 3.809m were capital resources. Of the total R&D funds, CZK 313.1m was spent directly by USB in 2021. CZK 56.2m was given to co-executors. In 2021, EUR 35.123 million of the granted support for specific higher education research in the amount of CZK 37.182m was directed towards the payment of eligible costs of student projects (GA USB).

8.4 Support for PhD students and postdoctoral positions

One of the most important forms of support for DDP students are USB grant competitions, i.e. competitions of the USB Grant Agency at the University level, and also faculty grant competitions. The length of doctoral studies, as well as eligibility for the USB Grant Agency competition, take into account breaks due to parenthood, however, if the student decides to interrupt his/her studies. DDP students also have to spend part of their studies abroad at a number of faculties, for which the Erasmus+ mobility programme or research projects of the respective supervisors are used. The supervisors also help these students to find the most suitable institution to advance them professionally. Supervisors also often help their students in the DDP to obtain postdoctoral positions abroad and practical mentoring in scientific life and practices. In 2021, the USB held a University-wide PhD conference where 60 students from all faculties presented their work. In addition, the students themselves selected the best presentations given by their colleagues, and the top five were then rewarded with in-kind prizes and a prize scholarship. Many of the above can be analogous for postdoctoral students. Faculties announce postdoctoral positions and four such positions are also announced by USB as a whole. The condition for these competitions is usually the arrival to USB from outside, driven by the desire to enrich research at USB with new topics and also to attract Czech scientists from abroad back to the Czech Republic. Employees in postdoctoral positions can take advantage of the possibility of placing their children in USB children's groups. Foreign PhD students and postdoctoral fellows can use the services of the Office for the Support of International Staff. In addition, the International Relations Office of the USB Rectorate and the international relations offices of individual faculties offer support to students who wish to go abroad. The faculties also offer support to doctoral students and postdoctoral fellows applying for grants and to talented young academics in their efforts to habilitate.

DDP students and postdoctoral fellows can apply for internal grants at the **USB Faculty of Economics** within the Internal Faculty Grant Competition. The USB Faculty of Economics has been actively supporting students of the PhD programme in Economics and Management in their research activities at the USB Faculty of Economics since the beginning of their studies. DDP students can apply as principal investigators for individual research grants from the USB Grant Agency and also for projects of the Internal Grant Competition of the FEC USB DDP students are also included in team projects at the faculty, both internal (in 2021, two team projects of the GA USB were solved at the faculty) and external projects (e.g. Participation in these projects deepens students' belonging to the Faculty, cooperation with academic staff and their overall interest in scientific research activities at FEC USB).

As of 31 December 2021, the **USB Faculty of Arts** has successfully completed two team projects to support doctoral studies within the framework of GA USB: Project 126/2019/H The Use of Computational Tools in Discourse Analysis, principal investigator prof. PaedDr. Vladimír Papoušek, CSc., and Project

130/2019/H Theoretical and Methodological Aspects of the Development of Doctoral Degree programmes in Historical Sciences, principal investigator prof. PhDr. Václav Bůžek, CSc. Within the framework of GA USB, 4 individual student projects were accepted for solution in 2021. Doctoral students are also involved in the activities of three faculty research centres 'Habsburgs in the History of the Czech Lands of the Early Modern Period', 'Centre for Research on Newer Czech Literature and Methodology of Literary History' and 'Theories, Methods and Models in Contemporary Linguistic Research'. Through the internal Grant Agency, the USB Faculty of Arts offers doctoral and master's students the opportunity to apply for a grant to publish a monograph. Traditionally, the USB Faculty of Linguistics organises summer schools, the main aim of which is to actively involve students in practical activities thematically related to their studies and to introduce new trends in particular fields with the participation of domestic and foreign experts. In June 2021, for example, the Summer School for PhD students focused on the topic of 'Style', which was organised by the Department of Czech Studies of the USB Faculty of Arts. Students of doctoral programmes and post-doctoral staff also receive social support from the faculty (flexible rules allowing interruption of studies due to parenthood or long-term illness). Doctoral students are also motivated by the possibility of receiving, in addition to a regular stipend, a one-off stipend of up to CZK 20 000 for an above-standard presentation of the results of their work (by participating in an international conference, publishing or instruction), at the suggestion of the chair of the departmental board.

The **USB Faculty of Education** has long been striving to develop doctoral degree programmes and postdoctoral positions. In particular, the institutional environment is being developed through the improvement of the working climate, environment and their conditions, including the improvement of financial conditions. The USB Faculty of Education is aware of the need to develop the quality of academic staff in particular. For these and the above reasons, the management of the faculty has sought to motivate existing staff in their current work and to assist them in achieving their research and educational goals, including through material and personnel support. At the same time, the faculty has also taken care of the natural generational turnover, which was a necessary fact for maintaining competitiveness and the set educational frameworks at the same time. Thus, the USB Faculty of Education considers the professionalisation of professional growth as one of its highest priorities. This fact is manifested in particular by professional and institutional support throughout the professional growth of academic staff. In particular, this includes quality support for research and educational activities of promising teachers and support for qualification advancement, especially habilitation proceedings. The management of the faculty, therefore, tries to positively motivate the existing staff for further professional growth through a number of ways, which will further lead to the improvement of the educational process precisely through the personal and professional growth of individuals. Another sub-priority is to strengthen staffing, professional development of junior colleagues – lecturers, assistants and instruction assistants, as well as other administrative staff.

Doctoral students who decide to start a family during their studies at the **USB Faculty of Science** do not count the time spent on parental leave as part of the interruption of their studies. If they decide not to interrupt their studies, the departmental board will accommodate them in adjusting their study plans. Students who fulfil their study obligations and apply for financial support after the end of the regular scholarship are still paid an extraordinary scholarship in the 5th year of study. Students who are actively involved in the organizational and pedagogical activities of the departments are awarded an extraordinary one-off scholarship at the end of the year. Employees in postdoctoral positions can take advantage of the opportunity to place their children in the Motýl and Kvítek children's groups or apply for a contribution to the provision of childcare (the so-called nursery allowance). International students and postdoctoral fellows can use the services of the Office for the Support of International Staff and Students. The office is oriented both to help with preparations before the trip to the Czech Republic and to help after arrival.

DDP students at the **USB Faculty of Fisheries and Protection of Waters** were supported by income over and above the scholarship subsidies from the Ministry of Education. Doctoral students of FFPW USB, among others, received regular premium scholarships for participation in GA USB projects, including individual projects. At the same time, the rules were revised and the maximum possible amount for the two best first-author publications in journals indexed on Web of Science was increased, provided that these were related to the topic of their PhD thesis. They also fully entered into other faculty incentives, including the one-time achievement award and the Dean's Award. DDP students are also required to spend a prescribed amount of time at an overseas institution during their studies in relation to their degree, unfortunately in 2021 realistic options were still limited by the pandemic situation. There are various sources of financial cover for this purpose in the Faculty in sufficient amounts. In 2021, two

postdoctoral fellows were supported by the Rectorate's extraordinary LCDRO funds and three others by the CENAKVA centre budget. In each case, the staff members were from outside the FFPW USB. Under the project 'Development of the USB – International Mobility II' three postdoctoral students went on their internships abroad. Both PhD students and postdocs had access to the faculty's infrastructure for their research activities, the possibility of accommodation in Vodňany in the faculty's accommodation facilities and those from abroad also had assistance in arranging stays and visas in the Czech Republic. Postdoctoral researchers are motivated to go on a placement at a foreign institution for a minimum of six months. As such, they then have the opportunity to return to FFPW USB and the best ones also get permanent positions. Of course, project support for their applications is also available to foreigners considering joining FFPW USB.

Under the guidance of their supervisors, students of doctoral degree programmes at the **USB Faculty of Theology** apply for individual research grants from GA USB, which will support them financially in their research projects. The faculty provides logistical support in the submission of grants. In addition, PhD students were involved in a team project of specific research of GA USB, within which their publishing activities were supported. In 2021, the DDP students were also involved in TA CR projects. In 2021, as in previous years, the faculty had a system of assignment of DDP students' work duties and their evaluations. The supervisor, together with the head of the department and the DDP student, prepares the student's job description to be followed for one semester. The job description includes the completion of the curriculum as well as other research, administrative and instruction duties. The fulfilment of the DDP student's activity plan is then evaluated after each semester by a committee composed of members of the relevant DDP departmental board. Based on this evaluation, the student is awarded a scholarship for the following semester. The system also takes into account the so-called recognised parenthood period (UDR) and the individual study plan of the parent (ISPR). It is thus able to provide targeted support to students with a UDR and possibly an ISPR so that the early parenthood period does not become an obstacle to their career progression. The system is set up in an incentive-based way so that students can receive a significantly higher financial award from the USB Faculty of Theology (scholarship fund) than the basic scholarship for a student in the DDP. The evaluation system for DDP students is regulated by the Dean's Measure No 261/2017. Postdoctoral positions are created in connection with various projects from which they are also funded. Each postdoctoral student has a designated mentor who is in charge of the workload, supervision and provision of everything needed for a successful postdoctoral stay and work. Postdoctoral fellows are supervised as researchers with all that entails. Within the individual departments and disciplines, there is systematic support for young promising assistant professors in their professional growth towards habilitation: logistical support from the USB Faculty of Theology provided to applicants for grants in the postdoc/junior category; support for foreign internships (Erasmus, etc.), active participation in online conferences abroad, etc.; support within the framework of the so-called sabbatical semesters. The above-mentioned support will be implemented in the following years as well since the support of PhD students and postdocs is one of the key interests in the field of personnel development at the USB Faculty of Theology.

The **USB Faculty of Health and Social Sciences** supports students of doctoral programmes and postdoctoral students in submitting individual and team research projects (USB Grant Agency), or their participation in the submission of departmental projects (Ministry of Education, Youth, and Sports; Ministry of Health, etc.). Submission of projects is carried out in cooperation with the staff of the Science and Research Office, the Project Office and the Economic Office. Students of full-time doctoral programmes receive a basic scholarship. They are supported by an additional scholarship when participating in research projects. Postdoctoral fellows are remunerated on the basis of their publication and grant activity. The Science and Research Office prepares courses and training for PhD students and postdocs to enhance their scientific competencies, e.g. in 2021 courses 'Data Analysis – Fundamentals', 'Data Analysis for Advanced Students', 'Mastering IBM SPSS Modeler and Acrea Text Mining'. The faculty strives to motivate all academic staff to continue their professional growth. Promising researchers are then encouraged by the faculty to pursue habilitation in the field. Among other things, the faculty has so-called 'Research Teams' for this purpose. In 2021, the projects 'Selected Ethical Aspects of Health Care Delivery and Emergency Relief in a Culturally Diverse Society', 'Physical Handling of Patients in Nursing Care' and 'Use of Clinical Risk Management in the Czech Hospital Setting' (individual project) were addressed. In internal research teams, PhD students and postdoctoral fellows are concentrated around key faculty experts and work together on predetermined research topics.

Like the entire University of South Bohemia, the **USB Faculty of Agriculture** strives to create quality work and creative background for students within the framework of doctoral studies even after their successful completion and the start of their own academic activities. DDP students have the opportunity

to take advantage of individual study plans, interruption of studies due to parental leave, reconciliation of working hours and personal needs. The faculty has a number of experienced academic staff who are able and willing to provide students and early career researchers with expert assistance and guidance. Thanks to the established system of rewarding high-quality creative results and the internal grant competition, a motivating environment for scientific activity is created, which is especially targeted at young academics who have further career milestones ahead of them, such as habilitation proceedings. As regards mobility of DDP students and young scientists, the MEYS mobility project ended in 2021, but unfortunately could not be fully used due to the Covid-19 pandemic. Nevertheless, there are still many opportunities, e.g. in ongoing Erasmus+ projects, through which DDP students and young scientists can gain new experiences in foreign workplaces.

8.5 Collaboration with the application sphere on the creation and transfer of innovations and their commercialisation

All faculties cooperate with regional partners of various natures, be it health care institutions, state administration or enterprises. This cooperation takes place in various ways: through contract research, cooperation within research projects, e.g. with the Technology Agency of the Czech Republic, or by licensing the results of their own applied research. A significant part of this cooperation takes place thanks to the services of the USB Technology Transfer Office. This office offers services, among others, for mediation of commercialisation of USB research results, legal services, mediation of intellectual property protection and monitoring of significant time limits in intellectual property protection. During 2021, this Office has prepared two new measures: the Rector's ordinance on the handling of intellectual property and the protection of confidential information at USB (R 493) and the Rector's ordinance issuing the Rules for the establishment of spin-off companies at USB (R 494). Technology Scouts, present at all USB faculties from 2021 onwards, also help to promote cooperation between USB and the application sector.

Scientific research activities at the **USB Faculty of Economics** are mainly of an applied nature. To a large extent, projects are solved in which institutions and cooperating enterprises are involved from the beginning and participate in the individual results. The USB Faculty of Economics has been conducting research on the economics and financing of agricultural enterprises in the Czech Republic for many years. The processed results are provided to enterprises for the purpose of economic and financial decision-making.

The departments of the **USB Faculty of Arts** cooperate with institutions in the South Bohemian Region, especially in the field of current trends in the conservation of historical artefacts and monument care: The course of Heritage Care is provided by the staff of the National Heritage Institute (territorial workplace in České Budějovice); the staff of the State Regional Archive in Třeboň and the State District Archive in České Budějovice participate in instruction in the Bachelor's and Master's degree courses in Archival Studies; close cooperation with museums, especially with the Hussite Museum in Tábor, the West Bohemian Museum in Pilsen and the South Bohemian Museum in ČB. The instruction of Czech Studies is also ensured by cooperation with the South Bohemian Research Library and the main media outlets in the region (the editorial offices of regional newspapers, Czech Radio ČB, regional television). The Institute of Art and Culture Sciences also cooperates with these partners, which together with the Alš South Bohemian Gallery in Hluboká nad Vltavou prepares lecture series for students and the wider professional public. The Institute of English Studies cooperates with publishers, where the results of students' translation seminars are applied. The Department of Romance Studies puts students in contact with domestic and foreign professional bodies that are also part of the curriculum (the Czech Centre in Paris, law and translation agencies and free-lance translators). Representatives of secondary school management are active members of the boards of the teacher-oriented degree programmes. Faculty members are increasingly applying for projects to support applied research and experimental development. In 2021, the project with the Moravian Library in Brno within the NAKI II programme on mapping translated literature or the project on creating a virtual reality model of the Gulags from the ÉTA programme of the Technology Agency of the Czech Republic (this project is jointly solved with Gulag.cz and the USB Faculty of Education) continued.

The **USB Faculty of Science** continues to cooperate with the commercial sphere not only on the educational but also on the scientific level. Several TA CR grants were solved, several patents and utility models were granted in the fields of nanostructured surface layers, remote control of analogue electronic devices (European patent granted in 2021).

In 2021, the **USB Faculty of Fisheries and Protection of Waters** continued the long-term trend of

cooperation in the creation and transfer of innovations and their commercialization through contract research contracts, licensing of already achieved results and through applied projects in which representatives of the application sphere were included as partners (projects of NAZV, OP Fisheries, TA CR, etc.). The aim of these activities was mainly the development of innovations, technologies, methodologies, prototypes, utility models, etc. and their use directly at the partner organisation (or at the contracting authority) from the application sphere. Vertical transfer of information into practice was also ensured by means of own R&D outputs (publications, books, methodologies, technologies, etc.), by organising professional conferences and seminars for experts from the application sphere. In 2021, cooperation with fisheries enterprises continued to be deepened through the sharing of good practices linked to targeted research and innovation in instruction. Contract research is always arranged to address specific and topical issues in practice. The faculty focuses on contract research contracts with higher added value, i.e. long-term contracts with socio-economic benefits for the faculty. The interest in the services provided by the faculty has been supported by its newly acquired status as an official large research infrastructure placed on the Roadmap of the Czech Republic. The largest contract carried out in 2021 was to ensure the Optimisation of long-term sustainable and efficient production of valuable fish species for subsequent release into open waters and water reservoirs with a total value of over CZK 3.1m. The threshold of CZK 0.5m was reached in the first half of 2011. The contract for the Ministry of Agriculture of the Czech Republic dealing with monitoring the hygienic quality of fish in important fishing grounds reached CZK 5.5m. Specific contract research contracts include selected domestic and foreign contracts with a performance value exceeding CZK 0.2m. In 2021, the researchers of the FFPW USB actively participated in the presentation of R&D outputs. In the national competition Transfera Technology Day 2021, the patent entitled 'Aeration and oxygenation insert for fishing tubs' received the sympathy award. The competition was again prepared in cooperation with the CZECHINVEST agency, and the author of the patent was Ing. Ján Regenda, Ph.D. The same patent was awarded second place in the USB INNOVATION – the best innovation of the University of South Bohemia in České Budějovice for the period 2016–2020 in May 2021. Currently, a manufacturer for this technology is being sought with the possibility of selling a license. In the area of cross-border cooperation, FFPW USB was awarded the Cross Border Award 2020, awarded annually for exemplary cross-border cooperation between companies and institutions in the area of South Bohemia, Upper Austria and Lower Bavaria. This cooperation is largely supported by the INTERREG programmes.

For the **USB Faculty of Theology**, which is active in the field of social sciences and humanities, lifelong learning is a basic tool for commercialisation and transfer of innovations. The USB Faculty of Theology offers a number of courses that are based on the scientific and research work of the faculty staff, or on the projects they have carried out. In 2021, the faculty participated as a research organisation and as an application guarantor in the TA CR project in the Éta programme of the WBU Faculty of Arts in Pilsen, which focused on the postgraduate education of prison chaplains. One of the outputs of the project is a lifelong learning course for prison chaplains and those interested in this activity, which was successfully tested in 2021 and a plan for its commercialisation in 2022 was prepared. In 2021, a lifelong learning course Hospital Chaplain for clergy of the Plzeň Diocese of the Roman Catholic Church was launched. The course follows the standard set by the Czech Bishops' Conference and the Ecumenical Council of Churches in Plzeň. The course also follows several projects of applied research (TA CR) and international cooperation (Erasmus+), which were currently being carried out at FTH USB and focused on the topic of spirituality in the helping professions. On the basis of long-standing cooperation with the Ostrava-Opava Bishopric, the USB TF implements an accredited course 'Teacher of Religion' and a non-accredited course 'Education to Christianity – studies for pastoral and catechetical work in parishes'. An e-learning course 'Knowledge Minimum for Catechists' was also prepared for the needs of the diocese. This is a closed course. Another long-term cooperation is with the Prachatice Municipal Library. Currently, a three-year U3V course 'Travelling in South Bohemia in the 21st century' is being run in Prachatice. In autumn 2021 the course 'Diversities (not only) of Czech history and their anniversaries in 2020' was completed after a covid break. In cooperation with the Koinonia of John the Baptist, the course 'Man in the Light of the Bible (Biblical Anthropology)' was held and the course 'Charismata in the Light of the Second Vatican Council and the Postconciliar Magisterium (Ecclesiology)' is currently underway.

The TA CR project 'Model of care for the elderly in residential facilities in the concept of three-tier housing' at the **USB Faculty of Health and Social Sciences** started in 2021 the implementation of the obtained results, the application guarantors of the project, the towns of Třeboň and Tábor, are putting the project outputs into practice in the provision of social services. Cooperation is also taking place within the framework of the TA CR project 'Standardisation of the Woodcock-Johnson IV test for the population of Roma children'. The National Pedagogical Institute of the Czech Republic, the application guarantor, participates in the project and subsequently ensures its use in practice. TA CR project 'Support for

informal caregivers in the South Bohemian Region through audiovisual means including virtual reality' – application guarantors ARPIDA České Budějovice, LEDAX in České Budějovice, Domáci hospic sv. Markéta in Strakonice, Autis Centrum in České Budějovice, South Bohemian Region – Department of Social Affairs of the Regional Office in České Budějovice – social service providers in the South Bohemian Region are involved in creating a support programme for informal carers and will subsequently use this programme together with virtual reality for their clients. The project also includes the creation of a self-help group for informal caregivers called 'Taking care of our loved ones'. Project of the Ministry of Health of the Czech Republic 'Safety of medication administration by a nurse in selected inpatient wards of hospitals' – the project is conducting research in hospitals in the South Bohemian Region on the safety of medication administration by nurses. The findings and recommendations will be used in these and other hospitals to improve patient safety. At FHSS USB there is cooperation with selected primary and secondary schools in the South Bohemia Region, involving their pupils and students in popularisation activities of FHSS USB such as Junior University and popularisation seminars. FHSS USB carries out the implementation of lecturing services for the State Health Institute.

The **USB Faculty of Agriculture** focuses mainly on applied research, as evidenced by a number of research projects carried out in cooperation with companies. Such projects result in outputs with intellectual property protection, such as patents or utility models, as well as methodologies used not only by project partners but also by state and public administration authorities. In particular, we can mention the utility model for Yoghurt made from pasteurised milk, which was developed in cooperation with AGRO-LA spol. s r.o. Furthermore, the successful cooperation with Agrosoft Tábor, s.r.o. continues, with which FAG USB has started solving 2 more projects with planned applied outputs in 2021. Close cooperation within the projects is also taking place with other users of the joint results, among which we can mention e.g. farms Zemdělská Klučenice a.s. or VH Agroton s.r.o., companies Retorta s.r.o., Moravoseed CZ a.s. or HempProduction, as well as other research organizations such as OSEVA Development and Research s.r.o. or Agritec Plant Research s.r.o. and many others.

8.6 Support for horizontal (intersectoral) mobilities of students and academic staff, developing competencies for innovative entrepreneurship

Every year, the **USB Faculty of Economics** together with the University of West Bohemia organises an inter-university competition for entrepreneurial students and graduates of selected universities. Invest Day 2021 took place on Friday 21 May 2021 and the following projects ranked in the top three places:

1. The project Sayonee (USB) – handmade hair elastics – won the first place,
2. The project TingrWood (USB) – design elements made of wood,
3. The Bloom café project (ZČU) – a café where guests can grow their own plants.

Neither the pedagogical nor the research focus of the **USB Faculty of Arts** is very compatible with the development of these competencies. The USB Faculty of Arts supports the intersectoral mobility of students mainly in the form of internships and work experience with some partners from the application sphere (from the Czech Republic and abroad), see especially point 2.2.

The **USB Faculty of Fisheries and Protection of Waters** supports the intersectoral mobility of students (Bc., NMgr.), especially in the form of professional practice with partners from the application sphere. The heads of the laboratories also regularly announce internal calls with the possibility of involvement of students Bc., NMgr. D. students in current research topics addressed by the respective laboratory. These students also have the opportunity to participate in the above-mentioned mobility or other similar schemes. In addition to these opportunities, students at this level of study can also be supported by funding their own activities through other faculty sources. DDP students and academic staff are employees of the faculty, and therefore their inter-sectoral cooperation is already determined by the inherent nature of the faculty's focus – targeted R&D work oriented towards applications with international reach. In the case of Bc., NMgr. students, education aimed at the development of competencies is determined by the content of instruction with an emphasis on its innovation and topicality. For employees, this support is a necessity and the faculty spends a large amount of funds on it every year from its own resources and projects. FFPW USB enables students and employees to participate in large, often multidisciplinary projects and other cross-cutting activities (CENAKVA, large research infrastructure, Aquaexcel, etc.). Furthermore, students of all levels of study are allowed to participate in contract research contracts with different natures of expected outputs. This activity is also related to education, where practitioners with appropriate expertise and experience are involved in regular instruction.

In 2021, students and academic staff of the **USB Faculty of Agriculture** were involved in a number of projects in which direct cooperation on optimization and innovation in the business of companies takes place. Among the student projects, we can highlight in particular the cooperation with AGRO-LA, spol. s r.o. on an individual student project of GA USB. In the framework of projects implemented in cooperation with companies to increase their innovation potential, academic staff of the USB Faculty of Agriculture participated mainly in projects of NAZV or TA CR. The aim of all these projects is mainly to increase competitiveness and innovation in business but also to expand and develop the competencies of students, academic and scientific staff. Academic staff transfer new knowledge into instruction and thus lead students to further expand their knowledge and skills. Intersectoral cooperation is also developed within other activities of the USB Faculty of Science, such as providing services within the framework of support from the South Bohemian Business Vouchers programme with Herbavita CZ, s.r.o. and Global TS. Within the framework of secondary economic activities, FAG USB has a wide range of activities from natural persons, through agricultural enterprises (ZD Bělčice, ZZN Pelhřimov, Dominant Genetika s.r.o., etc.), ČEZ, ÚRV, ÚKZÚZ and others, to the Agricultural Union of the Czech Republic, with a total of almost CZK 2 660 000.

Selection of conferences and other professional events (co-)organised by faculties and other departments of USB in 2021

Faculty of Economics

USB Inproforum

Traditional conference of the FEC USB, which focused on research results in the field of innovation, enterprises, regions, and organisations. The conference was held virtually.

Ethics in the 21st Century

A conference focusing on ethics in many fields, such as management practice, manufacturing, Industry 4.0, legal science and more. The conference was held virtually.

Faculty of Arts USB

Summer School

Štílec

On June 23–25, 2021, the faculty hosted a doctoral conference where students from the Institute of Czech Studies presented topics related to their dissertations.

World Literature in Bohemia – Czech Literature in the World

On 6–7 October 2021, the conference focused on a broader exploration of literary works as they leave the national space and become part of other contexts.

XI. meeting Questions of Neolithic and Eneolithic in our countries 2021

The 40th-anniversary international conference took place in Nové Hradky. In addition to archaeologists from Bohemia, Moravia and Slovakia, the conference was also attended by colleagues from Austria and Germany. Together with the USB Faculty of Archaeology, the second organizer was the West Bohemian Museum in Pilsen, and students and staff of the USB Faculty of Archaeology (O. Chvojka, J. John, V. Vondrovský) actively participated in the conference. In 2022, the conference proceedings will be published as part of the series Questions of the Neolithic and Eneolithic.

Crisis and the State. The example of Czechoslovakia in the interwar period

The conference aims to examine the critical infrastructure of interwar Czechoslovakia from the security, economic, social and health perspectives and to analyse the state of the institutions of Czechoslovak democracy and how the elites of the individual nations and national minorities of the republic approached the issue of crisis and how crisis states were experienced in the roles of actors and victims, for example from a gender perspective. The conference took place in the main building of the National Archives in Prague. Co-organiser for the USB Faculty of Arts USB – PhDr. Miroslav Šepták, Ph.D. – UAG FF USB.

The Radical Left in Central Europe and its development from the end of the First World War to 1933

The aim of the conference is to analyse the development of the radical left in Central Eastern Europe in the interwar period until 1933 when the rise of Nazism to power in Germany significantly changed the direction and split of the European political scene. The conference aims to examine the development of the radical left both from the perspective of individual states and with regard to a broader regional perspective and comparison of Central Eastern Europe. The conference took place at the National Archives in Prague. Co-organiser for the USB Faculty of Arts – Miroslav Šepták, PhDr., Ph.D. – UAG FF USB.

Faculty of Education

Teacher pro Futuro III

The aim of the meeting is mutual interdisciplinary information, sharing experiences from instruction students of instruction with regard to their preparation for working in educational practice. The main mission of the meeting is to join forces to maintain and improve the quality of teacher preparation at the faculty, especially through collaboration between subject specialization, subject didactics, educational psychology disciplines and practice.

Fantasy and Fairy Tales in Anglo-American Literature

According to both Kant and Einstein, there are strict limits to what human beings could know, nevertheless, there remains an intense human desire to surpass these limitations. Fantasy elements in literature draw on this desire to overcome the distance between the visible and the invisible, the physical and the spiritual, the familiar and the unknown, which is, according to Kant, a crucial element of the sublime. Fantasy and fairy tales attempt to span this gap through the sensuous presentation of the super sensuous, which can be, nevertheless, traced in the whole literary tradition from the medieval and Renaissance literature through the Gothic and Romantic imagery to postmodernism. In the words of Lyotard, the surprising, strange and shocking images can contribute not only to the development of perception but also to the

intensification of being. In this respect, the papers are invited that cover not only the tradition of fantasy as a literary genre but also the role of fantasy elements and imagination in selected works of English and American literature.

Sun-water-vegetation-climate

Innovative educational methodologies and materials on the role of vegetation in the distribution of solar energy and water cycle in the landscape created within the project TA CR TL 01000294 in three variants were presented and discussed at the conference: the Methodology of instruction this topic for primary school and high school students – Methodology of university instruction of this topic for future science teachers – New educational methodology for municipal staff on the topic of the effect of economic interventions on the regional climate.

The use of computers in mathematics education

The conference is held every two years and aims to bring together mathematics teachers from different types of schools and education professionals to discuss not only the following topics: the role of digital technologies in mathematics education, the impact of digital technologies on the content of instruction, the role of the teacher in computer-assisted instruction, the role of digital literacy for students and teachers, and issues of digital literacy development in mathematics education.

STEM Education Conference

The first conference dedicated to STEM (Science, Technology, Engineering, and Mathematics) education at the University of South Bohemia in České Budějovice was organised with the aim of gathering domestic and international experts in the field of education and preparation of primary and secondary school teachers to exchange experiences and discuss the theoretical background, organizational procedures and expected goals of implementing STEM education principles into the curriculum of primary and secondary schools and into the preparation of future teachers of related subjects.

Selection of conferences and other professional events (co-)organised by faculties and other departments of USB in 2021

Faculty of Fisheries and

Protection of Waters USB FAO

Conference 2021

The international conference focused on the conservation of aquatic ecosystems and sustainable development approaches to inland fisheries management. The conference was held virtually.

Professional in Supervision for PhD supervisors

An interactive conference following the entire PhD process from student selection to graduation.

Faculty of Theology, USB

Czech and Slovak Islamology 2021: current themes and future challenges

The aim of the fifth conference was to reflect on topics from the broad field of Islam, which are crucial for Czech and Slovak oriental and religious studies. The papers presented the current state of research or the results of research. The conference was an opportunity for personal meetings of experts from different academic and scientific institutions dealing with Islam. The event was an important part of the development of religious studies at USB.

Wievviel Metaphysik braucht das Reden über Gott – und wenn ja, welche? Zu Habermas' okzidentaler Konstellation von Glaube und Wissen

An international online conference (April 16, 2021) discussed the possibilities of metaphysics and rational talk about God in today's 'post-metaphysical' age. The conference was co-organised by Jakub Sirovátka of the Department of Philosophy and Religious Studies with colleagues from the Universities of Hildesheim and Frankfurt am Main. The basic impetus for this conference was Jürgen Habermas' recently published late magnum opus with the Herderian title 'Auch eine Geschichte der Philosophie'. Habermas attempts to reconstruct European metaphysics from the position of the post-metaphysical age. Habermas attempts to name what philosophical thought has suffered from the loss of metaphysics and whether reason alone can replace the role traditionally occupied by theology and religion.

Autonomy in Dialogue. Kant and the Phenomenological Tradition/Autonomy in Dialogue. Kant und die phänomenologische Tradition

The international conference 'Autonomy in Dialogue. Kant and the Phenomenological Tradition/Autonomy in Dialogue. Kant und die phänomenologische Tradition' (September 16-17, 2021) was co-organised by Jakub Sirovátka from the Department of Philosophy and Religious Studies with his colleague Ondřej Sikora from the University of Pardubice and in cooperation with the Institute of Philosophy of the CAS. The conference intends to bring Kant's thought of human autonomy and the phenomenological tradition of intersubjectivity into conversation with each other, with the two streams meeting simultaneously in the field of ethics. The conference was held in the context of the GA CR grant project 19-17708S 'Autonomy and Alterity. Kant in Dialogue'.

The Cognitive Issues in the Long Scotist Tradition

The conference dealt with the theories of sense and rational knowledge in the long tradition of Scotism from the beginning of the 14th century to the end of the 17th century. The conference was organised within the framework of the project of the Grant Agency of the Czech Republic, No 20-01710S, whose principal investigator is doc. Daniel Heider.

Spirituality in the care of the terminally ill

A regular conference of the Association of Hospice and Palliative Care Providers, co-organised by the USB TF, which addresses the TA CR grant focused on spirituality in hospice care.

Student Conference: Scholasticism

The student conference, held virtually, dealt with first, second or third scholastics and related areas.

Faculty of Health and Social

Sciences USB Living with

Autism

The aim of the conference and workshop was to introduce the professional and general public to the issues related to autism spectrum disorders.

International Nursing Symposium – 200 Years of Florence Nightingale's Legacy

The synergy of theory and practice in quality care with a focus on nursing. The symposium was held virtually.

II. International Conference of Doctoral Study Programs in Nursing

Presentation of research plans or already implemented research to experts from European countries. The aim of this conference was also to establish new contacts, opportunities for collaboration or to gain new experiences for successful completion of the doctoral studies in Nursing.

Office of Technology Transfer USB

VIIIth National Technology Transfer Conference

The conference was a hybrid conference focused on technology transfer.

WORLD IP FORUM

International conference on technology transfer. The conference was held online.

Transfer Day

The international conference on technology transfer was held in a hybrid way.

University-wide conference of doctoral students of USB

Beyond the horizon and for mutual understanding

The two-day conference, which was attended by 60 PhD students (presentations and posters) from all USB faculties, was 3–4 November 2021 in the Z1 auditorium of the ZR building. The conference included, in addition to the lectures, refreshment breaks and a social evening. The social evening included a poster session and the announcement of the best four talks and one poster.

9 Quality assurance and evaluation of implemented activities

9.1 Significant events and facts relating to quality assurance and the evaluation of the activities carried out that occurred in 2021

In 2021, the University of South Bohemia, through the Internal Evaluation Board of the University of South Bohemia, which has undergone a partial personnel change since the middle of the year (according to the internal regulations of the University of South Bohemia, 1/3 of its members are appointed every 2 years), has been intensively devoted to the accreditation process. In spite of the difficult epidemiological situation due to the ongoing Covid-19 pandemic, a total of eight regular meetings of the Internal Evaluation Board (conducted almost exclusively online within MS Teams) and one per rollam vote were held during 2021. During the year, almost 80 accreditation proposals (substantive plans for applications for accreditation of degree programmes and full accreditation applications) and 5 proposals for changes in the guarantors of degree programmes or ongoing courses were discussed. In addition, the USB Internal Evaluation Board also dealt with regular evaluation of the quality of educational activities, the quality of creative activities, the quality of lifelong learning programmes and the quality of related activities.

The year 2021 was also devoted to the reflection of the existing and preparation of a new system of evaluation of the quality of degree programmes and the quality of individual units of the University of South Bohemia, including the evaluation of the quality of departments providing related activities. In this regard, in 2021, USB also prepared a draft Rector's ordinance setting out the rules, procedures and conditions for the implementation of this evaluation. This evaluation should promote open discussion on the quality of the implemented activities among the members of the academic community and ensure sharing of good practice across individual degree programmes and units of the University. Related to this evaluation is the gradual development of new and innovation of existing technical tools for extracting data from relevant systems and databases necessary for obtaining and evaluating feedback from different target groups and for quantitative and qualitative evaluation of selected activities (e.g. STAG, SEI, EAS, ENS, etc.). In order to improve the quality of the accreditation process, 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 to the USB Internal Evaluation Board for consideration. In accordance with this measure, the building of a database of external evaluators was also initiated. The common denominator of the above activities, already presented in 2019 as part of the initiative 'USB QA – Reflection after two years of experience', is the gradual adjustment of the quality assurance and evaluation system of the University of South Bohemia so that it is 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.

The USB Internal Evaluation Board also paid attention to control activities, which included controlling the changes made to the guarantors of the basic theoretical subjects of the profiling basis for all degree programmes approved so far within the framework of institutional accreditation. This audit was followed by an audit focused on degree programmes approved by the NAB under the so-called programme accreditation. Both of these audits were then followed by a control of other (substantial) changes in degree programmes reported by the faculties for the academic year 2020/2021. Changes in the guarantors of the basic theoretical subjects of the profiling basis, together with other substantial changes that have or may have an impact on the implementation of accredited degree programmes, are reported by individual USB faculties in accordance with the procedure under Article 25 of the Rules of the System of Quality Assurance of Educational, Creative and Related Activities and Internal Quality Assessment of Educational, Creative and Related Activities of the USB and Article 20 of the Rector's Ordinance Issuing Standards for Accreditation and Implementation of Degree programmes of the USB (Ordinance R 410).

In 2021, the USB Internal Evaluation Board also dealt with some other materials, issues and matters that had a significant impact on the activities and functioning of the USB Internal Evaluation Board or the University as a whole. Their detailed overview is presented in the Appendix of the Report on Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2021, which also describes in more detail the activities of the USB Internal Evaluation Board and the situation of the University of South Bohemia in terms of the accreditation process in 2021.

The key event in terms of ensuring and evaluating the activities carried out was the **external evaluation of the educational, creative and related activities** of the University of South Bohemia in 2021. This

evaluation was carried out on the basis of the initiative of the Deputy Minister of Education, Youth and Sports to carry out an external evaluation of universities 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, it was to evaluate to verify what steps or measures USB took in the period in question to respond to the recommendations and comments expressed in the NAB decision to grant institutional accreditation. The evaluation was carried out through a ten-member **NAB Evaluation Committee** established for this purpose. Detailed information on the process of this evaluation, including an overview of the most important findings and recommendations formulated by the NAB Evaluation Com Committee mission and subsequently by the NAB Board, is provided in the Addendum to the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2021.

In 2021, the external evaluation of the University of South Bohemia was also completed as part of the '**Evaluation of Research Organisations in the Higher Education Segment in 2020**'. The evaluation was carried out in a total of five modules: Module 1 (Quality of selected results), Module 2 (Research performance), Module 3 (Social relevance), Module 4 (Viability) and Module 5 (Strategy and concepts). The evaluation in Modules 1 and 2 was carried out by the **Research, Development and Innovation Council** at national level. The evaluation in Modules 3 to 5 was carried out at the level of the provider (MEYS) through the **International Evaluation Panel (IEP)** established for this purpose. In the aggregate evaluation for Modules 1-5, which was discussed and agreed at the joint meeting of the MEYS, the Council for Research, Development and Innovation and the Czech Rectors' Conference on 7 April 2021, the University of South Bohemia received the final grade '**A – Excellent**', which is a great success for the University. Only four universities in the segment of so-called multidisciplinary universities, in which USB was also evaluated, received this highest possible rating. Further information on the international part of this evaluation is provided in Chapter 10.3, and complete information is provided in the Appendix of the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2021.

In 2021, the University of South Bohemia also devoted great efforts to the implementation of the goals defined in the **HR Award Action Plan**. The HR Award, which is awarded by the European Commission to research institutions implementing the HRS4R strategy (The Human Resources Strategy for Researchers), was awarded to the University of South Bohemia in mid-2019, and in mid-2021 the University **defended its HR Award for the next three years**. Another extraordinary achievement is the award of the **Erasmus Charter for Higher Education (ECHE)** for the entire programme period 2021–2027 (see section 10.3).

The University of South Bohemia also paid attention to international comparisons of the university's position (international university rankings). It can be considered an extraordinary success that in recent years the University of South Bohemia has repeatedly managed to promote itself in the so-called Big Three rankings (**ARWU – Academic Ranking of World Universities; QS World University Rankings; THE – Times Higher Education World University Rankings**), both regional or sectoral rankings and in some cases global rankings (ARWU, THE). The University of South Bohemia also performs exceptionally well in the **Times Higher Education Young University Rankings**, in which it has regularly ranked first among the 'young' universities in the Czech Republic for the last three years. The Times Higher Education Young University Rankings rank universities according to the same 13 performance indicators as the global Times Higher Education World University Rankings. Only some selected indicators have a different weighting. Thanks to its very good ranking in the prestigious THE ranking, the University of South Bohemia has also managed to break into the **Cross Ranking**, which combines 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. Recently, the University of South Bohemia has also started to make its mark in the **MosiUR** (Three University Missions Moscow International University Ranking), which was first published only in 2017. In this ranking, universities are assessed on the basis of a total of 16 criteria in three key areas – education (45%), research (25%) and the social impact of the university's activities (30%).

Attention was also paid in 2021 to the financial resources and financial health of the University (see Annual Report on the USB Management for 2021), the projects of the Institutional Plan, the solution of the Centralized Development Projects (see Appendix of the Report on the Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2021) and especially the preparation and launch of the implementation of the new **Strategic Plan of the USB for 2021–2030**, of which the Plan of Investment Activities of the USB for the period 2021–2030 is an integral part. At the same time, the University of South Bohemia is aware that, in addition to instruction and creative activities, its mission is

also the third role of the University, contacts with employers and graduates, and therefore due attention has been paid to these areas in 2021.

In 2021, further runs of the subject surveys Student Evaluation of Instruction (SEI) were also carried out, which are implemented University-wide within the STAG system, or within the module 'Evaluation of instruction'. Much attention was also paid to the Evaluation of Academic Staff System (EAS), in particular reflecting the experience with the current functioning of this system in the conditions of the USB (the EAS system is implemented at all eight USB faculties) and adjustments to the system in connection with the approval of the new USB Wage Regulations and the **Evaluation of Non-Academic Staff System (ENS)**, which also reflected the changes related to the adoption of the new USB Wage Regulations and the new USB Career Regulations. A significant help, not only in the field of evaluation of academic and non-academic staff, is the introduction of an electronic version of the USB organisational structure, which shows the breakdown of individual departments and jobs using the relevant database. In addition, the School of Doctoral Studies in Natural Sciences of the CAS Biology Centre and the USB Faculty of Science was formally established in 2021. In the future, it is envisaged that the School of Doctoral Studies in Natural Sciences will become part of the forthcoming USB School of Doctoral Studies, which is a joint project of the USB and the Czech Academy of Sciences. The aim of the USB School of Doctoral Studies is to coordinate and evaluate doctoral studies at USB with the aim of improving the quality of scientific training and creative activities of students of all accredited doctoral degree programmes.

Significant efforts were also devoted in 2021 to the development of the university control system, infrastructure facilities for the implementation of educational, creative and related activities, as well as services offered to students, employees and other relevant target groups by the University of South Bohemia in the area of library and information services, accommodation and catering services, services falling within the field of information and communication technologies and a number of other services provided by relevant University-wide departments and special-purpose facilities. See sections 9.1.1 to 9.1.9 of this annual report.

More detailed information on significant events and facts in quality assurance and evaluation of activities in 2021 is provided at the university level in the Addendum to the Report on Internal Quality Assessment of Educational, Creative and Related Activities for 2021, while more detailed information on quality assurance and quality evaluation of activities implemented at individual faculties of the University of South Bohemia is provided in the following text.

At the **USB Faculty of Economics**, the performance of academic staff of individual departments in the field of instruction and research is monitored annually. Based on the results achieved, the budgets of individual departments are set and funds are provided for personal evaluation. The faculty has been using the EAS system to evaluate academic staff since 2017. The results within the EAS system became an important basis for individual consultations of heads of individual departments with their employees in 2021, which were oriented towards the evaluation of task performance and planning of activities for the next period. At the same time, the results served as background material for the faculty management in the evaluation of individual departments. Another part of the quality assurance and evaluation system is student evaluation of instruction, which takes place twice a year.

The quality assessment process at the **USB Faculty of Arts** includes a wide range of activities, which include in particular the evaluation of academic and non-academic staff by supervisors, student evaluation of instruction and internal feedback mechanisms implemented through regular semester meetings of degree programme councils. The basis for staff evaluation is – as at other faculties of the University of South Bohemia – the comprehensive database of the Academic Staff Evaluation (EAS). The USB Faculty of Arts has been evaluating the performance of academic staff since 2015. Since 2019, the process and criteria of this evaluation have been precisely specified in the Ordinances on the Evaluation of Academic and Non-Academic Employees and the Procedure for Allocating Performance Bonuses (Dean's Ordinance of the USB Faculty of Arts No 4/2019). The basic criteria for the evaluation of academic employees are the amount of direct instruction duties and organisational involvement in the work of the faculty over the last year, as well as the results of scientific research activities over the last 5 years (number and financial value of R&D grants received and publication activity evaluated according to the current methodology of the Government Council for R&D). An important part of the evaluation of the instruction component is the regular (semesterly) anonymous student evaluation of instruction, which newly uses the STAG information system; its results are discussed by the Dean with representatives of students and individual faculty departments. The directors of the institutes are responsible for correcting the identified deficiencies. Quality evaluation is also carried out in the framework of regular semester meetings of the degree programme councils, where the degree programme guarantors receive feedback

from students, teachers and practitioners. The guarantors pass on the identified shortcomings and suggestions to the relevant institute directors. Since the academic year 2019/2020, the USB Faculty of Arts also systematically prepares accreditation forms of new degree programmes electronically directly in the STAG system, which ensures greater consistency and quality of data of all degree programme agenda from the process of preparing the accreditation file to the moment of actual implementation of the study.

The management of the **USB Faculty of Education** pays constant attention to quality assurance of all processes. The aim of the evaluation of academic staff is to cover all activities that an academic staff member at the faculty and which are also beneficial to the faculty. For this purpose, the faculty has implemented the Evaluation of Academic Staff (EAS) information system since 2015. The results within the EAS system became an important basis for individual consultations of heads of individual departments with their employees in 2021, which were oriented towards the evaluation of task performance and planning of activities for the next period. At the same time, the results serve as background material for the faculty management in the evaluation of individual departments. Another part of the quality assurance and evaluation system is the student evaluation of instruction, which takes place twice a year. The results of the evaluation serve as information for students in subsequent years on the course evaluation and as feedback to lecturers and heads of departments and faculty management.

The **USB Faculty of Science** has developed a system of evaluation of the quality of educational and creative activities. In the field of education, this includes mainly student evaluation of lectures, which is mandatory for all students, including foreign students, as well as quality evaluation by supervisors, comprehensive evaluation of degree programmes by supervisors and degree programme councils. In the creative field, it is mainly the evaluation of research activities based on internal rules as well as on modules M1 (Quality of selected results), M2 (Research performance) and M3 (Social relevance) according to Methodology 17+. The evaluation also includes grant activities and grant success rates. In 2021, after extensive internal discussion, the Career Regulations including the Methodology for the Evaluation of Academic Staff were prepared at the USB Faculty of Science and will be newly applied in the first half of 2022.

By the end of the academic year 2020/2021, the **USB Faculty of Fisheries and Protection of Waters** has prepared supplements to the self-assessment reports of all disciplines for the year 2020, i.e. the Bachelor's degree programmes in Fisheries and Protection of Waters, the Master's degree programme in Fisheries and Protection of Waters and the Doctoral degree programme in Fisheries/Fisheries. The USB Internal Evaluation Board did not make any serious comments on these addenda to the self-evaluation reports of the disciplines during the course of the evaluation. Explanations of minor comments on the addenda for the previous period (2019/2020) were accepted by the USB Internal Evaluation Board. In 2021, The Board of Degree programmes at the USB Faculty of Fisheries and Protection of Waters, led by the Quality Coordinator, approved the form of the substantive plans of the applications for accreditation of the Bachelor's degree programme in Fisheries and the Consecutive master's degree programme in Rybářství a ochrana vod / Fishery and Protection of Waters and forwarded the accreditation materials of these degree programmes to the USB Internal Evaluation Board. The board approved these substantive plans without comments and recommended the faculty to prepare full accreditation applications for these degree programmes. In 2021, an international peer-review evaluation of large research infrastructures in the Czech Republic was also carried out, in which the CENAKVA Centre (South Bohemia Research Centre for Aquaculture and Biodiversity of Hydrocenoses) was rated with the second-best grade out of five possible. The evaluators appreciated especially the excellent facilities, uniqueness of the centre, high social relevance, cooperation at national and international level, high publication activity and communication with the public. In 2021, a Commercialisation and Social Relevance Council (CSRC) of the FFPW USB and CENAKVA was also established, composed of distinguished practitioners. The CSRC serves as an independent advisory and evaluation body to the Dean of the USB Faculty of Fisheries and Protection of Waters and the Director of the CENAKVA Centre. During the first meeting of the CSRC, a discussion on the societal relevance of research was held. The CSRC stated that the faculty is using its cutting-edge facilities to progressively develop the field of fisheries as a traditional field with a long tradition in the country and the field of water conservation as a strategic resource necessary for biodiversity conservation, healthy life, and other human activities. Given the strategic Central European location of the Centre, the CSRC assessed very positively the efforts to connect the Centre to important infrastructures in the European research area. In addition, the faculty also implemented other quality-oriented evaluation processes in 2021, such as internal staff evaluation, student evaluation of instruction quality, EAS and ENS.

The quality of scientific work at the **USB Faculty of Theology** is evaluated twice a year, in connection with the submission of the results of scientific work in the previous year (February) and the evaluation of the five-year activity in the field of science and research (April) with regard to the funds received for science and research from the state budget. In 2021, the evaluation of the quality of activities of individual teachers within the units of departments and divisions was also carried out on the basis of information from the university's electronic system for the evaluation of academic staff (EAS). An important source of information for the evaluation of the quality of instruction work is also the standard student evaluation of instruction, which takes place twice a year. In 2021, the USB Faculty of Theology managed to obtain accreditation of the doctoral degree programme Spirituality and Ethics in Social Work in the fields of Social Work (63%) and Philosophy, Religious Studies and Theology (37%) under the so-called NAB programme accreditation.

Most of the activities of the **USB Faculty of Health and Social Sciences** related to quality assurance and evaluation were implemented in 2021, as in previous years, as a result of the amendment to the Higher Education Act of 2016. The year 2021 was devoted to the implementation of previously established rules resulting from the new statutory and sub-statutory norms and the Rules of the system of quality assurance of educational, creative and related activities and internal quality assessment of educational, creative and related activities of the USB. This included, for example, the preparation of accreditation materials in the form of material plans and full accreditation applications. The USB Faculty of Health and Social Sciences submitted to the Internal Evaluation Board of the USB proposals for the Bachelor's degree programme Protection of Population with CBRNE focus, the Consecutive master's degree programme Civil Emergency Preparedness and the doctoral degree programmes Sociální práce / Social Work and Ošetřovatelství / Nursing. These programmes were approved by the USB Internal Evaluation Board on 2 March 2021, while the Doctoral Programme in Ošetřovatelství / Nursing was approved under the current institutional accreditation for the Health Professions education area. The other programmes were referred to the NAB for further assessment after approval by the USB Internal Evaluation Board, under the so-called programme accreditation. This accreditation was subsequently granted to the doctoral programme in Sociální práce / Social Work for a period of 5 years. The accreditation process for the remaining two degree programmes submitted for NAB review had not been completed by the end of 2021. In 2021, the quality of individual degree programmes/fields implemented at the USB Faculty of Health and Social Sciences was improved thanks to the incorporation of knowledge and information received by the guarantors of degree programmes/fields during the so-called coordination meetings of the Boards of Degree programmes/Fields, where the guarantors receive feedback from students, teachers and practitioners involved in the theoretical and practical part of instruction.

The **USB Faculty of Agriculture** traditionally uses the EFQM Excellence Model as a quality assessment tool for the overall evaluation of all faculty processes. In the past, the USB Faculty of Agriculture has received several awards in this area. Furthermore, the faculty is involved in all University-wide activities and processes within the quality assurance and evaluation system, especially in the accreditation process for new degree programmes at the bachelor's, master's, and doctoral levels. The pedagogical and creative activities of the academic staff of the USB Faculty of Agriculture were evaluated in 2021 on the basis of information recorded in the University-wide electronic system of Evaluation of Academic Staff (EAS). The information contained in the EAS system is an important tool serving not only the management of the faculty but also the heads of departments to evaluate and compare the performance of individual staff members in their workplace. Another important source of information in the field of education is the Student Evaluation of Instruction, which evaluates the quality of instruction activities of specific teachers. In 2021, the guarantors of the study fields of the USB Faculty of Agriculture prepared supplements to the self-evaluation reports of the study fields, which were subsequently submitted to the Internal Evaluation Board for approval. The comments raised by the USB Internal Evaluation Board on these addenda will be discussed at the meetings of the Degree Programme Board and subsequently addressed in the preparation of the addenda for the following year. In November 2021, the guarantors of the degree programmes also submitted to the USB Internal Evaluation Board an overview of the so-called other (substantial) changes implemented in the accredited degree programmes for the academic year 2020/2021.

9.1.1 Control system

The internal control system at the University of South Bohemia 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 October 2010 governing the circulation of documents. The Rector's ordinance on the implementation of the internal control system regulates the control system at the University of South Bohemia, which clearly sets out the duties of the responsible employees to ensure the correct, economical, efficient and effective use of public funds. Deans of faculties and directors of individual units are responsible to the Rector for the economical and efficient use of funds and property of the University of South Bohemia.

Management control shall be exercised by senior staff within their management authority or by staff delegated by them in accordance with their powers and responsibilities. The exercise of preliminary management control pursuant to Act 320/2001, on financial control in public administration, is ensured at the units by the responsible employees authorised by the deans of faculties or unit directors. The function of authorising the operation is always delegated to the head of the unit or the project manager at each unit. The budget manager function is usually performed by unit secretaries or economists or by authorised staff of the relevant rectorate departments (Economic Department or Project Unit). Preliminary control for the post of Chief Accountant is exercised by the accounting officers responsible for the booking of specific accounting cases.

The Internal Audit Unit is a part of the internal control and performs its function in accordance with the Financial Control Act and the Statute of the Internal Audit of the University of South Bohemia. The Internal Audit Unit is staffed by one internal auditor and focuses primarily on the continuous monitoring and review of the financial control system while identifying the actual situation and comparing it with the desired situation. 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 the University of South Bohemia.

In 2021, one internal personnel audit was carried out at the University of South Bohemia. The subject of the internal audit was mainly the examination of employment contracts, job descriptions, salary schedules, including the correct tariff classification of selected employees. In particular, the internal audit examined compliance with the Labour Code, the Act on Financial Control in Public Administration and relevant internal and external regulations.

Based on the external audit and inspection reports submitted, it was noted that 20 external audits and 8 external audits had been carried out across the University in 2021. All audits were aimed at verifying the legality and regularity of expenditures reported to the Commission under delegated powers (EU) 480/2014.

The external audits were focused mainly on the control of public funds management, on verification of compliance with the legal regulations of the Czech Republic, EU, OP RDE rules, conditions of the Decision on granting the subsidy, on control of the overall project implementation, on compliance with the obligations in the area of remuneration of employees, in the area of the employment relationship, agreements on work performed outside the employment relationship and compliance with obligations in the area of equal treatment. One of the audits focused on the evaluation of the national agency's criteria for selecting projects for audit (a major grant recipient which has not yet been audited for activity KA107 – international mobility).

The University of South Bohemia also carried out internal financial audits focused on the accounting records and control system for the use of funds for the USB Strategic Priorities Fund, funds provided under institutional programmes, Centralised Development Programmes and, last but not least, funds provided by other providers, e.g. the Ministry of Health. The conclusions of these audits, including recommendations, were communicated to the responsible persons.

The University's control environment is supported at all levels by an established system of regular meetings, which also include ongoing monitoring of the implementation of the measures taken. No suspicions of possible corrupt behaviour or proven cases of corrupt behaviour have been identified. In most cases, the deficiencies identified by the audits and public audits were not of such a nature as to have a significant impact on the financial management and operations of the University of South Bohemia.

9.1.2 Infrastructure and other major projects

The University of South Bohemia devotes continuous efforts to improving the infrastructural facilities for the implementation of educational, creative and related activities. A complete overview of the planned activities of the University of South Bohemia in this area is provided in the Plan of Investment Activities of the University of South Bohemia for the period 2021–2030. In accordance with this plan, the updated form of which (the Plan of Investment Activities of the University of South Bohemia for 2021) is an Annex to the Implementation Plan of the Strategic Plan of the University of South Bohemia for 2021, the University of South Bohemia implemented a number of infrastructure projects in 2021. Examples of some of them, together with examples of other significant non-investment projects, are given in the following text. Information on other major projects undertaken by the University of South Bohemia in 2021 is provided in the relevant chapters of this annual report.

In 2021, the infrastructure project 'Development of USB – ERDF II' continued. The subject of this project is to improve the educational infrastructure with an emphasis on removing barriers to access to study at the University of South Bohemia. The University wants to achieve this primarily by implementing structural modifications of educational buildings and acquiring technical equipment serving mainly students with special needs, then by modernising the premises of the Higher School Psychological Counselling Centre of the USB Faculty of Education and last but not least by modernising the instrumentation, which aims to support new trends in education at the USB Faculty of Science. In 2021, the 2nd stage of construction works at the USB Faculties of Economics and Education was implemented, as well as the purchase of the remaining instrumentation for the USB Faculty of Science. The project was being implemented until February 2022.

In 2021, the project 'Development of USB – ESF II', which is a complementary project to the project 'Development of USB – ERDF II', was also implemented. The 'USB Development – ESF II' project focuses on two areas. The first is to improve the availability of counselling and assistance services for students of the University of South Bohemia. Specifically, it concerns services aimed at supporting the education of students with special needs, as well as career counselling services (creation of the Career Centre at the University of South Bohemia) and the University Psychological Counselling Centre of the USB Faculty of Education, where it will be transformed under the project. The second area is the new trends in instruction at the USB Faculty of Science, where the instruction methods and the way of organising instruction will be modernised. A key innovative element that will be introduced into instruction is the modular instruction system and research-oriented instruction. This concept involves a weakening of frontal instruction and an increased emphasis on practical knowledge acquisition and creative work by students. The project will run until December 2022.

In 2021, the implementation of the non-investment project 'Development of USB – ESF' continued, whose complementary project 'Development of USB – ERDF' was completed in 2020. The project 'Development of USB – ESF' is oriented towards increasing the quality of strategic management, creating a transparent and clearly defined system of quality assurance and evaluation, improving the quality of pedagogical competencies of academic staff, strengthening the internationalisation of the environment, increasing the quality and profile of educational activities, increasing their relevance for the labour market, including the promotion of entrepreneurship and other desirable skills of students, increasing the number of courses taught in a foreign language, introducing a system of monitoring the needs of the labour market and examining the adaptability of graduates to the labour market, including strengthening links with graduates.

Another important project implemented is the project 'Development of the USB – Capacities for R&D'. The project is aimed at developing the capacity, knowledge and managerial, research and other skills of the university staff in the field of strategic R&D management. Its main objective is to set up strategic management in accordance with the conditions for obtaining and maintaining the HR Award. Other objectives are activities aimed at setting up and developing internal evaluation and popularisation of R&D. As of July 2019, the University of South Bohemia boasts the prestigious HR Award (HR Excellence in Research), and in July 2021, the University defended its HR Award holdings for the next three years. Although the project 'Development of USB – Capacities for R&D' was terminated at the end of 2021, work on the implementation of the HR Award Action Plan is still ongoing.

The project 'Development of the USB – Capacities for R&D' was followed up, appropriately complemented and expanded by the project 'Development of the USB – Capacities for R&D II', the implementation of which started in January 2021. This project is focused on the development of needs in the field of strategic management of R&D, including the setting of strategic management at the level of the University and its units involved in the project in the areas of internal evaluation, international

cooperation in R&D and Internationalisation, intersectoral cooperation and technology transfer. The implementation of the project 'Development of USB – Capacities for R&D II' will last until December 2022.

In 2021, the implementation of the project 'USB Development – International Mobility II' continued. This project is aimed at strengthening international cooperation and development of human resources in research. The main objective of the project is to support the professional growth of the research, technical and administrative staff of the University of South Bohemia and the development of the University of South Bohemia as a research organisation through the implementation of mobility of researchers and internships of technical and administrative staff.

In 2021, the University of South Bohemia also managed to obtain a subsidy for a new infrastructure project 'PV systems – University of South Bohemia in České Budějovice'. This project, in the form of the installation of a photovoltaic system on five selected buildings owned by the University of South Bohemia, addresses the increase in the share of electricity production from renewable energy sources for consumption in the buildings in question. The project will be implemented between January and December 2022.

In 2021, the University of South Bohemia also purchased three new Volkswagen e-up! electric vehicles, which are used for travel between faculties in České Budějovice and other cities in the region. A subsidy from the National Environment Programme was used to purchase these zero-emission electric vehicles with a range of up to 260 km per charge, which covered 40% of the investment. The university paid the remaining 60% from its own resources.

A virtual reality classroom was established at the **USB Faculty of Economics** in 2021. The classroom is located on the first floor of the building of the Dean's Office of the USB Faculty of Economics, there are a total of ten sets with PC equipment. It is the first classroom of such a scale and quality of equipment at the University of South Bohemia. The classroom is used in the new University-wide course 'Virtual Reality 1' and in lifelong learning courses (currently, for example, the course 'Unity Programming').

The **USB Faculty of Science** is one of the 14 partners forming the research infrastructure 'ELIXIR-CZ: Czech National Infrastructure for Biological Data'¹⁸ ELIXIR-CZ is an open access research infrastructure for the organisation, archiving, sharing and interoperability of data for further processing and analysis. It provides advanced tools and tutorials related to the use of data and operates specialised databases and tools for the analysis of biological data. The uniqueness of the ELIXIR-CZ research infrastructure lies in the unique combination of the expert teams of the consortium members, providing the operation of the services offered, with the services of e-infrastructures providing technical solutions. This strategy creates a bioinformatics platform for the broad research community in the Czech Republic. ELIXIR-CZ is the Czech national node participating in the European Life-Science Infrastructure for Biological Information (ELIXIR).

The **USB Faculty of Fisheries and Protection of Waters** of the University of South Bohemia deals with a large number of investment and non-investment projects within the framework of various departments – providers. The current overview of the projects is permanently available on the website of the USB Faculty of Fisheries and Protection of Waters under the tab 'Projects at the faculty'.¹⁹ 'CZ.02.1.01/0.0/0.0/16_025/0007370 – Reproductive and genetic approaches for conservation of fish biodiversity and aquaculture (2018-2022)', project 'CZ.02.1.01./0.0/0.0/0.0/16_019/0000869 PROFISH – Sustainable Production of Healthy Fish in Different Aquaculture Systems (2019-2023)' and the CSF EXPRO project '20-04676X Holistic Characterization of Exposure and Potential Effects of Complex Mixtures of Chemicals in the Aquatic Environment (2020-2024)' with the start of execution in 2020. Among the infrastructure projects addressed at the USB Faculty of Fisheries and Protection of Waters, we can include in particular the project 'OP RDE CZ.02.1.01/0.0/0.0/16_017/0002614, Research infrastructure for educational purposes of FFPW USB (2017- 2022)'. This project is specifically aimed at providing a modern infrastructure for instruction linked to research and innovation, i.e. for the needs of research-oriented degree programmes (RDP).

In 2021, the **USB Faculty of Theology** had a total of six projects funded by the Czech Technology Agency and three projects funded by the Czech Science Foundation. With the support of the Technology Agency of the Czech Republic, the project 'TL02000390 Professional training of prison chaplains with regard to the specifics of the prison environment (2019–2021)', the project 'TL01000467 Ethics of autonomous vehicle operation (2018–2021)', the project 'TL02000147 The spiritual dimension of man in the context of the helping professions (2019–2022)' were addressed in 2021, project 'TL02000387 Leisure

¹⁸ www.elixir-czech.cz

¹⁹ <https://www.frov.jcu.cz/cz/veda-a-vyzkum/projekty>

experiences of older school-age children as a challenge for pedagogy (2019–2022), project ‘TL02000344 Virtual reality in the activation of the elderly (2019–2022)’ and project ‘TL03000376 Postgraduate training of social workers for spirituality in social work in services for the elderly (2020–2023)’. With the support of the Grant Agency of the Czech Republic, the project ‘19-17708S Autonomy and Alterity. Kant in Dialogue (2019–2021)’, the project ‘20- 01710S Theory of Knowledge in Baroque Scotism (2020–2022)’ and the project ‘21-35651S Being and Natural Theology in Scotism (2021–2023)’.

The key infrastructure project of the **USB Faculty of Health and Social Sciences**, part of which was implemented in 2021, is the completion of the Vltava campus stage IV. The aim of this investment project is to concentrate students and academics in the main buildings of the Faculty and to abandon the operationally expensive, inadequate and remote building in Jírovčova Street. In 2021, the project documentation phase was completed to obtain a building permit, which was actually issued by the relevant city building authority at the end of the year. At the turn of 2021 and 2022, the final design work was carried out in the construction documentation phase. The implementation of the next stage of the gradual installation of air conditioning in the large lecture halls of the USB Faculty of Health and Social Sciences was also a partial extension and improvement of the environment of the USB Faculty of Health and Social Sciences. After the installation of air conditioning in lecture hall ‘A’ in 2020, air conditioning units were also installed in hall ‘E’ during 2021. Both these halls are also extensively used for conferences and this upgrade was thus absolutely necessary due to overheating of the premises. Originally, the plan was to install air conditioning also in the lecture hall ‘F’, but due to complications related to the import of the necessary technological components (the impact of the covid situation in the world), it was not possible to implement this installation in the given timeframe.

In 2021, within the framework of the IP USB 2021 project of the **USB Faculty of Agriculture**, project documentation was prepared ‘Renovation of the granary on the premises of the Special Purpose Facility FAG USB, Na Zlaté stoce 3, 37005 Č. Budějovice’ for the needs of creating a future own space for instruction fermentation processes of fruits and vegetables with its subsequent processing. At the same time, an application for a building permit was submitted with the assumption of possible demolition and commencement of construction of the pavilion in 2022.

9.1.3 Library and information services

There are two libraries at the University of South Bohemia – the Academic Library of the University of South Bohemia²⁰ and the independent Josef Petr Ondock Library²¹ at the USB Faculty of Theology of the University of South Bohemia.

The USB Academic Library is a modernly equipped University-wide workplace, which includes detailed workplaces (a branch of the USB Faculty of Fisheries and Protection of Waters, study rooms and deposit libraries).

In 2021, the activities of the Academic Library were affected by the ongoing pandemic Covid-19. Applicable hygiene regulations had to be followed, including wearing gowns, observing spacing and mandatory testing of staff. Following government action, the library was completely closed for drop-in services until mid-April and provided emergency contactless or borrowing of documents through the borrowing window. A self-service return facility was in operation throughout the closure, but returned books were not subsequently quarantined. All readers were automatically extended their borrowing periods until 30 April 2021.

In spite of the limitations of its operation, the library tried to provide its services online to the greatest extent possible (online ordering of documents for loan, online consultations and training, extended offer of online accessible documents). The specialist departments, Acquisitions and Cataloguing, continued their normal activities.

As in the previous year, the provision of electronic information resources (hereinafter referred to as ‘EIR’) accessible remotely, for example from home, was essential in 2021. Access continued to popular multidisciplinary and subject resources acquired within the CzechELib consortium (Academic Search Complete, ATLA religion database with ATLA serials, BioOne Complete, Classiques Garnier Numéroque, JSTOR Arts and Sciences I – IV, Ovid Emcare with Ovid Nursing Full Text+, Oxford Journals Online STM, Literature Online, Patria Plus, ProQuest Central, ScienceDirect, SpringerLink Journals and Wiley Online

²⁰ <http://www.lib.jcu.cz/>

²¹ <https://www.tf.jcu.cz/o-fakulte/knihovna-j-p-ondoka>

Library Journals) and to major citation databases and analytical tools (Web of Science, Scopus and InCites). Newly, the CzechELib project has provided access to the Bookport e-book collection and the science-focused Nature ISME Journal. Users of the USB Academic Library were also able to use non-consortial subject resources and other tools to access the EIZ. They had access to Czech and foreign books on the ProQuest Ebook Central platform, to the ASPI legal database, to the EZB electronic journal library, to the EBSCO Discovery Service, which allows simultaneous searches in multiple sources via one interface, or to the CitationPro citation manager.

In order to support the effective use of databases and tools, the USB Academic Library organised educational events for their users, i.e. students and scientific and pedagogical staff of USB. In 2021, most of the consultation, research and educational activities were moved to the online environment. However, neither consultation nor research has been reduced in any way. The library staff provided more than 50 longer consultations, in addition to a number of shorter consultations. In spite of the limitations, most of the planned events were completed. The remaining events were replaced by an online version.

After the epidemiological measures were relaxed, the USB Academic Library provided several clients of the ARPIDA Centre with regular work activities to support the improvement of basic work habits of persons with reduced self-sufficiency due to disability.

In 2022, the USB Academic Library plans to further expand its offer of online educational services focused on working with information resources and citation ethics. As part of its project activities, it will collaborate on the CDP 18+ project 'Support of blended learning by university libraries (services, resources, processes)'. The library will also focus on the refurbishment of multi-function printing and copying equipment.

In terms of the main activity of the USB Academic Library, i.e. lending books, the library collection was expanded by 4,319 new units. The library collection of the USB Academic Library now consists of 371,291 units. In the case of the Josef Petr Ondok Library at the USB Faculty of Theology, the total increase in the library fund for the year 2021 was 1,899 units and the total library fund increased to 51,271 units.

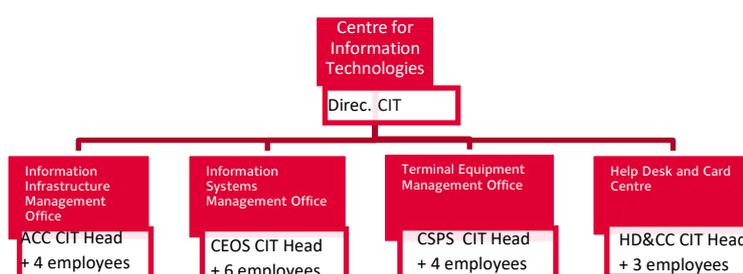
9.1.4 Accommodation and catering services

The activities of the **USB Dormitories and Refectories**²² in 2021 were affected by the government measures related to the Covid-19 pandemic. Services were severely limited, especially in the first half of 2021, yet the canteen provided lunches in the form of a drop-off window. Students were given an exceptional discount for accommodation in USB halls of residence. During 2021, renovation of the entire K4 dormitory building continued.

9.1.5 Information and Communication Technologies

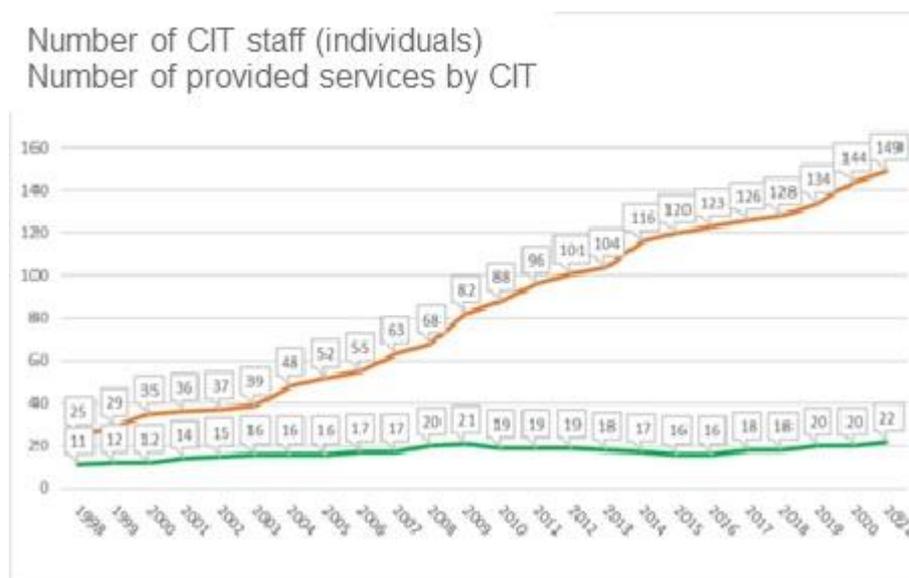
The **USB Centre for Information Technologies (CIT USB)**²³ is a University-wide facility that provides administration and development of centralized information systems and information infrastructure at the University of South Bohemia.

At the end of 2021, a total of 22 people worked at CIT USB. The structure and staffing of individual departments at the end of 2021 is shown in the following diagram.



Structure of CIT USB and staffing of individual departments.

The services provided by CIT USB extend to all key areas of the University of South Bohemia. The growth in the number of services provided has not stopped in 2021, as the following chart shows. Number of



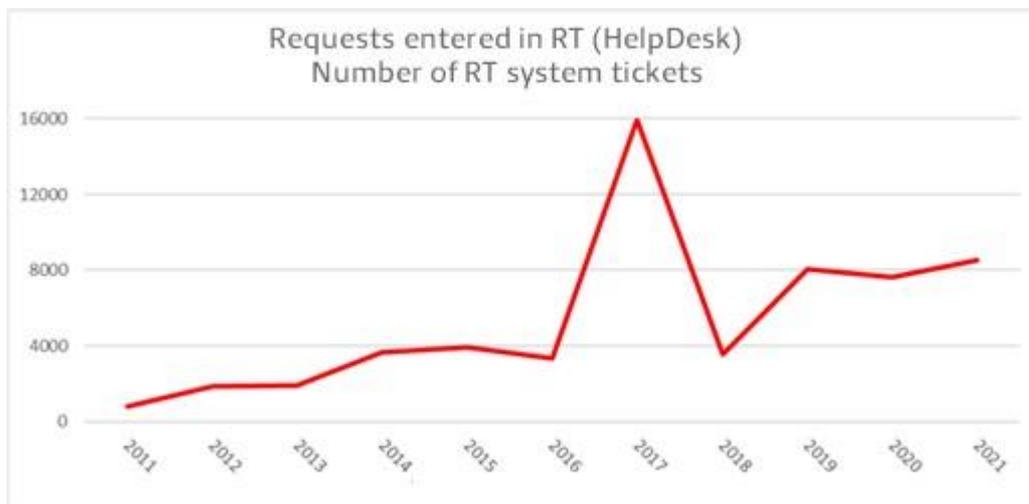
Development of the number of services provided and the number of CIT employees between 1998 and 2021

The increase in the number of services provided, their expansion and the continuous increase in their volume continues to increase the workload of CIT USB staff. The same number of CIT USB staff (converted

²² <http://kam.jcu.cz/cs/>

²³ <https://www.jcu.cz/cz/univerzita/ostatni-pracoviste/centrum-informacnich-technologii>

into full-time equivalents) provides more services, while having to provide more requests entered into the RT system (system for reporting requests and problems), even though not all requests and problems solved at CIT USB are recorded in it.



The evolution of the number of requests submitted to the RT (Help Desk) between 2011 and 2021. The higher number of tickets in 2017 was due to a higher number of spam tickets, which also had to be processed.

In 2021, the following 8 projects were solved at CIT USB:

- MILOTA, J. et al. Optimization and automation of EIS processes in a network of universities. Centralised development programme of HEIs for 2021, No 307-CRP21 C6/REK.
- KRLÍN, E. et al. Technical development of administrative study agencies and the use of their irreplaceable role for the computerization of HEIs. Centralised HEI development programme for 2021, No 307-CRP21 C11/REK.
- BULÁNOVÁ, L. et al. Increasing the level of cybersecurity in the HE environment. Centralised HEI Development Programme for 2021, No CRP21 C12/REK.
- POKORNÝ, J. et al. Implementation of the European Commission's Erasmus Without Paper initiative at HEIs and sharing of experience from practice. Centralised HEI Development Programme for 2021, No CRP21 C32/REK.
- MILOTA, J. et al. Development of IT infrastructure, security and equipment of USB classrooms. Project IP USB 2021 No IP21 11/REK.
- KRLÍN, E. et al. Development of central information systems for strengthening strategic management and simplifying information transfer at the USB. USB IP 2021 Project No IP21 10/REK.
- MILOTA, J. Transition of USB to VoIP telephony. Project FSP 2021-2023, No FSP21 25/REK.
- KRLÍN, E. Backup in MS O365 and integration of MS O365 with LMS Moodle. Project FSP 2021-2023, No FSP21 12/REK.

The total amount of funds obtained from these projects reached CZK 12.546 million.

In particular, the following activities were implemented in 2021 in the area of network and information infrastructure using project funds:

- renewed 6 gigabit switches at FROV and FAG USB,
- the wireless network in the buildings of FROV, FSC and D&R USB was renewed and strengthened (110 access points),
- acquired disk array for backup of user data in MS 365,
- The complete transition of the USB telephone network to VoIP has begun.

In the area of information systems, the following significant changes will take place at the University of South Bohemia in 2021:

- WebFIS application was implemented in the scope of My Documents, My Cards, My Contracts, My Contracts, Centre Contracts and Invoice Request modules,
- optimization of processes, computerization of procedures in iFIS (improved input control).

In terms of standardisation in 2021, among other things:

- establishment of the position of cyber manager at the University of South Bohemia and create the position of a cyber security expert, who, among other things, is involved in the revision and preparation of guidelines related to cyber security,
- trial MS 365 backups using Boxafe; selected user groups are backed up and email correspondence, calendars and contacts are backed up primarily,
- further consolidation of email services by moving to a massive use of MS 365 email services.

9.1.6 British Centre USB

The activities of the **USB British Centre JU**²⁴ were greatly affected by the Covid-19 pandemic in 2021. Despite all the difficulties and major restrictions on events due to government regulations, the British Centre USB maintained its clientele. The USB British Centre's finances ended in the black at the end of 2021 and the centre did not run into financial difficulties.

The main aim of the British Centre at the University of South Bohemia is to support the development and instruction of English language and literacy in the South Bohemian Region. In addition to lectures, methodological seminars, literary evenings, exhibitions and clubs conducted in English and free for all visitors, the centre boasts a unique library with a collection of English literature.

The USB British Centre is the regional organiser of the internationally recognised Cambridge language examinations for all language levels. In 2021, 521 candidates took the international exams. Thanks to the established partnership between the British Council and the University of South Bohemia, students and staff of the University of South Bohemia can benefit from a number of discounted bonuses. Successful graduates of the exams have further opportunities to study and work in the Czech Republic and around the world.

Thanks to the close cooperation with the British Council and the University of Cambridge, the USB British Centre enables handicapped candidates with disabilities such as blindness, stammering, deafness, etc., to take exams in České Budějovice. The USB British Centre, as the only centre in South Bohemia, has been accredited to conduct IELTS (International English Language Testing System) exams, which are in great demand worldwide and also serve as a proof of English language proficiency for visa applicants to the United Kingdom of Great Britain and Northern Ireland.

In 2021, due to the covid measures, only one half-day workshop for secondary school teachers 'Meet Cambridge in České Budějovice' was organised at the British Centre of the University of USB, which was limited to 30 participants, and one presentation of new CUP (Cambridge University Press) textbooks aimed at secondary schools. Other methodological seminars were offered online. Notable visitors who visited the USB British Centre in 2021 and gave lectures included Charles Stewart (the British Council) and Mgr. The USB British Centre also works closely with Czech and foreign lecturers from the USB Faculty of Science, Faculty of Education and Faculty of Arts, USB, whose interesting lectures at the USB British Centre had to be postponed until 2022 due to covid restrictions.

In 2021, a total of 13 preparatory semester courses in English were filled for the international exams PET, FCE, CAE and CPE, level B1 – C2 (79 participants). Each year the capacity of the centre is fully filled in language courses. The Ministry of Education, Youth, and Sports approved the extension of the accreditation of the British Centre of the USB to carry out the educational programme 'Improving our English, level B2', until 2022. This course accredited by MEYS is aimed at non-certified teachers from the whole South Bohemian Region and school leaders.

An integral part of the USB British Centre's activities is language testing, which has been extended to include online testing. This has enabled not only students but also people with disabilities or people from

²⁴ <http://www.britskecentrum.cz>

more remote places in the South Bohemian Region to find out their level of English. In 2021, 411 candidates were tested, of which 126 were students and employees of the University of South Bohemia.

In addition to university students, the USB British Centre also focuses on secondary school students. In 2021, 269 secondary school students from secondary and secondary schools visited the Centre on regularly organised excursions. Other planned excursions had to be cancelled due to government regulations. During the excursions, students gain knowledge not only about the activities of the British Centre of the University of South Bohemia but also about the possibilities of studying at the University of South Bohemia.

The USB British Centre cooperates closely with primary, secondary and language schools in České Budějovice and the South Bohemia Region, as well as with the faculties of the University of South Bohemia. This cooperation will continue to deepen.

In 2021, the USB British Centre was significantly supported by the Statutory City of České Budějovice, the South Bohemia Region and the British Council Prague. In 2021, the British Centre USB received a subsidy of CZK 500 000 from the South Bohemian Region. Thanks to the grant, the British Centre USB can further develop its activities.

9.1.7 USB Goethe Centre

The USB **Goethe Centre**²⁵ has been operating in České Budějovice since 2005 with the support of the Goethe-Institut and the University of South Bohemia. The status of the USB Goethe Centre as an independent University-wide workplace was approved by the USB Academic Senate on 11 June 2013. However, since its establishment, the goal of the Goethe Centre has remained unchanged – the promotion of the German language and the presentation of the culture of German-speaking countries in South Bohemia. This goal is fulfilled by organizing and implementing various cultural and educational events. With its offer, the USB Goethe Centre addresses all age and professional categories and promotes their interest in both the German language and the culture of the countries concerned. In 2021, the activities of the USB Goethe Centre were supported by the USB Strategic Priorities Fund, the USB Institutional Plan, under which two projects were successfully implemented, and the Goethe-Institut in Prague. During 2021, the USB Goethe Centre also applied for financial support from the South Bohemia Region.

The main activities of the USB Goethe Centre include language-educational and cultural-educational activities in relation to the Federal Republic of Germany, Austria and Switzerland, and the centre is increasingly and intensively establishing contacts with individual actors and multipliers of public-law institutions, production companies and educational institutions in the regions of Lower Bavaria and Upper Austria. However, due to the pandemic situation in the Czech Republic in 2021, most of the communication and cooperation took place more on the level of web platforms and online tools. Pre-session meetings and German language instruction were also affected by this emergency situation, especially in the spring months.

One of the biggest pillars of the USB Goethe Centre is the language work. This consists of two basic areas – the organisation of the international Goethe-Zertifikat language exams and the German language courses, both standard and preparatory to the exams, or otherwise themed and specialised.

The USB Goethe Centre is a licensed examination centre of the Goethe-Institut in Munich. Since 2010, the internationally recognised Goethe-Zertifikat exams for language levels A2, B1, B2 and C1 of the Common European Framework of Reference for Languages have been held here. In 2021, the number of exam days was increased due to the growing demand from students and school leavers.

From 2021, the USB Goethe Centre is the only licensed examination centre of the Goethe-Institut in České Budějovice. A total of 167 exams were taken at the USB Goethe Centre in 2021, of which 161 were passed. A further 79 exams were taken 'mock'. These pre-tests are organised for the general public as well as for the needs of secondary schools or students in their final year of study (on request). The staff of the USB Goethe Centre are professionally trained to evaluate both the written and oral parts of these exams, so all corrections, evaluations, administration related to the organization of the exams and printing of certificates are done directly at the USB Goethe Centre in České Budějovice. A total of four certified and trained assessors work externally with the USB Goethe Centre. In addition, participants of standard courses at the USB Goethe Centre or preparatory courses for the Goethe-Zertifikat exams are

²⁵ <http://www.goethecentrum.cz/>
76

offered discounted internal exam prices.

Also in 2021, a test oriented mainly towards business and labour law German was offered. This so-called GOETHE TEST PRO is intended primarily for those who want to have their own language level realistically assessed in order to provide suggestions for their further education, as well as for individual companies and employers, who then use this test to easily and efficiently check the language skills of their employees or job applicants where a certain knowledge of business German is required. This test is also an excellent tool for assessing the results of further training and for providing a reliable basis for further training and career development measures in the field of Business German. The GOETHE-TEST PRO quickly and reliably determines the language competence of employees in the area of listening and reading comprehension.

The USB Goethe Centre offers standard German courses as well as specialised courses, i.e. conversational, specialised or preparatory courses, which by their nature and concept lead directly to successful completion of the Goethe-Zertifikat exams. All courses are taught by experienced German teachers, who are regularly trained by Goethe-Institut methodologists based in Prague.

The instruction concept in the language courses is guided by the Goethe-Institut standards, with a strong emphasis on situational instruction and spoken German. In order to ensure the most uniform level of knowledge of the trainees in the individual courses, their enrolment is conditional on passing an initial placement test and an interview in German, which will test the language skills of all prospective trainees immediately before they enter the course itself and thus enable them to be placed in the most suitable course. The instruction itself is based on modern methods with an emphasis on communication in everyday life situations and on intensive communication, and all courses at the USB Goethe Centre gradually lead to the internationally recognised Goethe-Zertifikat exam.

The courses of the USB Goethe Centre are always scheduled in accordance with the academic year of the University of South Bohemia and correspond to the duration of the spring or winter semester, with the difference that if the classes fall on a public holiday or on a holiday, these classes are replaced. The course may thus extend beyond the semester. In 2021, the summer semester courses were taken online, while the winter semester was already taught in person under strict hygiene measures. However, the online courses remained included in the offer of the USB Goethe Centre.

In 2021, a total of 11 standard courses at A0 – B1 level, six courses at B2 level and 11 online courses across language levels were delivered. A further eight specialised courses include courses for children or grammar exercises for students of the University of South Bohemia, as well as courses on financial topics and preparatory courses for the Goethe-Zertifikat exams and post-secondary studies. In 2021, a total of 146 students were enrolled in 36 standard and special German language courses at the Goethe Centre.

During the summer holidays, other special German courses were announced and organised, especially preparatory courses for the Goethe-Zertifikat exams and German courses for children, where the missed or insufficiently covered material from the second level of primary schools and lower secondary schools was 'caught up' in a playful and experiential way.

In September 2021, the USB Goethe Centre opened the 1st year of the post-secondary German language course, which is accredited by MEYS. A total of nine applicants have enrolled, both recent graduates and students who graduated a long time ago. The post-secondary studies are taught intensively every day for a total of 20 hours per week. Students taking this accredited course have student status. In addition to the traditional classes, the USB Goethe Centre also offers its students conversations with native speakers, participation in events and projects of the USB Goethe Centre, including excursions and sightseeing trips to supranational cultural and educational institutions. Year-round study is fee-based. On the basis of sufficient attendance and success in the final knowledge test, it is possible to pass the international Goethe-Zertifikat B1 exam and thus obtain the document necessary for further studies or employment in the labour market.

In 2021, a total of 12 lecturers taught in the German courses of the USB Goethe Centre. In addition to Czech German teachers, the team of the USB Goethe Centre also includes native speakers who have studied German as a foreign language or are continuously educated in this field.

Employees of the USB Goethe Centre are regularly trained in the methodological and didactic area of instruction German as a foreign language, they also participate in the annual testing of assessor competencies in the so-called certification of licensed assessors of the Goethe-Zertifikat examinations. This guarantees the objectivity of the assessment of internationally recognised German language examinations at a global level. This training takes place either at the Goethe-Institut in Prague or directly

in Munich, or via online training on Moodle platforms. At the same time, the USB Goethe Centre regularly monitors the news of individual publishers and cooperates with leading publishers of language textbooks and didactic materials such as Klett, Langenscheidt or Hueber Verlag. The centre also disseminates all news and knowledge to teachers of German at primary, secondary and language schools in the form of seminars, workshops and presentations.

In 2021, due to the pandemic measures, the USB Goethe Centre focused mainly on seminars and workshops for German language teachers to raise awareness of the use of online tools in instruction. Three accredited workshops entitled 'Online Board Games', 'Apps I' and 'Apps II' were offered in cooperation with the methodological and educational centre Contexta. In order to ensure the smooth continuation of the instruction in the courses of the USB Goethe Centre but also for the needs of familiarisation with interactive textbooks, the Centre organised two webinars on the use of online tools in instruction and working with specific interactive textbooks in South Bohemian primary and secondary schools.

In the spring of 2021, class groups could take advantage of the offer of face-to-face workshops in the form of Stationenlernen. A total of 70 pupils and their teachers took advantage of this offer.

In 2021, approximately half of the educational activities of the USB Goethe Centre took place in digital formats, so the Centre also mediated events in German areas in the form of online quizzes, discussion programmes or lectures and presentations. In total, the USB Goethe Centre organised and hosted 10 educational events for pupils, students, and teachers of the German language. A total of 222 people attended these events.

The above-mentioned educational activities of the Goethe Centre are followed by cultural and educational projects supported by funds from the Goethe-Institut in Prague. In 2021, thanks to these funds, the USB Goethe Centre was able to offer two educational events to primary and secondary schools in South Bohemia, namely a German reading competition and the popular 'Galli-Festival', which is regularly attended with interest by many school groups, and which is held (if the situation permits) not only in České Budějovice but also in other towns in the South Bohemian and Pilsen regions.

The German reading competition 'South Bohemian Bookworm / Bücherwurm Südböhmen' aims to introduce pupils to contemporary German literature and to get them back into reading, as well as to give them the opportunity to show off and present themselves in front of an audience. For in this competition, not only those who are excellent in German at school and who are awarded As in grammar have a chance but also those who may not be the best – in terms of grades but are not afraid to show what they are really made of. The competition assesses the ability to convey the text read to their audience, the delivery, and the interpretation of the text. Apart from grammar, correct pronunciation is desirable, which – as is well known – hinders the understanding of spoken German certainly more than mistakes in 'endings or articles'. The Goethe Centre is working on this project together with the German Library in Olomouc and the Goethe-Zentrum in Pardubice. It can be said that this competition has a national scope. The year 2021 has forced all participants to reflect on the current format of the competition and to organise it a little differently. The evaluation of individual competitors was done online, so the individual candidates for victory had to film their performances and create a short video clip. The video was then internally evaluated by an expert jury or published on the Facebook page of the USB Goethe Centre with the consent of the parents. In this case, the performances of the contestants were also evaluated by the general public. Thus, everyone could send their vote to their candidate, and the winner of this online voting received a newly created audience award. Traditionally, the jury of the South Bohemian Bookworm has consisted of knowledgeable experts in German from the USB Faculty of Education and the USB Faculty of Arts, as well as in speaking and voice work, such as representatives of regional television and radio reporters from Radio České Budějovice. The book 'Zauberwald' by Marianne Loibl, published by the German publishing house Edition Lichtland, was chosen for the sixth edition of the South Bohemian Bookworm.

Despite the limited travel possibilities, several presentations workshops and preventive-educational theatre performances were held at the USB Goethe Centre in 2021. In cooperation with the Munich-based theatre company Galli-Theater, several performances were offered to primary and secondary schools in South Bohemia, both in the Mitmachtheater format and in the format of preventive-educational performances. Gallis visited pupils not only traditionally in České Budějovice but also in Jindřichův Hradec. With regard to the possible capacity to fill the hall, a total of eight schools took advantage of the offer of school performances. For the general public, a German-language performance of 'Liebe, Zauber, Tod' was also offered at the South Bohemian Theatre, or rather at the Atelier Na pôdě. All the theatre performances took place under strict hygienic conditions.

Thanks to the support from the IP USB 2021 projects and the support of the Goethe-Institut, the USB Goethe Centre in cooperation with the Honorary Consulate of the Republic of Austria in České Budějovice organised several online awareness-raising lectures on various topics. Those interested

could get a glimpse into the life of boys in the Upper Austrian monastery Sankt Florian, learn about the Austrian army or about sustainable investment opportunities. At the end of 2021, the USB Goethe Centre in cooperation with the Johannes Kepler University of Linz organised a lecture on the topic of successfully applying for a job in an Austrian company. In the summer of 2021, the USB Goethe Centre offered a new project 'Kino Goethe Unterm DACH', whose central theme was German humour in film. In this new format, six film evenings were organised, hosted by a German journalist. These evenings concluded with a rich discussion on the topics. In the already well-established format of 'Unter der Lupe', interested parties could also get to know German cities or regions such as Ostseeküste, Wilhelmshaven, Brandenburg or Westsachsen. Most of these lectures were combined with an online quiz and a prize draw, which were provided to the participants by the representatives of the regions presented.

In 2021, a total of 26 lectures, workshops and online meetings were organised as part of the cultural and educational activities of the Geothe Centre USB, attended by 824 people.

For all interested members of the public, the USB Goethe Centre has a library with a total of 4,269 titles at the end of 2021. Its collection is regularly expanded and updated with the latest German literature, especially titles that have made it to the annual shortlist for the German Book Prize. The library's offer includes German language textbooks for all target groups, specialist publications, didactic materials for various types of exams, German-language fiction, simplified reading for language levels A1 – B1 and a range of CDs and DVDs. Of the total range of individual titles, print media total 3 558 titles, while audiovisual and digital media total 711. The library's offer is published on the Internet portal, where it is also possible to renew loans or reserve the desired title online from the comfort of your own home.

In addition to library services, information and expert advice on instruction methodology and preparation for language examinations is provided to all interested parties. At the end of 2021, the library of the USB Goethe Centre registered a total of 162 active readers, with 785 individual visits in 2021. This figure corresponds to a total of 1,222 borrowings per year. Compared to previous years, a noticeable decrease has been recorded in this area. It can be said that until April 2021 the library was completely closed due to the Covid-19 pandemic, or its opening hours were very limited. During the crisis months, the library was operated through a circulation window or with only a limited number of people allowed to enter. Thus, most enquiries regarding borrowing options, library holdings or exam counselling were handled remotely during the first half of the year. Readers also made use of the automatic online renewal option from the comfort of their own home, which the library system of the USB Goethe Centre allows. From September 2021, the library returned to its original opening hours.

News related to current events in the German-speaking areas and the global situation was made available to all interested readers on the website, Facebook and Instagram of the USB Goethe Centre. In addition, the Centre informs those interested in what is happening at the USB Goethe Centre directly by sending out a regular newsletter, with nearly 1,500 registered subscribers. With its offer and programme, the USB Goethe Centre reaches out to all readers and students of the USB Goethe Centre, as well as German teachers and directors of cooperating schools, the media and students and employees of the University of South Bohemia. Registration for the newsletter is available to all interested parties on the USB Goethe Centre website. In addition, from 2020 onwards, most of the Centre's activities are also presented on the USB Lifelong Learning website, and interested parties can register for these activities directly via the central registration system. Courses, meetings, cultural and educational meetings or webinars and workshops for schools are held online on the MS Teams platform if necessary.

GOETHE-ZERTIFIKAT tests

	2021	2020
Total number of tests	167	112
Number of evaluators	3	4
Number of successful exams	161	102

Language courses

	2021	2020
Number of instruction units sold	1 202	876
Total number of courses	36	34
Number of trainees	146	147
Number of lecturers	12	12

Cooperation in education, e.g. training seminars for teachers, etc.

	2021	2020
Number of events held	21	18
Total participants	247	226

Cultural and educational activities, e.g. presentations, screenings, theatre or excursions

	2021	2020
Number of events held	26	10
Total participants	824	571

Library and information services

	2021	2020
Total media	4 269	3 800
Of which print media	3 558	3 093
Audio and video total	711	707

Number of media to be borrowed

	2021	2020
Number of borrowings	1 222	1 499
Number of visits	785	718
Total readers	162	143

9.1.8 USB Preschool – Children's Group Kvítek

The **USB Preschool**²⁶ consists of two groups with a total capacity of 30 children, one group with a capacity of 20 children and the other with a capacity of 10 children. During 2021, a total of 49 children attended the pre-school. Of this number, 10 children started compulsory schooling in September and two children transferred to a state kindergarten, one child received a deferment of schooling. 19 children attended the facility during the summer holidays.

The occupancy of the USB Preschool during the summer holidays was significantly affected by the Covid-19 pandemic. Most of the existing children stopped attending during the summer holidays and although the USB Preschool provided services to almost 20 additional children, this had a negative impact on the attendance rate. Attendance was reduced to 71% and the facility's subsidy was cut. The budget of the USB Preschool was also negatively affected by the closure of the facility due to a governmental regulation, which among other things affected the tuition fees collected, as well as increased labour costs to run the facility, according to the specific rules of the aid granted. The reason for these increased costs is mainly the need to ensure the physical presence of the representatives during illness, treatment of a family member, taking indisposition leave, holidays, participation in the Erasmus programme, participation in further education of carers, etc. The staffing of the USB Preschool is defined by law and the specific conditions for beneficiaries, which specify that the facility must have:

- 1 carer present for 6 children,
- 2 carers present for 7–12 children,
- for 13–24 children, 3 caregivers are present in each group of children separately.

Failure to comply with these conditions results in financial sanctions from the OPF Managing Authority.

²⁶ <https://www.jcu.cz/cz/univerzita/ostatni-pracoviste/predskolni-zarizeni-ju-detska-skupina-kvitek>

The Labour Inspectorate is in charge of auditing activities.

For the period September 2020 to February 2022, the operation of the facility is financed from ESF OPZ projects – Priority Axis 1.2. The USB Children's Group – Kvítek 1 (reg. no CZ.03.1.51/0.0/0.0/19_101/0016648) was supported by the maximum of CZK 3 299 760 for a minimum occupancy rate of 75%. The children's group USB – Kvítek 2 (reg. no CZ.03.1.51/0.0/0.0/19_101/00016970) was supported for this period with CZK 1 657 260. Due to the amendment of the Children's Groups Act and the end of funding from the ESF of the Czech Republic, further funding for the period March 2022 to December 2022 will be provided from national sources.

For the school year 2021/2022, 13 children have been admitted. Some of the newly admitted children are siblings of children who already attend the USB Preschool. The new children were admitted based on the current admission criteria. These criteria were set to best enable staff to balance work and family life. The USB Preschool is intended for the employees of the University of South Bohemia. Some employees have been using the services of the USB Preschool without interruption since 2016, when the facility was launched.

The USB Preschool offers childcare from the age of 1 until the start of compulsory schooling. The facility is open all year round every working day from 7:00 a.m. to 5:00 p.m. The care of children is carried out according to a developed educational plan and the education of children according to a developed Education and Care Plan 'A magical year with Kvítek', which is in accordance with Act No 247/2014, on the provision of childcare services in a children's group. The education and care plan has been developed according to the Framework Curriculum for Preschool Education, respecting the individuality of children and specific needs related to the age of the child. For children in their last year before starting school, an Educational Support Plan has been developed.

Psychohygienic conditions in the USB Preschool are fully satisfactory and respectful of the individual needs of children. In 2021, the psycho-hygienic conditions were very substantially affected by the pandemic situation, when the interruption of the facility's operation had a negative impact on the children's acquisition of competencies in all areas, especially the social one. The planned activities could not be implemented in full, so the premises of the facility and the garden had to be used to a greater extent. Feedback from parents confirmed that the children found it very difficult to cope with each closure. For this reason, the children were allowed at least online meetings by the USB Preschool.

The USB Preschool facility is modern and well-equipped, both with educational aids and other equipment. However, some operational equipment (mainly appliances) will have to be replaced in the future due to the limited lifetime of this equipment.

Meals for the year 2021 were provided in two ways – own meals and meals supplied by the USB Refectory. Meals are a relatively expensive item for parents, the total amount for a full day's meals in the facility is currently CZK 91. The USB Preschool continued its cooperation with the USB Faculty of Fisheries and Protection of Waters, where the faculty provides a fish menu for the children once a week. Thanks to this cooperation, most of the children have learned to eat fish products. This can be considered as a very positive impact on the acquisition of competencies in the field of healthy lifestyle.

All employees of the USB Preschool are fully qualified to perform their jobs according to Act No 247/2014, on the provision of childcare services in a children's group. Similarly, the substitutes on DPP and DPČ are all fully qualified according to Act No 247/2014. The staff actively participate in the Continuing Education Programme for instruction staff, according to their needs and interest. However, USB Preschool is facing a relatively high turnover of caregivers.

The cooperation with parents is at a very good level, with whom a partnership relationship based on mutual respect has been established. Through a questionnaire survey, parents have the opportunity to regularly evaluate the operation of the facility and to point out any reserves and shortcomings which, from their point of view, need to be worked on. Meetings with parents are also held, both individually and in groups.

Two years ago, the USB Preschool became a centre of professional practice for students of the USB Faculties of Education and Health and Social Sciences. So far, only students of the USB Faculty of Health and Social Sciences (paediatric nursing) have used this opportunity, but the pandemic situation has significantly affected this area as well. Cooperation with the Ministry of Labour and Social Affairs is also ongoing.

In 2021, the USB Preschool offered after-school clubs for children aged 3–7 attending the facility. However, these clubs were provided on a limited basis due to the Covid-19 pandemic. The clubs are

largely run by the staff of the facility. Due to staff turnover, it was no longer possible to continue running the clubs using the NTC Learning method.

In 2021, USB Preschool offered the following interest groups:

- 'Logáček' (speech therapy prevention club),
- 'Ajtáci' (working with media technologies),
- 'Zvědátoři' (a club focused on experiments and research),
- 'Sportovky pro kluky a holky' (the basics of athletics),
- 'Kroužek Angličtinky' with a native speaker,
- 'Flétnička s písničkou' (the basics of playing the flute).

All of these interest groups were free of charge, with the exception of the 'English Club', which was partly charged. There was also a regular 'Music therapy' club on the first Friday of every month, which is covered by the budget of the facility. A skating course, pre-swimming training and a ski course were also implemented. In 2021, cooperation was also established with the Hafík Canisterapy Training Association, z.s., which includes regular volunteer cooperation in the form of 'Canisterapy for children'. Unfortunately, due to the Covid-19 pandemic, this activity could not be fully implemented and had to be postponed. The project 'The world doesn't end behind the gate, we train with animals', prepared by the Czech Sokol Society – Department of Versatility and implemented under the auspices of MEYS, was free of charge. The aim of the USB Preschool is to provide children with a varied range of activities so that they can choose an activity according to their interest.

Overview of events implemented by USB Preschool in 2021

January
8/1/2021 Music Therapy – Winter
14/1/2021 Post-Christmas party – online broadcast (without public participation)
February
5/2/2021 Music Therapy – Unusual Musical Instruments – Birds, Winter
11/2/2021 Project Day – St. Valentine's Day
25/2/2021 Masquerade
March
April
OPERATION INTERRUPTED
OPERATION INTERRUPTED
Online meetings
Earth Day – outdoor activities for
individuals Easter Trail – individuals
May
Restarting operations
June
1/6/2021 Children's Day
4/6/2021 Music therapy – weather
9/6/2021 Project day – experiments
22–24 June 2021 Outdoor school – MEVPIS Vodňany
25/6/2021 Canisterapy
July – August
15/7/2021 Canisterapy
23–26 August 202 Suburban camp 'Journey through Budweis'
27/8/2021 Music therapy
31/8/2021 Canisterapy
September
15/9/2021 Birthday party – 5 years of Flower
October
1/10/2021 Music therapy
<i>Overview of events implemented by USB Preschool in 2021</i>
14/10/2021 Canisterapy

 20/10/2021 Project Day – Red Day

November

5/11/2021 Music therapy

24/11/2021 Project Day Yellow Day

December

3/12/2021 Music Therapy – Devil

6/12/2021 St. Nicholas gift

15/12/2021 Project Day – Blue Day

21/12/2021 Visit to the South Bohemian Theatre – ‘Gloria’

22/12/2021 Christmas Eve in Kvítek

9.1.9 Publishers USB

The year 2021 was the second year of stable operation for the **USB Publishing House**²⁷ within the spectrum of all-school facilities established by the Rectorate. Setting up of the administrative agenda (stock records) was completed. The USB Publishing House acquired suitable storage space in the building of the USB Faculty of Economics. Printing of books was carried out in the Inpress printing house, which won the public procurement. In 2021, USB Publishing became the university administrator of the DOI (Digital Object Identifier) system and provides service assistance to the editors of journals published at the University of South Bohemia with its allocation.

In addition to the production of printed books, the USB Publishing House also expanded its offer of e-books, distributed either through sales in the Kosmas network, or (older or fully specialized titles, usually in foreign languages) offered for free download on the publishing house's website. As part of the e-books, the USB Publishing House opened a new edition 'E- scriptio', published without a printed edition. This edition is intended for the publication of relevant qualification theses with a wider popularisation reach and professional contribution, or for narrowly specialized publications whose book publication would find only a very limited number of interested readers in the Czech Republic. The first volume of this new edition has been published so far, and the other three are being edited. The USB Publishing House has also managed to expand its portfolio of already published or editorially prepared books so that authors from almost all faculties of the University of South Bohemia are now represented.

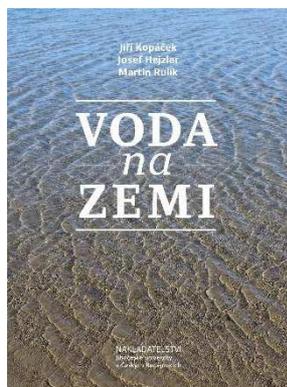
USB Publishing House has redesigned its web presentation as part of the transition to the new university website. It presented its production and the university again at the Tabook Book Festival in Tábor in September 2021. The efforts to ensure the quality representation of the University of South Bohemia also included the realization of the annual publication *South Bohemia University: the Past and Present of Higher Education in České Budějovice*, published for the celebration of the 30th anniversary of the University of South Bohemia. It was also possible to expand the review response to the publications as well as to increase the number of copies sold. Economically and in terms of personnel, the operation of the USB Publishing House is secured and stabilized.

The USB Publishing House continued to provide students of university degree programmes, for whom it is relevant, with the opportunity to fulfil their study obligation of professional practice in the publishing house.

The activities of the USB Publishing House continued to be managed by an editorial board consisting of Prof. Kozák, Prof. Machula, Prof. Papoušek, Prof. Polívka and the publishing house director.

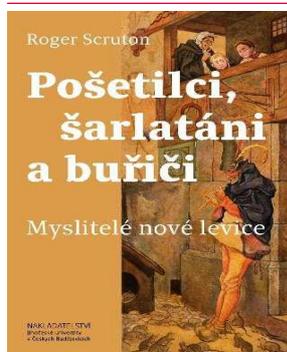
²⁷ <https://nju.jcu.cz/>

Printed books published (including reprints) in 2021



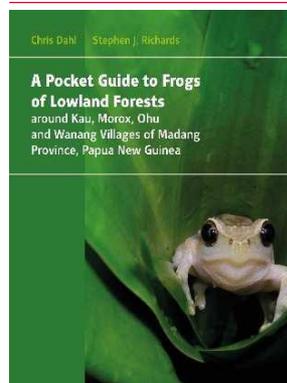
Jiří Kopáček – Josef Hejzlar – Martin Rulík: Water on Earth

Water means hope and life. But wherever it is lacking, or too much and out of human control, it brings hopelessness and destruction. The distribution of water-scarce areas and periodic flooding on Earth is more or less stable and determined by the present position of the continents. In recent years, however, we have witnessed an increasing variability of the water regime even in places of former stability, such as the Central European region. We are facing current pressures of drought and localised flooding. Both of these extremes have a negative impact on the quantity and quality of water resources, which need to be protected with ever greater vigilance. For water management and protection to be meaningful, it is essential to know not only the basic physical and chemical properties of water but also to understand the main processes that affect its quantity and composition, in the atmosphere, in catchments, rivers and reservoirs. It is necessary to be able to assess the extent and significance of different human activities on water pollution and to use sustainable methods to eliminate these impacts. The book provides a summary of current basic knowledge in hydrology, hydrochemistry, hydrobiology, environmental protection, water treatment and water management. Primarily written as a textbook for students and educators, for whom it broadens the horizon of knowledge acquired in the sub-specialties, it also contains information and context relevant to water managers and of interest to the general public.



Roger Scruton (translated by Ladislav Nagy): fools, charlatans and troublemakers

A translation of the polemical book *Fools, Frauds, and Firebrands: Thinkers of the New Left* by the English philosopher with the mindset of the so-called "New Left" Roger V. Scruton. In his 2015 book, Roger Scruton builds on his earlier philosophical works, both books such as his 1985 monograph *Thinkers of the New Left* and articles he published in the *Salisbury Review* during the 1980s, which were the source of much controversy. Scruton's argument is consistent: he stresses the importance of tradition, but he sees it not just as a great tradition of political thought, but instead as a tradition of the everyday, a tradition of associations and human togetherness. He defends this tradition against utopian radicalism, which - as he suggests in the book - is manifested in the modern left mainly through the invention of a form of New Speech (referring to Orwell).



Chris Dahl - Stephen J. Richards: A Pocket Guide to Frogs of Lowland Forests around Kau, Morox Ohu and Wanang Villages of Madang Province Papua Nex Guinea

The book is the perfect inspiration for the next generation of potential naturalists in the villages of Papua New Guinea as it shares knowledge about frogs, both biological and cultural, in an accessible format.



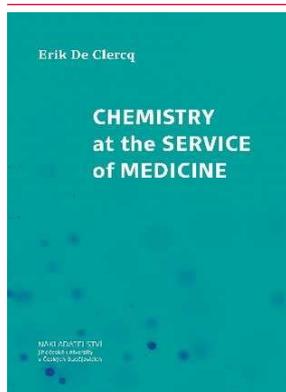
Jürgen Eder (trans. Tomáš Dimter): Politics and Literature in the 20th Century

The series of studies by the Czech-Budapest Germanist Jürgen Eder focuses on the space of Central Europe, the relationship between literature and politics, and the clash between Czech and German culture. The historical span of the studies extends from the Weimar Republic to the present day, with significant attention paid to the topic of exile – both external and 'internal'. The book as a whole offers a view of much of the 20th century, but it also raises disturbing questions about the new century, in which many of the previously clearly drawn boundaries have disappeared or been redrawn.



Peter Demeter: Love for the Exaggerated: the Camp Phenomenon in the Czech Cultural and Historical Context

What do the Chateau de Versailles, Oscar Wilde's aphorisms and some of Susan Sontag's essays from the 1960s have in common? And how are the posters of Alfons Mucha, the books of Petr Šabach and the songs of the duo Čokovoko related to them? The answer can be found in the history and theory of the so-called camp – an aesthetic phenomenon characterised by theatricality and strong irony, whose historical roots go back to the pastimes of Louis XIV. Peter Demeter's book traces the development of camp from these roots to the present day and maps its manifestations in a broader cultural and historical context, with special reference to the Czech environment. It shows the possibilities of applying camp in the interpretation of Czech culture and reflects on its essence in comparison with other cultural-aesthetic tendencies such as dandyism, queer, drag, kitsch or ostalgie.



Erik De Clercq: Chemistry at the Service of Medicine

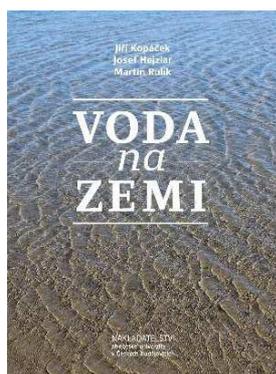
Why exactly, chemistry and medicine? In his lectures, the author of this book, Prof. Erik De Clercq, presents a wonderful world at the interface between (bio)chemistry and modern medicine. For example, he emphasizes the biosynthesis of nucleotides, porphyrins, heme, hemoglobin, cholesterol, bile acids, CO, NO, the role of carboxylic acids, urea and other cycles, the pathology of diabetes, gout and other metabolic diseases, the role of enzymes, hormones, vitamins, antibiotics and antivirals. The aim of the whole treatise is to enchant the reader, regardless of age or origin, with the beauty of (bio)chemistry in the conquest of human health.



Miroslav Novotný et al.: University of South Bohemia: Past and Present of Higher Education in České Budějovice

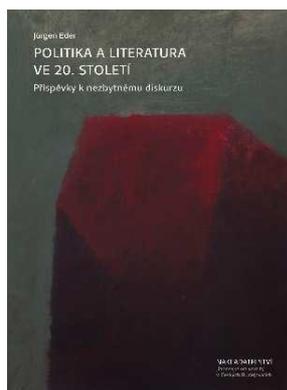
On the basis of available sources, literature, memories of key players and the authors' own findings, the main aim of the book, prepared for the 30th anniversary of the first university in South Bohemia, is to present a comprehensive overview of the changes in higher education in České Budějovice, with an emphasis on the period after 1989 or 1991. The structure of the book corresponds to this. The actual story of the University of South Bohemia is introduced by a necessary historical excursion, which, in the broad Czech and South Bohemian context, presents the earliest beginnings of tertiary education in South Bohemia in the 19th century as well as the establishment and development of the first faculties in České Budějovice after 1948, including the groundbreaking events of 1989 and the steps leading to the establishment of the University of South Bohemia. The main interest is then focused on the gradual building and transformation of the university, its faculties and other parts. The focus here is mainly on the transformation of the study offer, the all-around improvement of conditions for study and scientific activity, the development of professional and research work, success in grant competitions and involvement in international scientific cooperation. Last but not least, the authors recall the place and active role of the university in the life of the regional city and the whole region. The individual texts are accompanied by numerous photographs, while rich pictorial and textual material documenting significant moments in the life of the school and its multifaceted activities in the host city and in southern Bohemia is provided by an extensive section of appendices.

E-books and PDF books in 2021



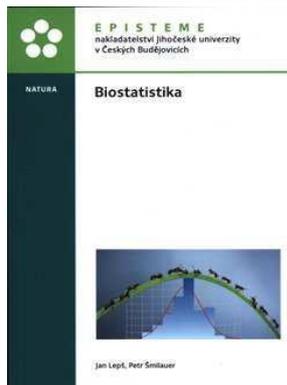
Jiří Kopáček – Josef Hejzlar – Martin Rulík: Water on Earth (PDF book – sold by Kosmas; printed edition 2021)

For annotation see the printed book.



Jürgen Eder (trans. Tomáš Dimter): Politics and Literature in the 20th Century (PDF book – sold by Kosmas; printed edition 2021

For annotation see the printed book.



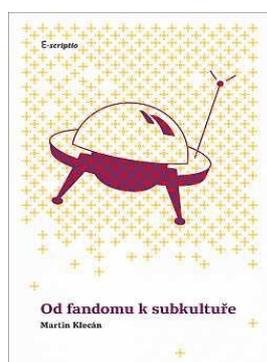
Jan Lepš - Petr Šmilauer: Biostatistics (PDF book - sold by Kosmas; printed edition 2016)

Biostatistics is a modern statistics textbook that introduces statistical tools crucial for readers in biological and biology-related fields. The authors first introduce the problems that a given statistical method solves and then state the principle of the method and its necessary assumptions. Practical examples form an essential part of the book. The authors show their solution, the processing procedure and the form of the results using two statistical programs: 'Statistica' and 'R', commonly used in the Czech Republic. Practical examples also include how statistical results can be presented in English-language publications and how to describe the statistical methods used in these publications.



Miroslav Novotný et al.: University of South Bohemia: Past and Present of Higher Education in České Budějovice (PDF book - free download at nju.jcu.cz; printed edition 2021)

For annotation see the printed book.



Martin Klecán: From Fandom to Subculture (PDF book – free download at nju.jcu.cz; E-scriptio edition, 2021)

Fandom and subculture are words we understand and use intuitively. But when we try to define it more precisely, we run into many surprising problems. The debate on the subject has changed considerably over the decades and has given rise to a number of definitions that are incomplete, contradictory or long out of date. Moreover, we can feel an obvious connection between the two pop culture phenomena – but what is it? How does the media, which is often the first to notice the different groups, speak into the situation? And what can the participants themselves have to say?



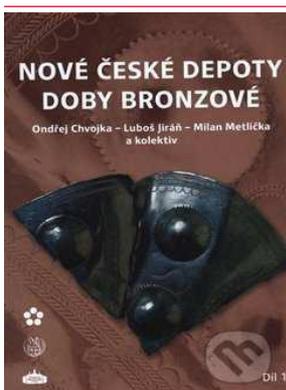
Petr A. Bílek - Martin Dvořák - Pavel Král: How Science is Done (PDF book - free download at nju.jcu.cz; print edition 2020)

In 2019, the USB Faculty of Arts in České Budějovice organised a series of twelve lectures for the public, the purpose of which was to introduce the disciplines that the faculty cultivates. The content of these lectures was subsequently developed into this book. It not only conveys in an engaging way the expertise and practices of the disciplines that are classified as humanities but also presents their basic pillars and answers the questions of what these disciplines are for and what it takes to study them.



Tomáš Veber – Petr Bauman: Methodological aid to the preparation of final theses (PDF book – free download at nju.jcu.cz; printed edition 2020)

A methodological aid for the preparation of final theses. Recommendations for the prevention of plagiarism and other unethical behaviour in the preparation of final theses.



Ondřej Chvojka et al.: New Czech Bronze Age Depots, Volume I and II (PDF book - free download at nju.jcu.cz; printed edition 2017)

The book presents a comprehensive overview of Bronze Age depots from Bohemia discovered by the end of 2013 and transferred to museum collections. These are more than a hundred new collections, most of which have not been published before, and which significantly complement older syntheses of Czech depots. All of these new finds are described and analysed in detail, as well as fully illustrated in the book. In addition to the archaeological evaluation, the book also includes chapters on chemical analyses of metal artefacts from the depots and on archaeobotanical analyses.



Veronika Faktorová - Karel Stibral: Landscape - a mask of nature? (PDF book - free download at nju.jcu.cz; print edition 2015)

Publication Landscape - a mask of nature? explores the aesthetic attitude towards landscape. In recent times, this concept has been sidelined or replaced by the term environment due to its overburdening by its historical association with the visual arts, but this book attempts to show its adequacy in certain contexts or, on the contrary, to problematise it from new angles. Its use in the global and Czech context is also examined. The book is accompanied by a pictorial appendix.

10 National and international excellence

10.1 International and major national research, development and creative activities, integration of research infrastructure into international networks and involvement in professional or artistic networks

One of the pillars of USB is the international dimension of its research. Scientific research at USB is conducted to a large extent in cooperation with foreign scientific colleagues and institutions. A number of research projects conducted at USB are also international (e.g. Interreg or Inter-Excellence projects). USB is involved in several research consortia under the H2020 or Horizon Europe programmes. USB also hosts a number of major international scientific conferences every year. FFPW USB has a large scientific infrastructure CENAKVA in its structure. This open infrastructure is the centre of important national and international research in fisheries and water conservation. The USB Faculty of Science is part of the research infrastructure of the Centre for Polar Ecology and the Josef Svoboda Czech Arctic Research Station in the Arctic in the Svalbard archipelago. A number of USB academic staff are members of the management of international professional societies or editorial boards of international professional journals. Some faculties as a whole are also members of international professional organisations and networks.

Since 2020, graduates of the Consecutive master's degree in Accounting and Financial Management of Business at the **USB Faculty of Economics** will have their examinations in seven subjects recognised under the ACCA professional education system. For the USB Faculty of Economics and especially for its students, the certification means a significant recognition of the quality of education in the field of finance and accounting and proof of the connection between theoretical instruction and the needs of the practice.

- F1 – The Accountant in Business
- F2 – Management Accounting
- F3 – Financial Accounting
- F4 – Corporate and Business Law
- F5 – Performance Management
- F6 – Taxation
- F7 – Financial Management

ACCA (Association of Chartered Certified Accountants) is recognised in 170 countries and currently has more than 500,000 members and students. The purpose of the ACCA qualification is to provide its graduates with the accounting and financial knowledge and skills, as well as the professional values that will enable them to become recognised financial professionals and build a successful career in any industry, whether in consultancy, public or private sector. The ACCA qualification is based on the global standards for accounting education set by the International Federation of Accountants (IFAC). ACCA members work in key positions in financial management, consulting, controlling, and auditing in international and Czech companies.

The scientific direction of the institutes of the **USB Faculty of Arts** has long been carried out in a foreign research context, as evidenced by joint research projects, publishing activities and conferences with international participation. In addition to major national institutions, the Faculty cooperates closely with a number of foreign partners (in literary research with Opole University or the Institute for Slovak Literature SAV in Bratislava; in research on Romance languages and literature, e.g. In the field of history, joint publications are produced with the Karl-Eberhard- Universität Tübingen or L'École des hautes études en sciences sociales in Marseille; the Institute of Archival Research and PVH is a member of the International Centre for Archival Research (ICARus). Active cooperation is taking place in the cross-border area, especially in joint Czech-Bavarian projects (e.g. the ongoing project with the University of Passau for the preparation of a joint double-degree study of German studies or the project on digital technologies for cross-border interactive cooperation of museums – in cooperation with the USB Faculty of Arts, which will be completed in 2021). The USB Faculty of Arts is also represented within the INTERREG V-A Austria-Czech Republic programme in a new project on the archaeological excavations of the Novobystřicko region in the shadow of war). In terms of professional networks, the Institute is

represented in the Council of Universities and in the Association of Deans of Faculties of Arts of the Czech Republic (in 2021, the USB Faculty of Arts became a guest institution and welcomed the deans and vice-deans of Faculties of Arts at the next meeting, which was attended online by representatives of the Council for Research, Development and Innovation and the representative of the Ministry of Education in the field of support for universities and research).

The **USB Faculty of Education** is proud to be a member of the European Federation of Psychology Teachers' Associations and the European Federation of Psychologists Association. The members of these associations are doc. Mgr. Alena Nohavová, Ph.D. and prof. PaedDr. Iva Stuchlíková, CSc.

In 2021, the **USB Faculty of Science** was involved in three international research consortia funded by Horizon 2020 (INTERACT 2, INTERACT 3, EU-PolarNet 2 projects), two cross-border collaborations with Austria (NABIAM projects, PredMAIn), eight cross-border collaborations with Bavaria (projects Museum Uploaded, BarkBeeDet, Blossom of the Sumava, MAID, SmartGrid, Open Data, Information System for Medieval Monuments, ARCHAEOPLANT), and one LIFE project (LIFE for MIREs). The international cooperation of the USB Faculty of Science was also developed through one GA CR International project, six MŠMT INTER-ACTION projects. USB Faculty of Science was involved in the activities of the ELIXIR-CZ research infrastructure (project LM2018131). USB Faculty of Science is part of an international consortium of 15 institutions within the EvoGamesPlus project in the MSCA ITN call.

The international and significant national research, development and creative activities of the **USB Faculty of Fisheries and Protection of Waters**, as well as the CENAKVA research centre, which is one of the few faculties in the Czech Republic, are determined by the extent of internationally recognised cooperation and publishing activities in the field of fisheries and water conservation. Since 2019, the CENAKVA VVI Centre has also been a large research infrastructure with open access to its infrastructural, knowledge and expert facilities, thus substantially contributing to the development of science and research in these areas. FFPW USB is also part of the consortium of the AQUAEXCEL2020 and the follow-up AQUAEXCEL3.0 projects, which support the sustainable growth of the aquaculture sector in Europe. The consortium consists of 22 leading European universities or research institutes offering services and supporting world-class aquaculture research. The Faculty has its own solution for sharing experimental data and bioWES metadata, which was developed under the TA CR project and has been used and further developed under the Aquaexcel and Aquaexcel2020 projects for sharing data with the public. The system is used by the faculty to transfer experimental data to collaborating partners as it meets the standards of a data-sharing tool. Furthermore, as a large research infrastructure in the Czech Republic, the Faculty is directly connected to the European research area through the Danubius – RI research infrastructure, which brings together leading entities in the field of environmental sciences. The faculty is also part of the EAS (European Aquaculture Society) and W.S.C.S. (International Sturgeon Conservation Society). In 2022, FFPW USB/CENAKVA implemented the registration of the new research site 'Elbe' within the global eLTER consortium. An important step was the entry of FFPW USB/CENAKVA into a major consortium within the upcoming PARC project – Partnership for the Assessment of Risks from Chemicals. The faculty was successful with a project application in the HORIZON EUROPE programme – JPI Water. In 2021, the cooperation agreement with FAO UN (Food and Agriculture Organization of the United Nations) was renewed – with the aim of mutual interaction in setting policies in the field of food, agriculture within FAO member states. An international workshop – Aquatic ecosystem conservation and the sustainable development approach to inland fisheries management – was organised with FAO funds in cooperation with the MoA and CzechGlobe. FFPW USB employee Prof. Štys became a member of the H2020 Mission Healthy oceans, seas, coastal and inland waters. FFPW USB became a founding member of the newly emerging international consortium The Global Sustainable Aquaculture Advancement Partnership (GSAAP).

In 2021, project No 2018-1-CZ01-KA203-048104 in Erasmus+ Key Action 2: Strategic Partnerships entitled 'Spirituality and Social Ethics in Social Work' was completed at the **USB Faculty of Theology**. The principal investigator of the project was doc. Michal Opatrný from the Department of Ethics, Psychology and Social Work, another collaborator in the team was Dr. Emanuele Lacca. The project was implemented by a consortium of universities and professional institutions from Spain (Universidad Católica San Antonio de Murcia), Germany (Albert-Ludwigs-Universität Freiburg i.Br.), Hungary (Gál Ferenc Főiskola Szeged) and Ireland (Clare Youth Service, Ennis). Gehrig, R., Opatrný, M., Birher, N., Baumann, K. (2021). Spirituality, Ethics and Social Work. Freiburg i.Br.: FreiDok plus, 331 p. ISBN: 978-3-928969-86-4 DOI: 10.6094/978-3-928969-86-4. In addition, in 2021, a project of the Grant Agency of the Czech Republic was carried out at the USB Faculty of Theology, directed by doc. Daniel Heider. In 2021, the project was in its second year and Dr. Claus Asbjørn Andersen from Germany joined the project as a team member at the beginning of the year.

In 2021, the **USB Faculty of Health and Social Sciences** was a member of a number of international organisations and networks, e.g. European Association of Schools of Social Work (EASSW), Childwatch International, European Transcultural Nursing Association (ETNA), Udine-C Network (Understanding Development Issues in Nurse Educator Careers), International Association for Human Caring (IAHC), European Violence in Psychiatry Research Group, European Society of Human Reproduction and Embryology (ESHRE), Institute on Family and Neighborhood Life (Clemson University, USA), European Association of Clinical Chemistry and Laboratory Medicine (EFLM), Multidisciplinary European Low Dose Initiative (MELODI) or European Radiation Research Society (ERRS). National professional networks include membership in the Association of University Educators in the Non-Medical Health Professions in the Czech Republic, the Association of Educators in Social Work and the National Association of Volunteering. Membership in professional associations, organizations and associations related to creative activities, whether of regional, national or international importance, is an important tool for communication between professionals in the fields in which the Faculty carries out its educational and creative activities. Individual academics are members of national and international professional associations and associations with regard to their fields of expertise.

At the **USB Faculty of Agriculture**, research, development and creative activities are carried out mainly by solving research and non-research national and international projects but also within the framework of the VHC. In 2021, a total of 46 scientific and non-scientific projects were solved at the USB Faculty of Agriculture. Among the international projects, the Interreg projects within the framework of cross-border cooperation with the Free State of Bavaria, the Inter Cost and Mobility project of the Ministry of Education, Youth and Sports were completed. Furthermore, the H 2020 projects, two Erasmus+ projects and one CEEPUS project are continuing. Two international projects with the support of the Technology Agency of the Czech Republic were newly launched in 2021, namely a Czech-Chinese project in the Delta 2 programme and an international project in the Epsilon programme. Among the major national projects, 12 projects of the National Agency for Agricultural Research, one project of the MIT of the Czech Republic, one project of the Ministry of the Interior of the Czech Republic, four projects of the TA of the Czech Republic and one project of the OP PIK were implemented. A total of 55 impacted articles published in Q1 and Q2 categories according to Web of Science were produced from the results obtained during the creative activity.

10.2 National and international awards

As in previous years, also in 2021, several students, graduates, employees and other personalities associated with the University of South Bohemia received significant individual and group awards, as well as some university projects or associations that cooperate closely with the University of South Bohemia and/or in whose activities the University of South Bohemia participates.

The continuous interest in cooperation with the University of South Bohemia on the basis of national and international projects, studies and investigations and the efforts to use the expertise of the University's employees through their participation in various expert panels and juries, national and international councils and other expert committees can also be considered a significant award. The University of South Bohemia and its individual faculties can also be considered equally important awards in various national and international rankings, surveys and studies, the results of which the University regularly monitors as part of its benchmarking activities.

Examples of awards given to students, alumni, staff and other personalities associated with USB in 2021

Historian **doc. PhDr. Marek Šmíd, Ph.D.**, working at the Institute of History at the USB Faculty of **Arts of the University of Prague** and at the Institute of the History of Christian Art at the Catholic Theological Faculty of Charles University, received the **Gold Medal of St. Vojtěch** from the hands of the Archbishop of Prague, Cardinal Dominik Duka. This was done during a service in St. Vitus Cathedral on 23 April 2021 on the occasion of the feast of St. Vojtěch. Associate Professor Marek Šmíd, who specializes in modern church history and 20th-century Czech and world history, received this important award for his work in uncovering the recent past of the persecuted Church and making available and publishing diplomatic documents relating to the First Republic.

Prof. PaedDr. Iva Stuchlíková, CSc. and **doc. PaedDr. Jiří Vaniček, Ph.D.** from the USB Faculty of **Education** received the **Medal of the Ministry of Education** on 24 August 2021 from the hands of the Minister of Education, Youth and Sports Robert Plaga. The Medals of the Ministry of Education are awarded for outstanding pedagogical, educational, scientific or artistic work, long-term and outstanding performance in the Ministry of Education or for an exceptionally meritorious act in ensuring and improving the conditions for education and training in the Czech Republic. Medals are awarded in two levels, namely 1st level (silver) and 2nd level (bronze). Candidates for the medals can be nominated by school representatives, teachers, parents, pupils and the general public. The Minister of Education decides on the award of the medal on the basis of the proposals received. Professor Iva Stuchlíková received the Medal of the Ministry of Education of the Czech Republic of the 1st degree and Associate Professor Jiří Vaniček received the Medal of the Ministry of Education of the Czech Republic of the 2nd degree. In 2021, the Medals of the Ministry of Education were awarded to a total of 35

prominent personalities of pedagogy.

Examples of awards given to students, alumni, staff and other personalities associated with USB in 2021

The Czech Head Award – CEZ Group Prize, Doctorandus Award for the best work of a young scientist in the field of technical sciences was awarded to **RNDr. Jiří Kratochvíl, Ph.D.**, from the **Institute of Physics, Faculty of Science, USB**, for his research in the field of nanomaterials for biomedical applications. Dr. Jiří Kratochvíl works as a teacher and scientist at the USB Faculty of Science, where he also conducted multidisciplinary research in the framework of cooperation between the Department of Physics, the Department of Chemistry and the Department of Medical Biology and the Department of Macromolecular Physics of the USB Faculty of Mathematics and Physics of Charles University. In addition to the Czech title, Dr. Kratochvíl has received numerous awards for his research at prestigious international conferences and was selected as an outstanding young scientist at the Nobel Prize meeting in Lindau. In addition to science, his interests include programming. He is the recipient of the Mobile App of the Year award in the Games category.

Parasitologist **Mgr. Jan Perner, Ph.D.**, who works at the Institute of Parasitology of the CAS Biology Centre and also at the USB Faculty of Science, has been awarded the Prize of the Learned Society of the Czech Republic for the year 2021, in the category of 'Junior Researcher'. Dr. Perner has creatively contributed to the introduction and use of new experimental approaches that represent a significant advance in the study of mites and ticks and their adaptation to a parasitic lifestyle. Research on these organisms has involved the use of laboratory animals. But Dr. Perner and his colleagues have developed thin membranes and a set of 'perfumes' that together mimic the host's skin, under which scientists can feed the ticks blood. And it's because of this the 'artificial skin' is not needed for laboratory animals, neither to study ticks nor to test new tick products. This experimental approach, which is both ethical and economical, has opened up a range of experimental possibilities that could not be carried out on live animals.

The head of the Laboratory of Arbovirology of the Institute of Parasitology of the CAS and the Department of Virology of the Research Institute of Veterinary Medicine in Brno, **Prof. Daniel Růžek, Ph.D.**, who works as a teacher at the **USB Faculty of Science** and the USB Faculty of Science of Masaryk University in Brno, received the **Minister of Health Award for Health Research and Development for the year 2020** in September 2021. The award was given to him for the development of antibodies to tick-borne encephalitis. The Czech Republic is one of the countries with the highest incidence of tick-borne encephalitis in the world. It is not a trivial disease, but its consequences for patients can be serious in many cases. Professor Růžek's team has managed to identify several groups of substances with high antiviral activity, which has been observed not only in in-vitro conditions, but in some cases also in laboratory animals infected with a lethal dose of the virus. Dr. Radim Nencka from the Institute of Organic Chemistry and Biochemistry of the CAS and Dr. Luděk Eyer from the CAS Biology Centre also collaborated on the project.

Ing. Ladislav Ptáček, Ph.D. and **PhDr. Milan Novák, Ph.D.** from the USB Faculty of **Science** became holders of the **European patent number 5243/18/EP for the device 'Remote control of amplifiers'**. This technical solution, which also won first place in the first year of the USB Innovation Award for innovative results of scientific and research projects of the University for the period 2016-2020, deals with remote control of controllers (potentiometers) of analogue music amplifiers. It is designed in the form of an external device. The fundamental advantage is that there is no similar device on the market that allows remote control of the device without interfering with the internal structure of the amplifier. This patent is only the fourth European patent granted across the whole of the USB in its history and the first one received by the USB Faculty of Science. From the point of view of traditional engineering schools, the granting of a European patent is a very unique and highly prestigious matter at the level of acceptance of an article in the most prestigious scientific journals.

Ing. Martin Janda, Ph.D., working at the **USB Faculty of Science**, has been awarded the **CSEBR (Czech Society of Experimental Plant Biology) Prize** for 2021. Dr. Martin Janda originally came second in the competition, but since the winner of this competition won the European prize (FESPB award), the CSEBR prize was awarded to Dr. Janda. CSEBR is a society that brings together scientists and plant biology enthusiasts to disseminate their expertise and knowledge to the general public.

On 27 October 2021, the Council for Research, Development and Innovation (RDI) approved a proposal for the appointment of the **Chief Coordinator of the Science and Research Evaluation according to the Evaluation Methodology 2017+**. **Prof. RNDr. Tomáš Polívka, Ph.D.** was appointed to this newly created position. Prof. Polívka is a professor in biophysics at the USB Faculty of **Science**, and until 2020 he was the USB Vice-Rector for Research. He is the author or co-author of 135 publications in impacted scientific journals (6,530 citations in Web of Science). Professor Polívka is also a member of the Commission for the Evaluation of Research Organizations and Completed Programmes (KHV) and was previously a member of the Expert Panel of Natural Sciences for the evaluation according to the 2017+ Methodology. He also prepares reviews for national grant agencies in Europe, Scandinavia, Israel, and the USA.

A renowned expert in the field of molecular and cell biology, genetics and virology **Prof. RNDr. Libor Grubhoffer, CSc.**, was awarded the **Medal of Merit** by the Mayor of the Statutory City of České Budějovice, Jiří Svoboda, on the occasion of the Foundation Day of the Independent Czechoslovak State on 25 October 2021. Professor Grubhoffer is currently the Director of the Biological Centre of the Czech Academy of Sciences. In the past, he has served, among others, as Dean of the USB Faculty of **Science** and Vice-Rector and Rector. In 2015, he was elected a full member of the Learned Society of the Czech Republic. In 2016, he received an honorary doctorate from the University of Arizona in Tucson, United States of America. In 2019, he recorded a contribution to the Memory of the Nation project, a collection of memoirs of important historical moments of the 20th century. He has also been long involved in the broader cultural scene and is a supporter of theatre and academic collaborations with the city. He has also contributed significantly to the international fame of scientific research in South Bohemia and to the promotion of the South Bohemian metropolis in the world.

Ing. Roman Fraňek, Ph.D. from the USB Faculty of Fisheries and Protection of Waters won the 1st prize in the **Minister of Agriculture's Prize for Young Scientists for 2021**. The aim of this prize, which was awarded to Dr. Fraňek for the result of a peer-reviewed scientific article entitled 'Production of common carp donor-derived offspring from goldfish surrogate broodstock', is to support and reward research activities of scientists under 35 years of age. Dr. Fraňek's study describes new possibilities for reproduction and especially for the conservation of carp genetic resources. Carp embryonic stem cells were transplanted into golden bream, which produced viable carp offspring upon reaching maturity (at 10-100 times smaller body size), allowing the incorporation of surrogate parentage to streamline the holding of genetic reserves in vivo in a fully controlled indoor environment (e.g. A total of 59 proposals were submitted for the last edition of the Minister of Agriculture's Awards, including 22 for the Young Scientist Award and 37 for the Award for the Best Realised Research and Experimental Development Result. The Minister of Agriculture's Prizes are awarded by the Ministry of Agriculture in cooperation with the Czech Academy of Agricultural Sciences.

Examples of awards given to students, alumni, staff and other personalities associated with USB in 2021

Ing. Ján Regenda, Ph.D. from the USB Faculty of Fisheries and Protection of Waters with his patent 'Aeration and oxygenation liner for fishing tubs' won the **Sympathy Award** at the **second edition of the Transfera Technology Day 2021 competition**. This patent should improve the conditions of fish stored in tubs when fishing in ponds or at Christmas sales. The new liner will ensure sufficient oxygenation of the water without the need to anchor air hoses with weights, which complicate fish harvesting and often lead to fish injury. The Transfera Technology Day competition, in which a total of 32 projects from 14 different institutions were entered in 2021, is organised by the Transfera.cz association, which brings together technology transfer offices from all Czech universities, colleges and institutes of the CAS, in cooperation with the CZECHINVEST agency. The Technology Agency of the Czech Republic and the NEURON Foundation were also partners of the competition. The aim of this event is to connect Czech science with the business environment and to evaluate the commercial potential of new scientific outputs. An equally important aim is also to provide feedback to the creators so that they can prepare a more attractive offer to potential investors when commercialising their technologies.

Students of the USB Faculty of Health and Social Sciences once again scored significantly in the **South Bohemian Nurse** competition, in which a total of 15 teams from universities, colleges and secondary schools of health care measured their strength in 2021. The faculty team consisting of **Tereza Svárovská, Dominik Král, Ilona Špirochová and Nicole Šubrová** won category 1 (higher education, university) and eventually became the overall winner of the entire competition. The other two seeded faculty teams also did very well. The team consisting of **Kateřina Kasalová, Elen Herdová, Kateřina Janků and Eliška Kalvasová** took second place and the team consisting of **Marie Šafářová, Johanka Pumprová, Lenka Průšová and Matěj Škornička** took fourth place. The winners were presented with the cup by the Minister of Health of the Czech Republic Adam Vojtěch. The ceremony took place in the hall of the Clarion Hotel in České Budějovice.

Alžběta Šabouková, a student of General Nursing at the USB Faculty of Health and Social Sciences, received the **Award of the Minister of Education, Youth and Sports for extraordinary actions for the year 2020**. Alžběta Šabouková was nominated for this award mainly because she initiated the provision of first aid under very difficult conditions because the injured person was wedged in the car and first aid was provided through a partially open door. Had it not been for the student's timely decision, the injured driver might not have survived. The second reason for which Alžběta Šabouková was nominated for the award is the fact that she has been working in the field of elderly care for several years. She also cares for seniors who have contracted coronavirus and need help in aftercare. Alžběta Šabouková, in addition to the USB Faculty of Health and Social Welfare of the University of South Bohemia, is also studying at the USB Faculty of Biomedical Engineering of the Czech Technical University, studying Biomedical and Clinical Technology.

During the 19th edition of the **Czech Academic Games**, hosted by Palacký University in Olomouc in 2021, 14 participating athletes from USB managed to score 19 points and win **11th place in the overall university ranking**. The Czech Academic Games are an exclusive regular multi-sport student competition organised by the Czech Association of University Sport always in cooperation with a selected university. The Games are also a set of academic championships of the Czech Republic. In 2021, the Czech Academic Games competed for the title of Academic Master in a total of 22 sports. Among the representatives there were also participants of the Academic World Championships, International University Championships and World Universiade. The best results of the USB representatives were in **karate (men) and karate (women)**, where USB took 1st place, then in **volleyball (men)**, where USB took 2nd place, and in **bowling (women)**, where USB won 5th place.

Examples of other achievements and awards given in 2021

A group of authors associated with PLoS Biology, Elsevier and Stanford University has published a **list of the world's 2% most cited scientists in their fields for 2019**. 359 of them work at Czech research institutions, twelve of them at the **University of South Bohemia in České Budějovice**.

For more than 25 years, the American public in the southeastern United States has been plagued by mysterious deaths of bald eagles dying from a neurological disease of unknown origin. A team of South Bohemian scientists from the CAS Biology Centre, the Algatech Centre of the Institute of Microbiology of the CAS and the **University of South Bohemia in České Budějovice** made a significant contribution to **uncovering the cause of this deadly disease**, confirming that a newly discovered toxin from cyanobacteria was killing the birds. The results of the international team's years-long effort were published in the prestigious journal *Science* in March 2021. The research team subsequently received the prestigious **Newcomb Cleveland Award** for the best research article or report in *Science* from the American Association for the Advancement of Science. The American Association for the Advancement of Science (AAAS) is the world's largest scientific society and publisher of *Science*, *Science Translational Medicine*, *Science Signaling*, the open access digital journal *Science Advances*, *Science Immunology*, and *Science Robotics*. Founded in 1848, AAAS includes more than 250 affiliated societies and academies of science serving 10 million individuals. AAAS is a nonprofit organization open to all and fulfils its mission to 'advance science and serve society' through science policy initiatives, international programmes, science education, public engagement and more.

Scientific teams of doc. Roman Sobotka from the Algatech Centre in Třeboň, **Prof. Tomáš Polívka** from the USB Faculty of Science and Dr. David Bina from the CAS Biology Centre published a **paper in the prestigious scientific journal Nature Communications** at the end of 2021 **describing a detailed analysis of plant LHC-like proteins**. Because isolation directly from plants is difficult to implement, the researchers modified the model cyanobacterium *Synechocystis* 6803 to produce several different LHC-like proteins. These were able to be isolated in the necessary quantities and shown to bind chlorophyll and carotenoid molecules and are also able to convert light into heat radiation in a similar way to 'true' plant LHCs. However, this energy conversion in LHC-like proteins is constant and appears to be very robust. The production of mutant LHC-like proteins, as well as the use of genetically modified *Synechocystis* strains with an altered carotenoid spectrum, has enabled the understanding of the mechanism of binding of pigments to LHC-like proteins. Professor Tomáš Polívka's group then analysed the isolated LHC-like proteins using femtosecond spectroscopy, a technique that allows the capture of extremely fast processes at the molecular level. Using this technique, they were able to elucidate the physical process that allows the transfer of energy from chlorophyll to carotenoid and the subsequent conversion to thermal radiation in just a few trillionths of a second.

Examples of other achievements and awards given in 2021

Czech scientists, in collaboration with Macedonian and Italian colleagues, have managed to determine the **composition of**

the world's oldest food remains. They analysed what food was prepared in 7,000-year-old baking dishes found in the town of Struga on the shores of Lake Ohrid on the border between Albania and Northern Macedonia. The Laboratory of Archaeobotany and Palaeoecology at the USB Faculty of **Science**, headed by **Associate Professor Jaromír Beneš**, determined traces of plants and starches, while scientists from Palacký University in Olomouc took over the examination of chemical samples, and experts from the University of West Bohemia in Pilsen were also involved in the work, taking charge of genetic and immunological materials. Assunta Florenzano from the University of Modena, Italy, focused on non-dust materials, while Macedonian colleagues took baking shards under their microscopes. This was the first time that a combination of chemical and archaeobotanical analysis was used on such a large scale. The results suggest that in the Neolithic period (8000-5000 BC), the inhabitants of the Balkans ate a meal of pork and flour, flavoured with wild plants. A similar dish is still prepared in the region today and is very popular here under the name 'peasant meat'.

A team of Czech scientists from the Institute of Physics of the Czech Academy of Sciences led by Dr. Hana Lísalová has achieved a major milestone in the development of a unique system for the detection of the SARS-CoV-2 virus causing the Covid-19 disease. The results were published by **the prestigious ACS journal Applied Materials and Interfaces** in late 2021. Virologists from the Biology Center of the CAS and the **USB Faculty of Science** also collaborated on the research of this method, which combines the speed of an antigen test with the reliability of a PCR method, and helped to develop and optimize the biochip, prepare and test samples containing infectious viral particles, help optimize detection and determine the sensitivity of the sensor, and check the results using standard SARS-CoV-2 coronavirus detection methods. The breakthrough technology combines physical, chemical and biological principles. The system is based on a functional biochip on which a thin polymer layer is deposited. Antibodies are then bound to it to specifically capture the SARS-CoV-2 virus. Thanks to this special, so-called antifouling treatment, other particles are not trapped on the biochip and are washed away. The antibodies bound to the antifouling brush react to the viral N-protein, which is more stable and does not undergo mutations to the same extent as the S-protein. The method therefore also has the advantage of reliability, which may not be affected by various mutations. The method benefits from the absence of sample conditioning, whereby the detected N-protein forms complexes with viral RNA, hence the signal is naturally amplified. This also makes the method significantly faster compared to conventional PCR assays, where viral RNA must first be isolated.

In September 2021, **the USB Faculty of Fisheries and Protection of Waters** received the **Cross Border Award 2020**, awarded annually for exemplary cross-border cooperation between companies and institutions in the area of South Bohemia, Upper Austria and Lower Bavaria. This cooperation is largely supported by the INTERREG programmes. The award was accepted by the Dean of the USB Faculty of Fisheries and Protection of Waters of the University of South Bohemia, Prof. Ing. Pavel Kozák, Ph.D., from the hands of the Director of the South Bohemian Chamber of Commerce Ing. Ludek Keist.

The project 'Crayfish on Guard' (use of crayfish for detection of water pollution) by the principal investigator prof. Ing. Pavel Kozák, Ph.D., dean of the USB Faculty of Fisheries and Protection of Waters, has advanced to the final round of the competition for support of innovative technological projects **'Cool Idea'**. This competition is announced annually by PowerHub in cooperation with the Pardubice Business Incubator. In addition to financial rewards and project visibility, the winners of the competition receive the opportunity to promote their projects internationally and obtain investment for their development. Out of the 40 entries, 10 entrepreneurial and research projects from the fields of Mobility, Ecology, Electrochemistry, Electrical Engineering, Robotics and Energy and Industrial Technology made it to the final round on 27 April 2021, with the winner being the agricultural startup project EDIRIS for optimising livestock nutrition. The project 'Crayfish on Guard' was evaluated very positively by the expert jury and was recommended for future implementation on foreign markets.

Scientists from the **USB Faculty of Fisheries and Protection of Waters** and the Institute of Microbiology of the CAS in Třeboň have discovered a new **technology for feeding pikeperch fry in artificial nurseries**. According to this technology, the larvae of this predator can be fed by a vortex that receives its food from algae. This will increase the survival rate of the candace in early development. In fact, the algae-fed whirligigs bring better brain development and resistance to stress to the larval pandate. The unsaturated fatty acids produced by microalgae play a key role. The research is part of the Algae4Fish project in the cross-border cooperation programme Interreg V-A Austria-Czech Republic. It is co-financed by the USB Faculty of Fisheries and Protection of Waters, the Institute of Microbiology of the CAS, the Austrian company BEST and the Austrian Federal Office for Water Management.

Scientists from the **USB Faculty of Agriculture** have obtained a **Czech patent for a new method of producing black garlic**. They have been working on a more economically advantageous method of so-called ageing for five years together with the Food Research Institute in Prague. Black garlic has a specific taste, aroma and stronger healing effects, so it is used in gastronomy and as a preventive agent against cancer. The new principle of its production consists in drying it at a given temperature regardless of the humidity of the environment. This new Czech patent has already attracted interest from companies involved in the processing of garlic.

Important awards are also given within the University of South Bohemia itself. One such award is the annual Rector's Award for a prestigious scientific publication, which is awarded each year for the previous calendar year. The prize is ceremonially presented at a meeting of the USB Scientific Board. An overview of the publications awarded the Rector's Prize for Prestigious Scientific Publication for 2020, including a brief annotation, is given in Chapter 1.3.4 of this Annual Report.

Other awards include the Miroslav Papáček Prize, which will be awarded for the first time in 2021. The Miroslav Papáček Prize is awarded for an extraordinary social contribution of an academic employee of the USB Faculty of Education and for an extraordinary social contribution of a student of the USB Faculty of Education. It may be awarded for an extraordinary performance in related scientific disciplines, which was published or carried out in a given calendar year. At the same time, the aim of this prize is to present and popularize scientific achievements, performances created in the field of pedagogy, psychology, didactics or in areas related to the focus of individual departments at the USB Faculty of Education. In the very first year, members of the academic community nominated a total of 7 academic staff and students for the Miroslav Papacek Prize for 2020. The Dean of the USB Faculty of Education finally awarded the prize to three of them on the basis of the recommendation of a five-member expert jury.

The ceremony of the first-ever Miroslav Papacek Prize for outstanding social contribution took place on 15 June 2021 in the Miroslav Papáček Auditorium of the USB Faculty of Education.

Winners of the Miroslav Papacek Prize for 2020

prof. PaedDr. Iva Stuchlíková, CSc.

Professor Iva Stuchlíková works at the USB Faculty of Education as Vice-Dean for Science, Creative Activity and Concept of Doctoral Studies. She has a long-standing interest in educational psychology, focusing in particular on emotions and motivation in situations related to learning, instruction and education. Her second area of interest is research on inquiry-based learning in science education and formative assessment of students in inquiry-based learning. Professor Iva Stuchlíková was a member of the expert team for the preparation of the Strategy for the Czech Republic's Education Policy 2030+. She was awarded the Miroslav Papáček Prize for this outstanding social contribution, which in terms of its impact goes well beyond the USB Faculty of Education.

PhDr. Petr Bahenský, Ph.D.

Dr. Petr Bahenský works as the deputy head of the Department of Physical Education and Sport at the USB Faculty of Education. He is a long-time sports physiology and regeneration after sports load and is a first-class athletics coach. He also manages the expert research team of the Laboratory of Functional Stress Diagnostics. It is for building this excellent research team that he received the Miroslav Papacek Award, because under his leadership the laboratory has become a major diagnostic centre dealing with physiological, biochemical and performance changes at different intensities of exercise.

Mgr. David Marko

Mgr. David Marko is a graduate of the Consecutive master's degree programme Instruction Physical Education for Secondary Schools. He has been working as an assistant in the Functional Stress Diagnostics Laboratory for several years. Based on the experience and contacts he gained during his study stay in the USA at Georgia Southern University Savannah, he managed to expand the thematic research portfolio of the Functional Stress Diagnostics Laboratory. Mgr. David Marko publishes his scientific studies in prestigious journals (Q1, Q4). He is listed as first author for a scientific study for the Journal of Stress and Conditioning Research (this journal is in Q1). He received the Miroslav Papacek Award for these outstanding achievements in science.

In 2021, the University of South Bohemia also held the first annual **USB Innovation** competition for the best innovative results of the university's scientific and research projects across all disciplines. This competition is open not only to students but also to academic and research staff, postdoctoral fellows and senior staff working or studying at the University of South Bohemia. Five projects were submitted to the first year of this competition, and the submitted projects were evaluated by members of the USB Commercialisation Board. Participants could submit products, technological processes and services, i.e. everything in the field of intellectual property, which includes both industrial legal protection and copyright protection. The condition was that the project and its result must be completely new and have or could have future commercial potential.

Participants could submit projects from the years 2016-2020 to the first year of the USB Innovation competition. The reason was, among other things, the fact that during this period the University of South Bohemia was running a project to support and develop proof of concept activities. In this project competition, the University received a financial subsidy from the Technology Agency of the Czech Republic, thanks to which it supported a total of 12 sub-projects. They produced very interesting results. And some of them were in the running for the USB Innovation award. In the past two years, there have also been zero years when only one applicant has entered the competition, and for this reason the competition was subsequently cancelled because it would not have been a competition.

Ranking of projects awarded the USB Innovation Prize

1. place: remote control of electronic devices using a servomotor (Ladislav Ptáček and Milan Novák, Faculty of Science, USB)

The technical solution deals with the remote control of controllers (potentiometers) of analogue music amplifiers. It is designed as an external device. The fundamental advantage is that there is no similar device on the market that allows remote control of the device without interfering with the internal structure of the amplifier.

Czech patent No 307875, granted utility model No 32167, European patent pending 5243/18 (4 March 2019).

2. place: aeration and oxygenation equipment, especially for fishing vats (Ján Regenda, Faculty of Fisheries and Protection of Waters, Charles University)

Aeration and oxygenation equipment, especially for fishing tubs, brings the possibility of aeration and oxygenation of water in the fishing tub without the need for heavy weights and any fishing. The aim of this device is to improve fish welfare during short-term storage in the context of pond catches or when selling fish. The great advantage is that the aeration insert can be placed in existing fishing tubs without any further modification.

Czech Patent No 308381.

3. place: kit for detection of viral infection Covid 19 (Dagmar Stehlíková and Vladislav Čurn, Faculty of Agriculture, USB)

The kit covers the detection of SARS-CoV-2 viral infection and includes equipment suitable for the use of the LAMP method, which is fast, simple and sufficiently sensitive without the need for expensive laboratory equipment.

Patent No PUV 2020-38137 filed.

4. - 5th place: method of preparation of black garlic with antioxidant activity and black garlic prepared in this way (Pavel Smetana, Jan Bedrníček and František Lorenc, Faculty of Agriculture, USB)

Thanks to an innovative process, the characteristic black garlic with increased antioxidant activity is produced without unpleasant odour and sharp taste.

Czech Patent No 308653.

4th – 5th place: black garlic with antioxidant activity (Pavel Smetana et al., Faculty of Agriculture, USB)

Granted utility model No 34375.

In 2021, the results of Invest Day 2021, an inter-university competition for entrepreneurial students and graduates of the University of South Bohemia in České Budějovice and the University of West Bohemia in Pilsen, were also announced. Invest Day is a competition of entrepreneurial ideas created under the auspices of the USB Faculty of Economics. Its aim is to help students in the beginning of their business ventures, either by mentoring or by organizing workshops on various topics. In the last year of the competition, budding entrepreneurs could learn, for example, the basics of marketing communication and apply the principles of prototyping and user testing. They also found out how to set up a crowdfunding campaign appropriately and what tax laws to watch out for in the beginning of a business. Last but not least, they also learned how to protect their idea. They will be able to compare the further growth of their projects with the business plan and lean canvas they have created. Practitioners also participated in workshops, individual consultations and mentoring. A total of 33 students participated in the Invest Day 2021 competition, including 22 students from USB and 11 students from ZČU. 5 business ideas (3 projects from USB and 2 projects from ZČU) made it to the final round, which were judged by 5 investors and 7 members of the expert jury in terms of their readiness and presentation. The winning project was Sayonee (USB), a project of handmade designer hair elastics. The second place went to the TingrWood project (USB) – design elements made of wood, and the third place went to the Bloom café project (ZČU) – a café where guests can grow their own plants.

As evidence of the national and international appreciation of the University of South Bohemia, we can also perceive the constant interest of Czech and foreign partners in developing and deepening existing or establishing new, in many cases contractually based, cooperation, not only in the educational and scientific research field but also in a number of other areas, including areas that can be collectively classified as the so-called third role of the university.

On 29 March 2021, USB entered into a new cooperation agreement with National Chung Hsing University (NCHU) in Taichung, Taiwan. The signing of the joint cooperation agreement was accompanied by a live online meeting of representatives of both universities, who also had the opportunity to discuss specific areas of mutual cooperation, which has been developing for several months on the part of the USB Faculty of Agriculture and the USB Faculty of Agriculture and Natural Resources of NCHU. Representatives of the management of both universities participated in the almost hour-long meeting. The main point of the discussion was the presentation of concrete steps in the preparation of joint research projects focused on currently very topical topics in the field of ecology (Biological control) and smart agriculture (Smart Agriculture) in connection with the strategy of Agriculture 4.0, or the development of digitalization of traditional agriculture. The cooperation also brings new opportunities in the field of education and mobility exchange programmes for students and academic staff of the USB.

On 14 April 2021, USB signed a cooperation agreement with Azerbaijan State University in Baku. The signing of the agreement took place during a virtual meeting of representatives of both universities. The mutual networking and establishment of contacts was initiated by the Technology Transfer Office and the local representative office of Czechtrade. The future cooperation concerns in particular the following areas:

- Facilitating student exchange (master's students and PhD students)
- Organisation of joint symposia, seminars, and conferences
- Exchange of open scientific materials, publications, and information
- Joint publication in scientific journals
- Proposal for joint degree programmes, courses, and curricula
- Cooperation on joint research projects
- Organisation of joint instruction activities
- Organisation of joint training programmes for students, academic and administrative staff
- Replacement of academic and administrative staff
- Exchange of undergraduate students, postgraduate students and researchers

- Cooperation on joint supervision of master and doctoral qualification theses

On 22 June 2021, a cooperation agreement between the USB Faculty of Economics of the South Bohemian Region and the Business Academy Husova 1 in České Budějovice, the Business Academy and Language School with State Language Examination in Písek and the Secondary School of Business Husova 9 was signed in the SECESE meeting room of the Regional Office of the South Bohemian Region. For students of these schools, the USB Faculty of Economics has prepared interesting events, the most popular of which is traditionally the College Test. Cooperation on student projects and the use of students' potential for the application sphere of research is also very welcome for both parties. Projects, competitions and joint events will also motivate graduates of faculty high schools to continue their studies at the USB Faculty of Economics, as the campus environment and the background of the faculty will already be familiar to them. The contract is concluded for 5 years with the possibility of extension. The main motive of this step is to fulfil the strategy of the USB Faculty of Economics in creating new and strengthening existing networks of cooperation between various entities. In addition to domestic and foreign universities, major companies in the region and beyond, the state sector, non-profit organizations or the media, the Faculty has long been strongly oriented towards supporting cooperation and communication with secondary and higher vocational schools. All this under the faculty's motto 'Together and Effectively'.

On 6 October 2021, His Excellency Mr. Luís Almeida Sampaio, Ambassador of the Republic of Portugal, accompanied by Ms. Gilda Machado, Director of the Camões Language Centre in the Czech Republic, visited the USB Faculty of Arts. The aim of the trip was to sign a cooperation agreement between the University of South Bohemia and Instituto Camões, which will allow the partners to continue their current joint efforts to strengthen the position of Portuguese language and culture through courses offered by the Department of Romance Studies of the USB Faculty of Arts and accompanying creative programmes. During the visit, during which the delegation was also interested in visiting the campus, the academic library and the facilities of the USB Faculty of Arts, the representatives of the Portuguese Embassy and the Camões Centre were particularly impressed by the ongoing exhibition dedicated to the life and literary work of Milan Kundera.

On 22 December 2021, a Memorandum of Mutual Cooperation was signed between the University of South Bohemia and the South Bohemia Region, the aim of which is to strengthen cooperation primarily in the field of teacher training, science and research, knowledge transfer into practice and cooperation with promising start-ups in South Bohemia. Cooperation under this Memorandum includes:

- Organisation of expert conferences for the school community on current issues in education arising from the 2030+ Strategy
- Organisation of professional conferences on primary prevention. Provision of methodological and educational seminars, including monitoring of the training needs of prevention methodologists and education workers
- Ensuring the training of instruction staff for the needs of primary and secondary schools according to their required qualifications in accordance with the results of the analysis of the South Bohemian Region, especially for instruction general education subjects
- Ensuring all necessary steps to improve language education, including through the language centres of the University of South Bohemia
- Ensuring the mapping and processing of examples of good practice in schools and the creation of continuous methodological support for schools in all areas of cooperation
- Ensuring evaluation and research steps of the implementation of the support of the quality of education and primary prevention in the region, including collaborative assignment of theses, sharing the results of evaluations, research, and analysis, etc.
- Cooperation in science, research and innovation, including the promotion and popularisation of these fields,
- Cooperation in the field of regional development, especially in the digital, circular, and green economy
- Cooperation in the fields of environment, agriculture, forestry, and fisheries.

10.2.1 Benchmarking

The University of South Bohemia also regularly carries out benchmarking with research organisations and similarly oriented universities in the Czech Republic and abroad. The subject of comparisons with universities in the Czech Republic are mainly data on the success of projects applying for support from grant agencies, comparisons of publication performance, data on unemployment of graduates of mainly 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.

Selected faculties of the University of South Bohemia have long been highly ranked in studies focused on comparing the disciplinary publication performance of research organisations in the Czech Republic, which are regularly produced by the think-tank IDEA²⁸ at CERGE-EI. These studies demonstrate that excellent research is being carried out in selected fields at the University of South Bohemia to a greater extent and that selected departments of the University of South Bohemia focus on journal outputs in the world's most important journals.

The University of South Bohemia also ranks very well in the TÝDEN magazine surveys, which present the universities and their faculties that rank best (top five) in a peer comparison based on specified criteria, such as the chances of admission, the quality of instruction and science in terms of staffing, the number of RIV points the university receives for professional articles, publications, grants or other scientific activities. The university's ranking in selected international rankings (CWUR, THE and QS) and the assessment of the National Accreditation Office for Higher Education are also monitored as additional criteria. The last such survey was conducted for the year 2020 (the 'Best Universities 2020' survey). In this survey, the **USB Faculty of Fisheries and Protection of Waters** was again the best ranked, winning for the fourth time (as the only faculty in the country) in the category of Agricultural, Forestry and Veterinary Sciences. The scientific results, as well as the excellent staffing and good reputation abroad, speak in favour of the faculty. The **USB Faculty of Arts** and the **USB Faculty of Science** were again among the top five in their category, and the **USB Faculty of Economics** also made it into the ranking. The **USB Faculty of Arts** took second place in the Humanities category, which is an improvement of one place compared to the previous year, and the **USB Faculty of Science** defended its fourth place in the Natural Sciences category. The **USB Faculty of Economics** took an excellent fifth place in the Economics category.

The University of South Bohemia also regularly monitors rankings compiled on the basis of votes by students and graduates of universities. One of these rankings, in which the faculties of the University of South Bohemia regularly rank very well, are the rankings compiled by the Association of Students and Alumni as part of the survey in which students and recent graduates evaluate the interestingness of courses, the ability of teachers to explain the subject matter in an engaging way, preparation for practice or future work, opportunities to participate in student projects and the study atmosphere, i.e., more generally, the quality of the university from the perspective of students and graduates. The results of the voting are then used to compile a ranking broken down by field of study and by type of university (public, private). The latest available results are for the academic year 2018/2019. Although the 'Faculty of the Year 2021'²⁹ evaluation has already been completed, the results have not yet been published.

In addition to national rankings, the University of South Bohemia regularly monitors international rankings, both rankings in which the University of South Bohemia is already represented and rankings in which the University is not yet represented. In particular, the following rankings are monitored:

- ARWU – Academic Ranking of World Universities
- QS World University Rankings
- THE – Times Higher Education World University Rankings
- CWTS Leiden Ranking
- NTU – National Taiwan University Ranking: Performance Ranking of Scientific Papers of World

²⁸ <https://idea.cerge-ei.cz/>

²⁹ <http://fakultaroku.cz/>

Universities

- URAP – University Ranking by Academic Performance
- U-Multirank
- SIR – SCImago Institutions 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
- Cross Ranking
- Webometrics Ranking of World Universities
- uniRank – University Ranking

Further information on the position of the University of South Bohemia in selected international rankings is provided in the Appendix of the Report on Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2021.

Although the University of South Bohemia regularly monitors international rankings, it is also aware of the negatives associated with some of the existing rankings (e.g. focusing the ratings primarily on the scientific performance and/or reputation of the institution being rated, determining the ranking based on the number of Nobel laureates, inaccuracy of input data, inconsistency of the methodology used over time, annual expansion of the number of institutions included in the ranking, etc.). From this point of view, the University of South Bohemia also takes a cautious approach to working with these rankings and to interpreting the results contained therein.

10.3 International evaluation of the university or its unit, including foreign accreditations

In 2021, the 'Assessment of Research Organisations in the Higher Education Segment in 2020' was completed. This evaluation was carried out in a total of five modules, three of which, namely Module 3 (Social Relevance), Module 4 (Viability) and Module 5 (Strategy and Concepts), were evaluated through the **International Evaluation Panel (IEP)** set up to evaluate the University of South Bohemia. For the purpose of this evaluation, the USB prepared a very detailed self-evaluation report, which was forwarded to the IEP members after review by the provider (MEYS). The IEP evaluation also included an on-site visit, which had to take place by videoconference due to the adverse epidemiological situation caused by the Covid-19 pandemic. The on-site visit itself, which took place from 10–12 November 2020, was preceded by several online IEP meetings, which continued after the on-site visit, in order to prepare the evaluation report. A draft of this report, which included a qualitative assessment of each of the monitored criteria, was received by the USB at the beginning of December 2020. The USB management and the management of the individual USB faculties prepared a position paper on this draft, in which some additional information and clarifications were provided. This opinion was sent to the IEP, who subsequently took it into account when preparing the final version of the evaluation report. This final version, which, in addition to the qualitative evaluation, also included a quantitative (scored) evaluation, was delivered to the USB on 23 December 2020. Subsequently, after completing some formalities, the evaluation report was forwarded to the MEYS for further consideration in accordance with the established timetable. This assessment was then carried out in the spring of 2021. The IEP considers the two biggest challenges for the University of South Bohemia to be a clear subscription to the need and development of the social relevance of research and the strengthening of the internationalisation of the University. The management of the University of South Bohemia and the individual faculties have subscribed to the results of the evaluation, consider the IEP recommendations relevant and will use them to adjust the internal R&D system. It will also take them into account when preparing the University's strategic and conceptual materials. A number of these recommendations have already been reflected in the new Strategic Plan of the USB for the years 2021 to 2030 and have gradually started to be implemented both at the level of the Rectorate of the USB and at the level of individual USB faculties. These are compatible with the European research directions – sustainable agriculture, agricultural biotechnology, quality of agricultural products and food, agriculture and environment, agriculture 4.0. The faculty puts emphasis on linking research results with the application sphere and its needs and continues its efforts to attract

more foreign research projects.

At the beginning of September 2021, the University of South Bohemia defended its HR Award for the next three years. The European Commission positively evaluated both the systematic implementation of the action plan by USB and the quality and implementation of its activities. In the future, the University of South Bohemia plans, among other things, to actively shape its gender policy, develop an internationalisation strategy and introduce digitisation and computerisation of processes. All outputs of the HR Award project to date, including the revised action plan until 2024, are available on the HR Award website³⁰.

Another outstanding achievement of the USB in the field of international evaluation is the obtaining of the **Erasmus Charter for Higher Education (ECHE)** for the entire programme period 2021–2027. The ECHE, i.e. the Erasmus Charter for Higher Education, is a prerequisite for any higher education institution from the programme countries wishing to participate in mobility projects within the Erasmus programme. It is a general qualitative framework for the European and international cooperation activities that a higher education institution can carry out under the programme.

In 2021, the **USB Faculty of Economics** created the **International Advisory Board of the USB Faculty of Economics (IABF)**, which is an advisory body to the Dean of the faculty. The Council consists of recognized international experts across the disciplines in which the Faculty has accredited its degree programmes. The Council meets at least once every three years and its task is to assess the position of the USB Faculty of Economics in comparison with comparable faculties and to set up the faculty's internal processes. The Council also deals with the evaluation of the scientific focus of the Faculty, the achieved outputs, etc. It summarises its findings in the final evaluation of the Faculty, which includes, among other things, recommendations for the Faculty management and points out areas for further improvement. The establishment of the International Council of the EF is part of the Dean's measure No 210/2021. The first meeting of the International Council of the EF took place on 21-22 October 2021. As of 30 November 2021, the International Council was also established at the USB Faculty of Arts, based on the Dean's measure No 12/2021. The **International Council of the USB Faculty of Arts** is an advisory body to the Dean for assessing the quality of creative and educational activities. Its actual functioning will start in 2022. International evaluation of the USB Faculty of Fisheries and Protection of Waters has been provided for several years by the **International Faculty and Centre Council (MRFC)**. The MRFC consists of seven distinguished international personalities. The International Council serves as an independent advisory and evaluation body. The outcome of the joint meetings are recommendations and statements formulated by the MRFC. In recent years, the MRFC has been meeting in a two-year cycle, with the last meeting held on 15 October 2020, and the next MRFC meeting will take place in 2022. Preparations for the establishment of the International Board were also initiated in 2021 at the USB Faculty of Health and Social Sciences. A five-member International Evaluation Board will be established during 2022, as part of the OP RDE project. The establishment of an international council is also being prepared at other faculties of the University of South Bohemia. The inclusion of the **CENAKVA** Centre of the **USB Faculty of Fisheries and Protection of Waters** among the large research infrastructures of the Czech Republic can be seen as evidence of national and international recognition. As of 2019, CENAKVA is a large research infrastructure with open access to its infrastructure, knowledge and expertise. In the same stream, CENAKVA also became part of the pan-European research consortium DANUBIUS – RI, which is part of the ESFRI roadmap and is seeking ERIC (European Research Infrastructure Consortium) status. CENAKVA has also been included as a partner in the new HORIZON call for the consolidation of the research infrastructure environment. In 2021, the MEYS carried out an **international peer-review evaluation of the Czech Republic's large research infrastructures**. The purpose of this evaluation, which also assessed CENAKVA's large research infrastructure, was to provide independent expert evidence for an informed policy decision by the Czech government on the public funding of large research infrastructures in the Czech Republic in the period after 2022. Based on the evaluation by an international panel, CENAKVA was ranked in the '4 – High' group (4 out of 5), i.e. in the group of high quality centres, with a view to further funding from the MEYS in the follow-up period 2023–2029. The international panel also included the **large research infrastructure SoWa** (National Infrastructure for Comprehensive Monitoring of Soil and Water Ecosystems in Context of Sustainable Use of Landscape) in the group '4 – High', which also includes the **USB Faculty of Science** as a partner institution.

More detailed information on these international evaluations is provided in the Appendix of the Report on Internal Evaluation of the Quality of Educational, Creative and Related Activities for 2021.

³⁰ <https://www.jcu.cz/cz/veda-a-vyzkum/hr-award>

11 The Third Role

11.1 Transfer of knowledge into practice and its results

Activities in the field of knowledge transfer to practice at USB are carried out in cooperation with the USB Technology Transfer Office (TTO). This workplace offers services, among others, for mediation of commercialization of USB research results, legal service, mediation of intellectual property protection and monitoring of significant time limits in the protection of intellectual property. During 2021, this Office prepared two new measures: the **Rector's Ordinance on the Handling of Intellectual Property and the Protection of Confidential Information at the USB (R493)** and the **Rector's Ordinance Issuing Rules for the Establishment of Spin-off Companies at the USB (R494)**. Technology scouts, which are present at all USB faculties from 2021, also help to promote cooperation between the USB and the application sphere. Recently, some applied research results achieved at the USB have been successfully commercialised. Within the framework of the TA CR Gama 2 grant project, a number of applied research projects have been supported within the framework of proof-of-concept sub-projects. The year 2022 marks the 10th anniversary of the TTO. During this time, the TTO has undergone considerable evolution, from an initial lack of understanding and interest in its services to its current essential role in technology and knowledge transfer at USB. In recent years, faculties with a humanities or social science focus that were previously not represented have also become involved in this area. Despite this growing momentum in the field of knowledge transfer into practice, the University of South Bohemia in České Budějovice is aware that it has a long way to go in this area: the first spin-off company is still awaited and the result is expected to be great from an economic point of view.

11.2 Activities in the region, cooperation with regional entities

Last year, the University of South Bohemia signed a partnership agreement with the South Bohemia Region, the aim of which is mutual cooperation especially in the field of education. Representatives of the Rectorate and faculties of the University also regularly participate in meetings of the South Bohemian Science and Technology Park and the South Bohemian Agency for Innovative Entrepreneurship. The University has also been cooperating with the Statutory City of České Budějovice for a long time. As part of its third role, USB has long been developing lifelong learning and implementing events for the general public aimed at popularising science, research and culture. A number of employees have appeared in the media, for example, in connection with the coronavirus epidemic. Through these appearances, the University actively enters the public debate and co-shapes public opinion. Participation in advisory bodies and expert panels is also important. Activities at the faculty level are described in more detail below.

The **USB Faculty of Economics** acts as an important educational institution in the socio-environmental economic disciplines in the south of Bohemia with overlap into computer science disciplines, it carries out expert activities in socio-economic fields for state and local government authorities and the private sector. The research at FEC USB includes cooperation at the regional level with the South Bohemian Region, South Bohemian Tourism Centre, KS NS MAS and Local Action Groups not only in the region.

The active presence of the **USB Faculty of Education** in the public space is currently reflected especially in its cooperation with the Municipality of České Budějovice. Specifically, this is a conceptual partnership, the output of which is – and should be in the future – a number of inspiring projects and local action plans (see, for example, the ongoing cooperation between the České Budějovice City Council and the USB Faculty of Education on the strategic Sports Development Plan of České Budějovice). As a result, the USB Faculty of Education is involved in the creation of a system mapping the local needs of individual educational institutions and other entities, whether these are analytical, personnel or operational needs (e.g. the DestinACE marketing decision support system project). At the regional level, the USB Faculty of Education of the University of South Bohemia participates together with the Regional Office of the South Bohemia Region in the identification of personnel needs of secondary schools and secondary vocational schools. The faculty also supports interregional cooperation with other universities, especially for the planning and organisation of FETS courses. The urgency and topicality of the above-mentioned process is further enhanced by the forthcoming law on instruction staff from the Ministry of Education.

The **USB Faculty of Science** acts as an important educational institution in the natural and information sciences in South Bohemia with overlap into technical fields and carries out expert activities in the fields of nature conservation and landscape development for state and local government authorities. Research at the USB Faculty of Science includes cooperation at the regional level. Research on immunotherapy of

pancreatic cancer is conducted in cooperation with the České Budějovice Hospital. Research cooperation with institutes of the CAS Biology Centre on tick-borne encephalitis is traditional. Faculty of Science with the Šumava National Park on early monitoring of sites affected by the bark beetle calamity. Cooperation with the Municipality of České Budějovice and the South Bohemian Region on ornithological monitoring in České Budějovice is also important.

The **USB Faculty of Fisheries and Protection of Waters** cooperates with the local government, the South Bohemia Region and important organizations and institutions in the preparation and subsequent implementation of various projects, strategies, studies, etc. It is also actively involved in membership in various platforms, groups shaping regional events in the fields of fisheries, water protection and the environment. This is a professional cooperation with overlap into promotion, spreading the good name of the USB and partners. Thanks to the MEVPIS centre, the activities of the faculty have expanded to include various types of training and educational programmes for the general public and residents of Vodňany and its surroundings.

In 2021, the **USB Faculty of Theology** launched a course of lifelong learning Hospital Chaplain for clergy of the Diocese of the Roman Catholic Church in Pilsen. The course follows the standard set by the Czech Bishops' Conference and the Ecumenical Council of Churches in Plzeň. The course is a two-semester course. The USB Faculty of Theology participated as a research organization in two projects of the TA CR in the Éta programme. The first of them, entitled Virtual Reality in the Activation of the Elderly by Dr. Věra Suchomelová, focuses on the use of virtual reality as an activation tool in facilities for the elderly and in the home environment, thus improving the quality of social services and social work with the elderly. The project is solved in cooperation with CTU, specifically with the Czech Institute of Informatics, Robotics and Cybernetics and also with the Association of Virtual and Augmented Reality s.r.o. The second project entitled The Spiritual Dimension of Man in the Context of Helping Professions by Prof. Tomáš Machula explores the spiritual needs of seriously ill or dying persons in palliative care. In cooperation with the Hospice of St. John N. Neumann in Prachatic, videos have been produced and published on the project website www.nebojse.eu. The project aims to provide practical procedures by which those interested in the issue of improving the quality of life of the sick will be able to navigate the issues of spirituality and thus obtain sufficient and satisfactory answers for the sick. In 2021, a three-year project with a regional institution – the Bishopric of České Budějovice – a three-year cycle of educational videos for the needs of the BCB Pastoral Centre called 'Saints Speak' – the aim of the project is to present one saint or saintess each month in about 20-30 min video documentaries. These video documentaries are created during filming at state-run monuments in cooperation with the National Heritage Institute České Budějovice and the staff of specific monuments – for example, the State Chateau Hluboká nad Vltavou or the Administration of the Zlatá Koruna Monastery. In organising some LLL courses, KPD teachers also cooperate with experts from non-profit organisations (e.g. Junák, Information Centre for Youth). Within the South Bohemian region (and beyond), KPD teachers conduct methodological meetings and workshops focused on philosophy for children and the religious pedagogy of F. Kett. Furthermore, KPD has significantly deepened its cooperation with the clinical department of the Petříkov Primary School. Above all, through the internships of the students of the PVČ and their projects, the connection between important regional schools (Bezdravská Primary School and Elementary School, Bishop's Grammar School) and the USB Faculty of Theology remains alive. The Department of Philosophy and Religious Studies has long been cooperating with the Otto-Friedrich-Universität, Bamberg. In 2021 they jointly organised the Summer School on Baroque Scholasticism.

In 2021, the implementation of the TA CR ÉTA project 'Support of informal carers in the South Bohemian Region through audiovisual means, including virtual reality' continued at the **USB Faculty of Health and Social Sciences**, while the active cooperation with the application guarantors ARPIDA České Budějovice, LEDAX in České Budějovice, Domáci hospice St. Markéta in Strakonice, Autis Centrum in České Budějovice and the South Bohemian Region – Department of Social Affairs of the Regional Office in České Budějovice was deepened. At the same time, audiovisual materials were prepared and created ('Coordinated care for families caring for children, adolescents and young adults with physical and combined disabilities', 'Social therapeutic activities of Autis Centrum' and 'Exercise for children with autism centre disorder to support their sensory integration'). FHSS USB was involved in the design of educational brochures ('How can adults with physical, mental and combined disabilities actually live?', 'Psychological counselling and support', 'PaSSNort for people with autism spectrum disorder', 'Online consultation for families of children with autism spectrum disorder' and 'Contacts to home hospices in the South Bohemia Region'), commenting and pilot testing the functionality of the virtual reality environment and contacting informal (family) caregivers to offer counselling services.

The **USB Faculty of Agriculture** took into account regional characteristics and specifics directly in the

development of its strategic document Target State 2030, where one of the key points directly deals with regional issues. Furthermore, the USB Faculty of Agriculture cooperates in the region on many levels, from the Science and Technology Park, to the Chamber of Agrarian Affairs and many secondary schools (the Faculty High School), to enterprises (cooperation agreement with the national enterprise Budvar), to regional agricultural cooperatives. For 15 years, the FAG USB has been operating an animal shelter, whose founder is the Municipality of České Budějovice. FAG USB is also a producer of regional products (e.g. traditional Czech beer Čtyrák) and opened the Brewing Museum in České Budějovice in cooperation with Bavaria.

In 2021, despite the Covid-19 pandemic, the **USB Marketing Office** implemented a number of important events developing cooperation with key partners, supporting the spread of the University's reputation and communication with potential students and the public.

The first of these events was the traditional **Open Day**, but due to restrictions, it was held in an unconventional way – in an online space. The event, which is mainly attended by prospective students, took place on Friday 22 January. All the programme of the Open Day took place on the website chcistudovat.cz, where a rich programme was prepared for visitors with dozens of live streams, virtual tours and video chats with representatives of individual faculties and the USB Career Centre. Even in these difficult times, study applicants had the opportunity to obtain detailed information about the fields of study and programmes offered by individual faculties, the content of studies, admission requirements, graduates' employment in practice, opportunities for internships abroad and news offered by individual faculties of the University of South Bohemia. This new form of the Open Day, which the University had to adopt, had several advantages despite all the difficulties associated with its implementation. One of them was, for example, that potential prospective students who had not yet decided which degree programme they would choose were able to visit more presentations virtually during the day than if they had to physically travel between faculties to see them. At the same time, the Open Day was also visited by those interested students who would not have come to a traditional Open Day because of the distance.

The University of South Bohemia also demonstrated its team spirit and passion for movement by placing well in the **Academic Bicycle Challenge (ABC) in June 2021**. This is an international cycling competition for universities and colleges that aims to find the most active cycling institutions of higher education around the world. It not only helps to raise the international prestige and awareness of the individual universities involved but above all promotes a healthy lifestyle and encourages active environmental protection. The ABC Challenge ran throughout 2021, allowing individual domestic and international universities to join the challenge throughout the year and choose a month during which they would attempt to ride as many kilometres as possible to achieve the best possible ranking of universities globally. Out of the 29 universities that took part in the June challenge, the University of South Bohemia came in third place, with representatives of the university covering enough kilometres to circle the globe around the equator – a staggering 42,819.1 km in total. By placing at the top of the ABC, the university has shown that it is a first-class institution not only in the areas of education, science and research but also in commitment, sports performance and teamwork.

This year the University of South Bohemia also participated in the national **Science Festival (Vědafest)**, which took place in the second week of September, and the organisers chose a hybrid form of the event, where part of the program was held on-line and part of the program was organised in the traditional way. In the online space, the University of South Bohemia was represented by a total of four video-expositions and the University was represented by the Department of Applied Physics and Technology from the USB Faculty of Education of the University of South Bohemia. Its members performed a series of motivational experiments in Dejvice, Prague, demonstrating physical phenomena observable in everyday life.

Certainly, the most important event of the year was the **celebration of the 30th anniversary of the University of South Bohemia in České Budějovice**, which was moved from the original May date to 10 September and held in the centre of České Budějovice on Sokol Island. Already during the morning, the Day with the University took place on the premises, where all faculties presented themselves to hundreds of primary and secondary school pupils. The main programme, which started at 5 pm, was aimed at current students, graduates, employees of the University of South Bohemia and the general public. Epydemye, Hundred Animals, HE band and 7x3 took turns on the unique 23-metre stage. At the same time, the deans of the University of South Bohemia introduced their faculties to the visitors, the first rector of the University of South Bohemia greeted the visitors from a large screen projection, and the highlight of the event was the launch of a book about the history and present of the University of South Bohemia. Apart from the current rector, the book was also christened by representatives of the Statutory

City of České Budějovice and the South Bohemian Region. The baptism was followed by a festive fireworks display. The evening part of the event was attended by more than 5 thousand visitors. The celebrations were followed on Saturday by a full-day programme of the USB Faculty of Science.

Also in 2021, the USB was one of the organisers of the nationwide event **Researchers' Night**. This science-popularisation event took place in accordance with the European Researchers' Night on 24 September 2021 simultaneously in 42 cities across the Czech Republic and involved a total of 80 institutions. There were 237 real places where science was presented during the Researchers' Night. Across the country, approximately 50 thousand visitors attended the event in one evening. The number of visitors to online programmes across the country, which, due to the uncertain epidemiological situation prepared by the participating universities as an alternative, reached more than 32 thousand on the day. Fortunately, it was also possible to implement a physical version of the Researchers' Night. All eight faculties of the University of South Bohemia and the USB Academic Library prepared a total of more than 50 contact programme items and eight online video presentations. For the convenience of the event visitors, almost all of the programme was moved to the USB campus, so that interested parties could comfortably attend more than one programme in one evening. At the same time, an online program in the form of eight video presentations was prepared for interested visitors. More than 1,400 visitors attended the presentation program prepared by USB, while the online video presentations were viewed by almost 800 viewers.

Examples of other activities in 2021 (sorted by start date)

Concert of the Sister Havelka Singing Trio

Instead of the classic USB representative ball, which could not be organised, an online concert of the Sister Havelka trio was held on 12 February 2021, which the University of South Bohemia broadcasted live on its FB page and Youtube channel. In the end, more than 4 200 viewers watched the concert live or recorded.

Put on your sneakers and run with us for water

On the occasion of World Water Day, FFPW USB took part in the global seven-day Run for Water event. Employees, students and other supporters of the faculty took part and ran 250 km together.

Vodňany Fishing Days

In May, the faculty was again involved in a traditional cultural and social event in Vodňany.

FROVfest 9

FROVfest is a rock multi-genre festival organised to celebrate the opening of the new academic year at the USB Faculty of Fisheries and Protection of Waters of the USB. In 2021, it was associated with the celebration of the 100th anniversary of the VÚRH (Research Institute of Fisheries and Hydrobiology).

USB dating site

The traditional USB Meetup was held in two rounds in September.

Nature walks and excursions

The USB Faculty of Science in cooperation with the association for environmental protection Calla organised walks and excursions focused on plants, birds or fungi. Attendance normally exceeded 50 participants.

Advent concert

The last event in 2021 was the traditional Advent concert, which took place on 7 December in the Cathedral of St. Nicholas in the centre of České Budějovice. It was opened with a speech by the Rector of the University of South Bohemia, Professor Bohumil Jiroušek. This time the guest was the Krása String Quartet.

Examples of exhibitions taking place in 2021 (sorted by event start date)

The Returns of Roman Kubička (March 1 – March 28, 2021) – D9 Gallery

The exhibited set of paintings looked back at the artist's work connected with his own destiny. In order to understand the motives underlying Kubička's painting compositions, it is, therefore, necessary to know some events from his life.

Procesual klein Blue (20 April – 16 May 2021) – D9 Gallery

An exhibition of the latest works by Petr Brožka, a member of the Department of Art Education at the USB Faculty of Fine Arts in České Budějovice. Petr Brožka is engaged in a wide range of artistic disciplines with a conceptual overlap and has long been involved in the operation of the D9 Gallery.

Physics at Lannovec

Several years of the popular event to popularize physics took place in České Budějovice on Lannova třída.

Karel Řepa: Stones (14 September – 15 October 2021) – Galerie D9

Karel Řepa's paintings are not only records of landscape scenes; they also reflect to a large extent the way in which the author met these phenomena in the landscape, as it were, by chance. Karel Řepa thus places the process of recollection alongside the aesthetics of the painterly form as equal, if not more fundamental.

Exhibition dedicated to the life and literary work of Milan Kundera

The exhibition dedicated to Milan Kundera was organised by the USB Faculty of Arts. The exhibition was visited, among others, by His Excellency Luís Almeida Sampaio, Ambassador of the Portuguese Republic.

Olga Divišová and Pavla Tichá: In the Twilight (November 9 – December 7, 2021) – Galerie D9

The exhibitions in 2021 at the D9 Gallery focused on traditional art media and the ways in which they can be developed formally and technically. This is no different in this case. The title Beyond the Twilight is meant to put the viewer, who

passes through the joint exhibition of Olga Divišová and Pavla Tichá, in a specific state of mind corresponding to quiet observation and contemplation at the end of the day.

Timelessness – exhibition of members of the USB PF on the 30th anniversary of the University of South Bohemia (25 November – 19 December 2021)

The exhibition of the members of KVV FED USB called Timelessness was part of the celebration of thirty years of the University of South Bohemia. The opening was held 25. 11. 2021 v 17:00. The exhibition will be on display in the exhibition hall of the KD in Dobříš until 19 December 2021.

11.3 Transregional action

The University of South Bohemia is a partner of many universities abroad and its staff are members of a number of international organisations. USB students are not recruited only from the South Bohemian Region, but USB degree programmes are sought after by applicants from all over the Czech Republic. Also, in the field of science, some activities of the faculties are by nature supra-regional, for example, research in economics, ecology, pedagogy, linguistics, fisheries or health.

The **USB Faculty of Economics** actively cooperates in the form of participation in individual working groups at the ME CR, MRD CR, and MA USB. In cooperation with MIC, it creates educational seminars for small and medium-sized enterprises. Intensive cooperation within the framework of the TA CR project in 2021 took place with the National Network of LAGs in the development of training methodology. The USB Faculty of Economics is also actively involved in membership in various platforms, groups shaping the regional developments in the fields of circular economy and bioeconomy. The USB Faculty of Economics is part of the Platform for Bioeconomy Czech Republic and the international consortium Power4BIO. Through the projects and subtasks, this is a professional cooperation with an overlap into the region, complemented by lectures and workshops for the public.

The supra-regional character of the **USB Faculty of Arts** is reflected in various areas of its activities. In addition to the interest of applicants for study from other parts of the country, it is evidenced by its position in the rankings of universities, in which the faculty occupies leading positions. A good example of trans-regional engagement is the project of the Institute of Czech-German Area Studies and German Studies of the USB Faculty of Arts, the International Double degree programme for German Studies at the University of South Bohemia in České Budějovice and the University of Passau within the framework of the Cross-Border Cooperation Programme Czech Republic – Free State of Bavaria Objective EUS 2014–2020, which has created a joint double degree Bachelor's degree programme for German Studies in 2021. This is the sixth double degree programme offered by the USB Faculty of Arts.

The main task of the **USB Faculty of Education** is to prepare teachers, especially for the South Bohemian Region. This means a targeted focus on the regional needs of educational institutions and workplaces. The USB Faculty of Education focuses its own supra-regional activities mainly on neighbouring regions, where it tries to cooperate with selected schools and find out their demand for future graduates of teacher degree programmes. The supra-regional importance of the faculty is also evident from the spatial differentiation of the interest of future students – students from all regions of the Czech Republic study at the faculty. As part of its supra-regional activities, students and academic staff are widely involved in various international mobility programmes and projects, and the Faculty organises a number of special seminars, courses, summer schools and other events of a professional and popularising nature with an impact significantly beyond the South Bohemian Region. Many departments of the USB Faculty of Education have functioning foreign cooperation (even close cross-border), in some cases supported by international projects (e.g. preparedness of monuments for German-speaking clients).

The **USB Faculty of Science** is a world leader in research in many respects, thus fulfilling the importance of supra-regional influence. This is characterized by a significant amount of international cooperation on projects, representation in major professional organizations, participation in invited lectures and publication of articles in prestigious scientific journals. A concrete example would be the publication of an article by Vojtěch Kubelka's research team in the prestigious scientific journal Trends in Ecology and Evolution, where he describes the results of his study 'Animal migration to northern latitudes: environmental changes and increasing threats', which deals with the impact of climate change and human pressure on migration. Migration is an important and widely known but currently threatened phenomenon. Significant numbers of birds, mammals and insects migrate north each year to reproduce and have so far enjoyed a number of advantages, such as greater seasonal food availability and lower rates of parasitism and predation in the north compared to tropical areas. These advantages have outweighed the difficulty of migration. The study, prepared by scientists from four countries led by Vojtěch Kubelka from the USB Faculty of Science, shows that due to climate change and human pressure,

northern breeding sites may not be as favourable for reproduction as they used to be. Many populations of migratory animals unfortunately have reduced reproduction or higher adult mortality as a consequence, and thus declining population trends. Migratory animals are simply declining, and this has significant negative consequences for entire ecosystems and ultimately for humans. Another scientific achievement is a study by an international team involving South Bohemian scientists from the CAS Biology Centre and the USB Faculty of Science, which helped to uncover the cause of the mysterious deaths of bald eagles in the southeastern USA, which were dying from a neurological disease of unknown origin. The research confirmed that a newly discovered toxin from cyanobacteria was killing the birds. In addition, the study was published in the prestigious journal *Science*. The European patent for the device 'Remote control of amplifiers' was also obtained by a research team from the USB Faculty of Science, Institute of Physics and Institute of Applied Informatics. This is only the fourth patent awarded across the entire University of South Bohemia during its existence and the first one awarded to the USB Faculty of Science. A concrete example of projects implemented in the past period within the region, but which significantly exceed the significance of the region, is the seven-year project '**LIFE for MIRES**', which is implemented in the Šumava National Park and aims to improve the condition of more than 2,000 hectares of previously drained land. This is a large cross-border project involving four partners – the Šumava National Park Authority, the Bavarian Forest National Park, the German nature conservation organisation Bund Naturschutz in Bayern e. V. and the USB Faculty of Science. The full title of the project is 'Transboundary peatland revitalisation to support biodiversity and water regime in Sumava and the Bavarian Forest'. The USB Faculty of Science together with the administration of the Sumava National Park, the administration of the Bavarian Forest National Park and the National Natural History Collections of Bavaria (SNSB) carried out extensive research on the flora of the Sumava region. Scientists from the Biological Centre of the Czech Academy of Sciences and the USB Faculty of Science are involved in a unique project of returning wild horses, bison and back-bred primates to Czech nature. The reserve of large ungulates in the former military area of Milovice was established in 2015 on two pastures near Milovice and Benátky nad Jizerou. According to conservationists, the reserve is the first place in the world where all three species of native large European ungulates live together.

Within the University of South Bohemia in České Budějovice as a single legal entity, the **USB Faculty of Fisheries and Protection of Waters** has a privileged and unique position in the national and European context. FFPW USB reflects very well the regional fishery character of South Bohemia and its position with administrative facilities and scientific autonomy is fully responsible for its somewhat independent development. The faculty can also be seen as an interdisciplinary centre with a wide potential for focusing on science, education, dissemination and application of knowledge. Innovative tools are optimally set up as the faculty works in close collaboration with the scientific community worldwide. FFPW USB is thus able to respond to meet current as well as future challenges and perspectives within fisheries, aquaculture, freshwater management and conservation. Evidence of its supra-regional importance is the interest of other entities in professional cooperation with the faculty – membership in councils, joint projects, outputs (publications), demand for services offered by the faculty, etc.

In cooperation with the so-called Working Group on Social Issues of the Czech Bishops' Conference, the **USB Faculty of Theology** organised an online conference on the topic 'Man and Work: ethical and social challenges of our time'. The conference took place on 25 November 2021 and featured presentations by Czech politicians Vladimír Špidla and Pavel Bratinka, sociologist Daniel Prokop and others. In 2021, the USB Faculty of Theology participated as a research organisation and as an application guarantor in the project TA CR in the programme Éta WBU Faculty of Arts in Plzeň, which was dedicated to postgraduate education of prison chaplains and in which the Prison Service of the Czech Republic, or the Prison Spiritual Service as a part of it, also cooperated. At the same time, the TA CR project Postgraduate education of social workers for spirituality in social work in services for the elderly was also being implemented, which involved the Ministry of Labour and Social Affairs of the Czech Republic, the Dobrá Voda Retirement Home (founder of the South Bohemian Region), the Diocesan Charity of České Budějovice (founder of the Bishopric of České Budějovice), the Jordán Home Hospice, o.p.s. Tábor or Forum of Mobile Hospices, z. s., Litoměřice. In 2021, the project of TA CR called Ethics of operation of autonomous vehicles was also being solved. The application guarantor of the project was the Ministry of Transport and other institutions that participated in the project were the Institute of State and Law of the CAS, v.v.i., the Institute of Philosophy of the CAS, v.v.i. and Charles University. The project produced three key results for scientific research and application industry, namely innovations in empirical methods: the construction of model situations of the social dilemma of autonomous car collision, visualization for online survey method. Furthermore, first-ever research on moral intuitions for car control software and research on purchase preference: This project investigates the moral intuitions of Czech drivers and proposes solutions for the compliance of new driving software with the ethical norms of society. The suggestions for implementing

the moral behaviour of robotic actors in crisis situations will be directly applicable not only for the design of driving software and legislation but also for situations with more degrees of freedom, for example for research on general artificial intelligence, which is interested in acting morally. In 2021, on the occasion of the 1100th anniversary of the violent death of the Czech princess and saint Ludmila, a video documentary 'Saint Ludmila in the Light of Legends' was produced as part of Prof. Martin Weis' series 'Saints Speak'. The documentary was filmed in cooperation between the USB Faculty of Theology and the Office of the President of the Czech Republic and the Prague Castle Administration. The Department of Pedagogy is represented in the working group of the National Institute for Education for the revision of the Framework Educational Programmes (FEP) in the social sciences. Members of the Department are members of international societies (e.g. The International Council of Philosophical Inquiry with Children, Arbeitsgemeinschaft katholische Religionspädagogik/ Katechetik, European Forum for Religious Education in Schools, Institut für Franz- Kett-Pädagogik) and the national Czech Pedagogical Society. In 2021, the department developed international cooperation in the form of lecturing courses in philosophy for children (in the Czech Republic and Slovakia) and courses in F. Kett pedagogy (in Austria and Germany). USB Faculty of Theology is a member of the Association of Educators in Social Work, the Association of Educators in Leisure Time Pedagogy and the Joint Research Group for the Study of Post-Medieval Scholasticism with the Institute of Philosophy of the CAS, with which he also implements the DDP in Philosophy. Dr. Martin Klapetek has started to develop cooperation with the Catholic Faculty of Theology at the University of Sarajevo (Bosnia and Herzegovina). The Department of Philosophy and Religious Studies in the person of Assoc. Daniel Heider also collaborates with the University of Seville (Universidad Loyola), within the framework of the Spanish Ministry of Science and Innovation project 'Ética y justicia cosmopolita en la escuela ibérica de la paz y la escolástica iberoamericana: aportaciones del pensamiento y tradición jesuita' (PID2020-112904RB-I00).

The **USB Faculty of Health and Social Sciences** was involved in the TA CR project ÉTA: Standardization of the Woodcock-Johnson IV test for the population of Roma children in cooperation with the National Pedagogical Institute of the Czech Republic. This includes the preparation of expert opinions within the framework of the project, publishing activities, organizing a workshop for the staff of Pedagogical and Psychological Counselling Centres (PCC) and Special Education Centres (SEC). At the same time, the output is an update of the Methodological Information for the Diagnosis of the Intellectual Abilities of Children, Pupils and Students and the preparation of a summary research report 'Standardisation of the Woodcock-Johnson Test for the Population of Roma Children'.

The **USB Faculty of Agriculture** has concluded a contract for work with the Ministry of Agriculture of the Czech Republic, the subject of which is mainly professional support to agricultural enterprises, regional authorities, ČIŽP and other concerned entities across the Czech Republic. The subject of the contract also includes consultation and advisory activities on technical solutions and the possibility of implementing Best Available Techniques (BAT), implementation and evaluation of measurements for the needs of the operator of the plant and others. It also includes the preparation of documents for the Ministry of Agriculture's negotiations at the European level. Within the framework of the work contract with PRO BIO Association of Organic Farmers, the faculty participates in the implementation of variety trials (sowing wheat, spring barley) for the List of Recommended Varieties under the expert supervision of the Central Institute of Agricultural Inspection and Testing.

12 Activities related to the impact of the pandemic caused by the SARSCoV-2 coronavirus

12.1 Educational activities

The various educational measures taken in response to the progress of the Covid-19 pandemic have been described in the individual sections above. At this point it can be summarised that a relatively simple model for the management of these measures proved to be successful: the starting point was the operational functioning of the USB crisis staff, which also included the USB management (Rector, vice-rectors, and Bursar). The framework of the rules was given by the issued measures of the Rector, which were followed by the methodological management of individual departments, in the field of education under the responsibility of the Vice-Rector for Student Affairs. This methodological management then worked in close cooperation with the departmental vice-deans at the faculties.

Among other things, the framework rules set by the USB Study and Examination Regulations proved to be functional even in emergency situations. For example, the schedule of the academic year was adjusted by special measures. In order to maintain the quality of education, practical exercises were not cancelled, but only moved to alternative dates so that they could be carried out in person. For example, at the USB Faculty of Health and Social Sciences during LS 2020/21, theoretical instruction took place online, however, in the health programmes, practical instruction had to be organised in contact, therefore the timetable was adjusted so that this instruction could take place in coherent blocks and students did not have to travel to the faculty every week and thus unnecessarily expose themselves to infection.

The support of educational activities in the emergency mode required the cooperation of several members of the USB management and the corresponding units, in particular. Information Technology Centre, which provides technical support for distance education. Complementary platforms for distance education were used systematically: LMS Moodle and MS Teams, all in direct connection with the information system of the study remit (IS STAG). Already at the beginning of the pandemic, USB was fully prepared to carry out instruction in accordance with the emergency measures, as it has been systematically and quite intensively engaged in the trend of strengthening the elements of distance education (especially with regard to the support of the part-time form of study and the support of new methods in instruction) since 2016. Additional necessary equipment for online instruction and video conferencing has been purchased and installed at some faculties. At the same time, training of academic staff was conducted, and the online course 'Fundamentals of e-learning for teachers' was widely used on the elearning.jcu.cz portal.

In the first half of 2021, distance learning tools were also significantly used in lifelong learning programmes, including U3A.

It is worth noting, among other things, the activities implemented at the **USB Faculty of Education**, where support for first-year students was implemented in cooperation with the student initiative Otevřeno, e.g. in the form of tutoring for first-year students (*Students helping students*). On the basis of the evaluation, for example, a discussion was held on updating the course 'Information Technology in Education'. The evaluation was also the basis for the Centre for Didactic Innovation at FED USB; in connection with this, FED USB plans to set up and equip at least two classrooms like those in primary and secondary schools. In cooperation with the faculty schools, it was possible to implement the continuous pedagogical practice in an online environment, where students of FED USB participated in online instruction, e.g. in MS Teams at primary or secondary school.

An important effect of the implementation of distance or hybrid learning was, among other things, the creation of new opportunities for improving the quality of the implementation of the part-time form of study in the relevant degree programmes. In this respect, a wealth of experience has been gained, in particular in the field of instruction and learning. The **USB Faculty of Theology**, which stands out among USB facilities because more than half of the students study in the part-time form. Where it was necessary due to the pandemic, FTH USB also used the tools for part-time studies in the area of full-time studies. On a larger scale, the lecturers used the possibilities of hybrid instruction. This has resulted both in the creation of interesting study groups including both full-time and part-time students with the possibility of exchanging experiences and perspectives on issues (especially where KS students have long experience in the field), and making more intensive forms of study available to KS students in the form of recorded or live-stream regular lectures or seminars for full-time students. This situation was perceived as a considerable benefit by part-time students. Various forms of hybrid instruction are proving to be a

good tool for improving and streamlining instruction and learning, even in non-pandemic times.

The successful response of USB to the pandemic is evidenced by the positive results of the student evaluation of instruction. Separate surveys were also carried out in cooperation with the Vice-Rector for Student Affairs and representatives of the student chamber of the Academic Senate of USB. Separate more detailed surveys were also carried out by some faculties (e.g. by supplementing the regular questions of the student evaluation of instruction survey with questions on how teachers managed to cope with the demands of distance learning, etc.).

The handling of administrative matters at a distance was also strengthened, and the implementation of some previously prepared changes was accelerated (electronic signing, rules for the use of faculty e-mail addresses, communication via IS STAG, electronic submission of applications via IS STAG, etc.). Mutual understanding between students, lecturers and administrative staff was also an important aspect of the management of the emergency situation, as goodwill was usually shown to seek meaningful (albeit in some cases alternative or non-standard) solutions to unexpected situations.

Due to anti-epidemic measures, academic ceremonies (graduation and matriculation of students) were limited. With regard to the obligations of students of doctoral degree programmes, the biggest problem was the completion of foreign internships and the presentation of results at conferences abroad. The students mostly postponed these obligations to the next year or the dean used the possibility to waive these obligations. The faculty acted in such a way that the measures that had to be followed did not jeopardize the completion of the students' studies within the standard study period, while at the same time, some compromise solutions were sought so that the eventual remission of unfeasible obligations would not impair the achievement of the graduate profile of the degree program.

In the first half of the year 2021, distance learning was conducted via LMS Moodle and MS Teams, and examinations from individual subjects were held both in the form of attendance while respecting anti-epidemic measures, and also in the form of distance learning, if the nature of individual subjects allowed it. In the autumn months of 2021, when instruction was already conducted in full-time form, a number of lecturers were available to students via MS Teams in case of illness or quarantine, beyond the normal instruction schedule. The state final examinations were usually held in a full-time form or in a hybrid form, where some members of the SFE participated through online connection and online transmission from the venue. As some students had problems with completing their qualifying papers and taking the exams due to the unfavourable epidemiological situation at the end of 2020 and the beginning of 2021, a second round of the SFE was held, for example, at the USB Faculty of Agriculture in September 2021. Distance learning in the summer semester of 2021 was better accepted in the part-time form of study, due to the greater experience of students and better ability to work independently. On the other hand, in the first years of bachelor's degree programmes, despite the efforts of the teachers, distance learning proved to be not quite sufficient. Laboratory and practical exercises can be seen as a typical example of instruction that cannot be fully replaced by other forms of instruction, similarly to personal training of workers in the helping professions, etc.

In addition to educational activities oriented towards the provision of the degree programmes, measures were also taken or activities of an educational or awareness-raising nature directed towards the public or in the form of support for specific entities outside USB were also addressed. The volunteer activities of USB students elicited a very positive response from the public.

12.2 Research activity

After the experience of 2020, the activities of the USB in 2021 were not fundamentally limited. During the period of limited school operations, some international scientific conferences or meetings of various university committees (such as meetings of Scientific Boards, sometimes in a hybrid format) were held in an online format. National measures limited research activities, especially for planned foreign field research or for scholarships abroad for grant holders (including projects provided by the USB Grant Agency). Researchers used home office and remote communication means. In addition, some faculties had projects directly related to the Covid-19 pandemic and the USB Faculty of Science had a sampling and testing centre.

The **USB Faculty of Economics** in 2021, despite the Covid-19 pandemic, implemented the planned international scientific conferences Inproforum 2021 and Ethics for the 21st Century online. It was also possible to hold the 1st meeting of the newly established International Scientific Board of FEC USB in the hybrid way.

In 2021, the **USB Faculty of Arts** tried to create adequate conditions for the implementation of postponed activities, which could not take place in 2020 due to anti-pandemic measures, as well as for further unfeasible activities that had to be further postponed. Adequate administrative support was also available to FAR USB staff within the framework of these conditions (internal norms allowing the use of distance forms or requests for extension of deadlines for certain projects).

At the **USB Faculty of Education**, a register of research and development results was created. It lists the results of science, research, and development at the USB Faculty of Education, including an overview of excellent publication results. The archive serves as a record of scientific outputs but also as a motivating factor. Excellent results are financially rewarded, and their authors are further supported materially and immaterially.

The research activities of the employees of the **USB Faculty of Science** were limited by national measures mainly for field researchers who could not carry out research stays (expeditions) abroad. The faculty used home office tools. The faculty was as accommodating as possible to students within the framework of covid measures.

The **USB Faculty of Fisheries and Protection of Waters** reacted operatively to the ongoing situation and acted according to the current government regulations or beyond them. Of course, the home office was used to the maximum extent possible and in crisis moments of the pandemic direct staffing of only selected key activities (e.g. maintenance of breeding). The situation naturally had a negative impact on international mobility (inbound and outbound, internships in laboratories, foreign sampling campaigns, etc.) and the implementation of staff-intensive experiments. Attention was thus more focused on publishing previously acquired data, increasing the preparation of review-type outputs and meta-analyses, and a partial shift to less staff-intensive but still interesting experiments. Especially in the more staff-intensive activities, care was taken to isolate staff in space and time not only between sites but also within working groups. Modern means of remote communication were used extensively, including workshops and conferences (some of which were postponed). In spite of the situation, it was possible to safely ensure the return of staff during the crisis moments of the epidemic and the arrival of new foreign staff (mainly PhD students) during the year. In this respect, the cooperation of FHSS USB and especially FSC USB in the collection of samples from the faculty staff and their evaluation should be highlighted. Thus, in relation to the incidence of covid-19 disease at workplaces, few cases were recorded, and these were widely distributed in time so that no key activities were compromised.

In cooperation with the so-called Working Group on Social Issues of the Czech Bishops' Conference, the **USB Faculty of Theology** organised an online conference on the topic 'Man and Work: ethical and social challenges of the present'. The conference took place on 25 November 2021 and featured presentations by Czech politicians Vladimír Špidla and Pavel Bratinka, sociologist Daniel Prokop, and others. The conference focused on the changes in the world of work caused by the Covid-19 pandemic and anti-epidemic measures. The first issue of the journal *Caritas et veritas*, published by the USB Faculty of Theology, focused on the topic of helping professions and social science issues during the time of the Covid-19 pandemic. Among others, it published an article by experts from the University of South Bohemia, University of Barotseland, Zambia, Auckland Park Theological Seminary, South Africa and the University of Alabama at Birmingham, USA: Mutemwa, D., Zvánovcová, V., Helová, A., Novotný, Daniel D. (2021). The Role of Religion, Philosophy of Life, Global Health, Traditional Medicine, and Past Experiences in the Covid-19 Pandemic Response: a Zambia Case Study. *Caritas et veritas* 11, (1): 34- DOI: 10.32725/cetv.2021.002.

Within the framework of the public competition of the Ministry of Health of the Czech Republic, the project 'The role of the nurse and her care in the time of a pandemic' is being solved at the **USB Faculty of Health and Social Sciences** since 2021. The aim of the project is to improve the situation of the nurse during the epidemic/pandemics in the healthcare system. A virtual online environment for nurses and patients will be created to provide nurses with the opportunity to gain new knowledge related to epidemic/pandemic situations and to support the management of epidemic/pandemic, chronic and lifestyle diseases.

12.3 The Third Role

The Covid-19 pandemic has shown the enormous potential and diversity of ways in which the University of South Bohemia can show itself as an important actor in the society of which it is a part and which it also co-creates, not only through educational and research activities but also by fulfilling its so-called 'third role'.

The **USB University Psychological Counselling Centre** participated indirectly in the activities of the USB crisis line (training, supervision and support of the workers of this line, follow-up care for callers if necessary). As part of the OP RDE project 'ESF II Development of USB', group activities for students were piloted in the autumn 2021. In the current situation associated with the Covid-19 pandemic, the counselling centre has been able to respond flexibly to the changing conditions of its activities (offering online consultations), thus supporting students and staff of the USB in coping with the burden that this time brings (difficulties associated with online learning, staying in the original family environment, crisis intervention in the event of a severe course of the illness or the death of a loved one). Although the first wave of the Covid-19 pandemic in spring 2020 resulted in a decline in the activities of the counselling centre, this decline has not occurred during the second and third waves and the counselling centre is fulfilling its mission in full. It is also providing greater support to international students and staff at USB, who are more severely affected by the isolation than others.

A unique counselling centre continued at the **USB Faculty of Economics** in 2021. Through e-mail, the experts could be contacted, for example, by self-employed persons and small and medium-sized enterprises that needed advice on applying for a contribution to cover economic losses resulting from the situation caused by the Covid-19 pandemic.

The **USB Faculty of Arts** has been actively involved in assisting with tutoring children from primary schools who were not able to manage distance learning in the last school year, and even in the current school year they were still facing serious problems. Students from USB Faculty of Arts tutored these students both in person and online. A newly launched electronic database of tutoring requests from the National Institute of Education and People in Need allowed them to quickly obtain contacts for specific schools across the Czech Republic. At the USB Faculty of Arts, tutoring took place within the elective course Block of Specialization Activities – Didactics.

The **USB Faculty of Science** was included in the network of accredited testing sites of the Ministry of Health for PCR testing for the presence of the SARS-CoV-2 coronavirus.

The **USB Faculty of Fisheries and Protection of Waters** participated in the functioning of the university's 24/7 Emergency Call line, which mainly provides support to foreign students and staff at USB. However, during the Covid-19 pandemic, some students of Czech degree programmes also turned to this line for help in dealing with the crisis situation related to the Covid-19 pandemic. The faculty itself significantly helped especially with the arrival of foreign students and staff at the faculty (assistance related to the implementation of quarantine, or isolation, with the demonstration of negative PCR tests, etc.).

The **USB Faculty of Theology** has prepared a separate page on its faculty website, which is used to post current job openings in institutions or organisations that needed urgent help in the current situation. The work is done in the form of volunteering or a work agreement. Several dozen students were involved in this form of assistance.

Students of the **USB Faculty of Health and Social Sciences** also helped in their internships in health and social services and participated in volunteer activities. An interesting educational activity for the public, students and USB employees was the workshop *How to maintain good concentration, memory, and mental well-being not only in the 'COVID era'?* (Lenka Motlová, PhDr., Ph.D., from the Institute of Social and Special Pedagogical Sciences, USB).

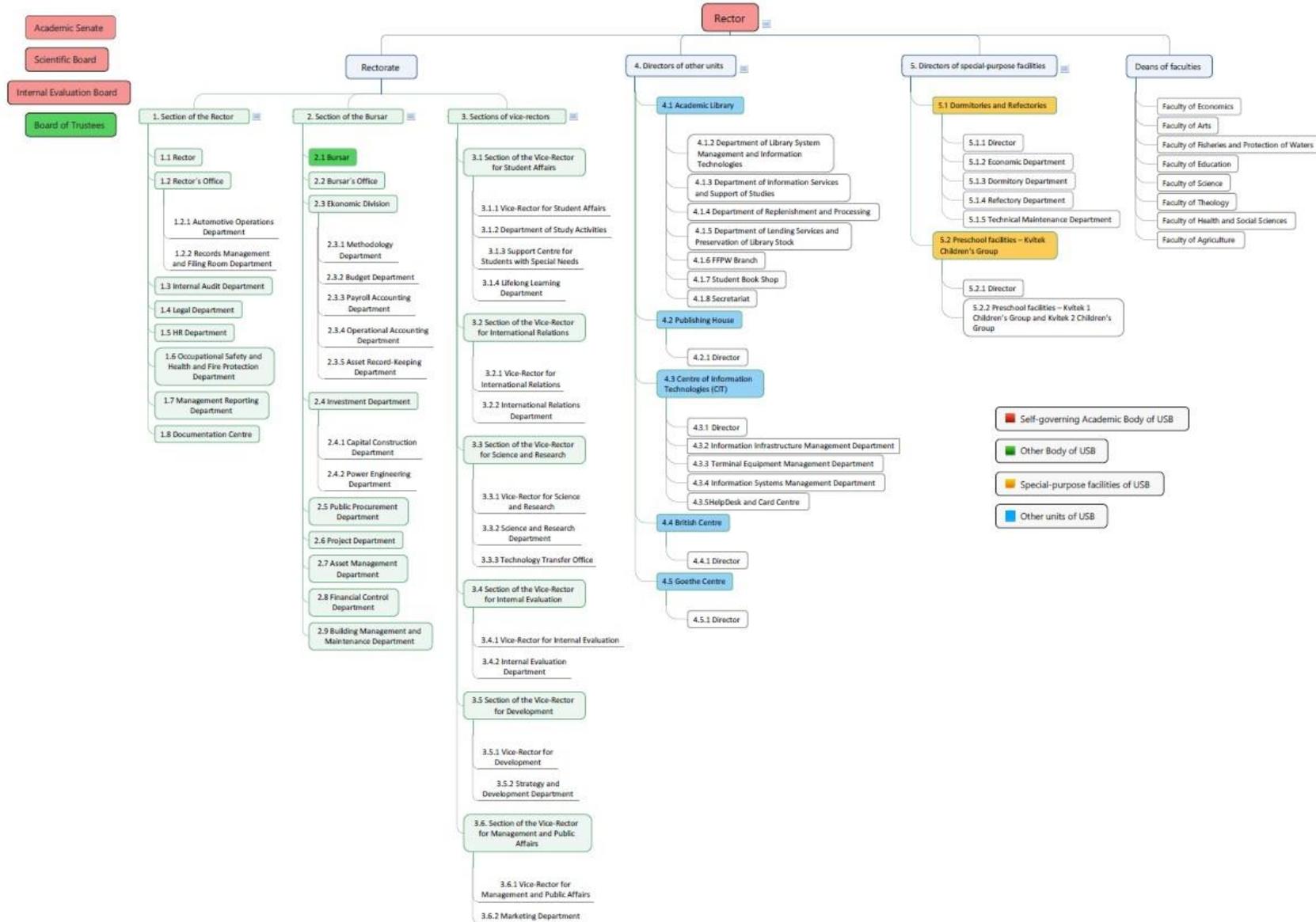
In 2021, the activities of the **USB Academic Library** were affected by the ongoing pandemic, especially in the first half of the year, when there was a reduction in the attendance services for readers and an adjustment of the operation. Hygiene regulations had to be followed, including the wearing of respirators, spacing and mandatory testing of staff. Following the government action, the library was completely closed for attendance services until mid-April and provided emergency contactless or borrowing of documents through the borrowing window. A self-service return facility was in operation throughout the closure, but – in line with changing anti-epidemic measures – returned books were no longer subsequently quarantined. Loans of All readers were automatically renewed until 30 April 2021. In spite of the restrictions, the library tried to provide its services online as much as possible (online ordering of documents for loan, online consultation and training, extended offer of online accessible documents, sale of books and scripts via e-shop).

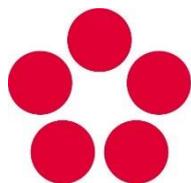
In terms of other activities (organised by the Marketing Office of the Rectorate), the Covid-19 pandemic caused a number of complications, especially when organizing mass events. For example, the Open Day had to be completely implemented in the online form, as well as the Representation Ball was cancelled and replaced by a live broadcast of the Havelka Sisters concert. The most challenging in terms of organisation was the celebration of the 30th anniversary of the University of South Bohemia, which had

to be moved from May to 10 September, and even on this alternative date it had to be carried out in compliance with all anti-epidemic measures. The area of educational fairs was also affected by the pandemic, and the USB Marketing Office had to respond flexibly to any changes in the organisers and at the same time implement participation in the newly established online educational trade fairs. Unpredictable developments in this area have also led many times to the preparation of events in two formats: a contact version and an online version. This was the case, for example, with the implementation of the Researchers' Night or participation in the Sciencefest event. Although the situation was very complicated throughout 2021, the vast majority of the planned events were successfully implemented.

Annexe 1 – Organisational structure of USB, the USB Rectorate and non-faculty constituent parts of USB

Annexe No 1 R 466 Position and scope of power of individual organisational units of the USB Rectorate





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

Annual Activity Report 2021

Table appendix

LIST OF TABLES

Tab. 2.1 Accredited degree programmes (numbers) – USB total	8
Tab. 2.1.1 Accredited degree programmes (numbers) – Faculty of Economics USB.....	8
Tab. 2.1.2 Accredited degree programmes (numbers) – Faculty of Arts, USB	8
Tab. 2.1.3 Accredited degree programmes (numbers) - Faculty of Education, USB.....	9
Tab. 2.1.4 Accredited degree programmes (numbers) – Faculty of Science, USB	9
Tab. 2.1.5 Accredited degree programmes (numbers) – Faculty of Fisheries and Protection of Waters USB.....	9
Tab. 2.1.6 Accredited degree programmes (numbers) – Faculty of Theology USB.....	9
Tab. 2.1.7 Accredited degree programmes (numbers) – Faculty of Health and Social Sciences, USB	10
Tab. 2.1.8 Accredited degree programmes (numbers) – Faculty of Agriculture, USB.....	10
Tab. 2.2 Degree programmes in a foreign language (numbers) – USB total	10
Tab. 2.2.1 Degree programmes in a foreign language (numbers) - Faculty of Economics, USB	11
Tab. 2.2.2 Degree programmes in a foreign language (numbers) – Faculty of Arts, USB	11
Tab. 2.2.3 Degree programmes in a foreign language (numbers) – Faculty of Education, USB	11
Tab. 2.2.4 Degree programmes in a foreign language (numbers) – Faculty of Science, USB.....	11
Tab. 2.2.5 Degree programmes in a foreign language (numbers) – Faculty of Fisheries and Protection of Waters USB.....	11
Tab. 2.2.6 Degree programmes in a foreign language (numbers) – Faculty of Theology, USB..	12
Tab. 2.2.7 Degree programmes in a foreign language (numbers) - Faculty of Health and Social Sciences, USB	12
Tab. 2.2.8 Degree programmes in a foreign language (numbers) – Faculty of Agriculture, USB	12
Tab. 2.3 Joint/Double/Multiple-degree study programmes with Foreign HEIs – USB Total	12
Tab. 2.3.1 Joint/Double/Multiple-degree study programmes with Foreign HEIs – Faculty of Economics USB	12
Tab. 2.3.2 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Arts, USB (I)	12
Tab. 2.3.4 Joint/Double/Multiple Degree study programmes with Foreign Universities - Faculty of Arts, USB (III).....	13
Tab. 2.3.5 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Arts, USB (IV).....	13
Tab. 2.3.6 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Arts, USB (V).....	13
Tab. 2.3.7 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Science USB (I)	13
Tab. 2.3.8 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Science, USB (II).....	14
Tab. 2.3.9 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Science, USB (III).....	14
Tab. 2.3.10 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Education, USB	14
Tab. 2.4 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – USB total	14
Tab. 2.4.1 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Education, USB (I)	14
Tab. 2.4.2 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Education, USB (II) and Faculty of Science, USB (I)	15
Tab. 2.4.3 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Science, USB (II)	15
Tab. 2.4.4 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Theology, USB (I)	15
Tab. 2.4.5 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Fisheries and Protection of Waters USB (I)	15
Tab. 2.4.6 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Fisheries and Protection of Waters USB (II)	15
Tab. 2.5 Accredited degree programmes implemented jointly with a higher vocational school	15

Tab. 2.6 Lifelong Learning (LLL) courses at USB – Number of courses	16
Tab. 2.7 Lifelong Learning (LLL) courses at USB – Number of participants	16
Tab. 3.1 Students in accredited degree programmes (number of studies) – USB total	17
Tab. 3.1.1 Students in accredited degree programmes (number of studies) – Faculty of Economics, USB	17
Tab. 3.1.2 Students in accredited degree programmes (number of studies) – Faculty of Arts, USB	18
Tab. 3.1.3 Students in accredited study programmes (number of studies) - Faculty of Education, USB	18
Tab. 3.1.4 Students in accredited degree programmes (number of studies) – Faculty of Science, USB	18
Tab. 3.1.5 Students in accredited degree programmes (number of studies) – Faculty of Fisheries and Protection of Waters USB	18
Tab. 3.1.6 Students in accredited study programmes (number of studies) - Faculty of Theology, USB	19
Tab. 3.1.7 Students in accredited degree programmes (number of studies) – Faculty of Health and Social Sciences, USB	19
Tab. 3.1.8 Students in accredited degree programmes (number of studies) – Faculty of Agriculture, USB	19
Tab. 3.2 Self-funding students (number of studies) – USB total	22
Tab. 3.3 Academic failure in the first year of study (%)	22
Tab. 3.4 Scholarships to students by the purpose of scholarship (number of individuals)	22
Tab. 4.1 Graduates of accredited study programmes (number of graduated studies) - USB total	23
Tab. 4.1.1 Graduates of accredited degree programmes (number of graduated studies) – Faculty of Economics, USB	23
Tab. 4.1.2 Graduates of accredited degree programmes (number of graduated studies) – Faculty of Arts, USB	23
Tab. 4.1.3 Graduates of accredited study programmes (number of graduated studies) - Faculty of Education, USB	24
Tab. 4.1.4 Graduates of accredited degree programmes (number of graduated studies) – Faculty of Science, USB	24
Tab. 4.1.5 Graduates of accredited degree programmes (number of graduated studies) – Faculty of Fisheries and Protection of Waters USB	24
Tab. 4.1.6 Graduates of accredited degree programmes (number of graduated studies) – Faculty of Theology, USB	25
Tab. 4.1.7 Graduates of accredited study programmes (number of graduated studies) - Faculty of Health and Social Sciences, USB	25
Tab. 4.1.8 Graduates of accredited degree programmes (number of graduated studies) – Faculty of Agriculture, USB	25
Tab. 5.1 Interest in studies - USB total	26
Tab. 5.1.1 Interest in studies – Faculty of Economics USB	27
Tab. 5.1.2 Interest in studies - Faculty of Arts, USB	27
Tab. 5.1.3 Interest in studies – Faculty of Education, USB	28
Tab. 5.1.4 Interest in studies – Faculty of Science, USB	28
Tab. 5.1.5 Interest in studies – Faculty of Fisheries and Protection of Waters USB	28
Tab. 5.1.6 Interest in studies – Faculty of Theology, USB	29
Tab. 5.1.7 Interest in studies – Faculty of Health and Social Sciences, USB	29
Tab. 5.1.8 Interest in studies – Faculty of Agriculture, USB	29
Tab. 6.1 Academic, scientific and other employees of USB (average converted numbers)	30
Tab. 6.2 Age structure of academic, scientific and other staff of USB (number of natural persons)	31
Tab. 6.3 Numbers of academic and scientific staff according to the range of working hours and highest qualification (numbers of natural persons according to the range of working hours) – USB total	31
Tab. 6.3.1 Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Economics, USB	31
Tab. 6.3.2 Numbers of academic and scientific staff according to the range of working hours and the highest qualification attained (numbers of natural persons according to the range of working hours) – Faculty of Arts, USB	29
Tab. 6.3.3 Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Education, USB	29

Tab. 6.3.4	Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Science, USB.....	29
Tab. 6.3.5	Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Fisheries and Protection of Waters, USB.....	30
Tab. 6.3.6	Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Theology, USB	30
Tab. 6.3.7	Numbers of academic and scientific staff according to the range of working hours and highest qualification (numbers of natural persons according to the range of working hours) – Faculty of Health and Social Sciences, USB.....	30
Tab. 6.3.8	Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Agriculture, USB.....	31
Tab. 6.3.9	Numbers of academic and scientific staff according to the range of working hours and the highest qualification attained (numbers of natural persons according to the range of working hours) – Other USB departments	31
Tab. 6.5	Academic and scientific staff with foreign citizenship (average converted numbers) – USB total	33
Tab. 6.5.1	Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Economics USB.....	33
Tab. 6.5.2	Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Arts, USB	34
Tab. 6.5.3	Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Education USB.....	34
Tab. 6.5.4	Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Science USB	35
Tab. 6.5.5	Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Fisheries and Protection of Waters USB	35
Tab. 6.5.6	Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Theology, USB	36
Tab. 6.5.7	Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Health and Social Sciences, USB	36
Tab. 6.5.8	Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Agriculture USB	37
Tab. 6.5.9	Academic and scientific staff with foreign citizenship (average converted numbers) - Other units of USB.....	37
Tab. 6.6	Newly appointed associate professors and professors (numbers) – USB total.....	38
Tab. 6.6.1	Newly appointed associate professors and professors (numbers) – Faculty of Economics, USB	38
Tab. 6.6.2	Newly appointed associate professors and professors (numbers) – Faculty of Arts, USB	38
Tab. 6.6.3	Newly appointed associate professors and professors (numbers) – Faculty of Education, USB.....	38
Tab. 6.6.4	Newly appointed associate professors and professors (numbers) – Faculty of Science, USB	39
Tab. 6.6.5	Newly appointed associate professors and professors (numbers) – Faculty of Fisheries and Protection of Waters USB	39
Tab. 6.6.6	Newly appointed associate professors and professors (numbers) – Faculty of Theology, USB	39
Tab. 6.6.7	Newly appointed associate professors and professors (numbers) – Faculty of Health and Social Sciences, USB	39
Tab. 6.6.8	Newly appointed associate professors and professors (numbers) – Faculty of Agriculture, USB.....	40
Tab. 7.1	USB involvement in international cooperation programmes (regardless of funding source)	41
Tab. 7.2	Mobility of students, academic and other staff by country (regardless of funding source)	41
Tab. 7.3	Mobility of graduates (numbers and shares of graduated studies) – USB total ...	42
Tab. 7.3.1	Mobility of graduates (numbers and shares of graduated studies) – Faculty of Economics, USB	42
Tab. 7.3.2	Mobility of graduates (numbers and shares of graduated studies) – Faculty of Arts, USB	43

Tab. 7.3.3 Mobility of graduates (number and percentage of graduated studies) – Faculty of Education, USB.....	43
Tab. 7.3.4 Mobility of graduates (number and percentage of graduated studies) – Faculty of Science, USB.....	43
Tab. 7.3.5 Mobility of graduates (numbers and percentages of graduated studies) – Faculty of Fisheries and Protection of Waters, USB.....	43
Tab. 7.3.6 Mobility of graduates (number and percentage of graduated studies) – Faculty of Theology, USB.....	43
Tab. 7.3.7 Mobility of graduates (number and percentage of graduated studies) - Faculty of Health and Social Sciences, USB.....	44
Tab. 7.3.8 Mobility of graduates (numbers and shares of graduated studies) – Faculty of Agriculture, USB.....	44
Tab. 8.1 Conferences (co-)organised by USB (numbers).....	44
Tab. 8.2 Experts from the application sphere involved in teaching and practice in accredited study programmes (numbers).....	45
Tab. 8.3 Degree programmes/fields that have compulsory completion of professional practice for at least 1 month in their content (numbers).....	45
Tab. 8.4 Transfer of knowledge and research results into practice.....	46
Table 8.4.1 Transfer of knowledge and research results into practice – summary information	46
Tab. 12.1 Accommodation and catering.....	46
Tab. 12.2 University libraries.....	47

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

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Programmes and qualifications – general education	00									0
Education and Upbringing	01	28	4	3	1	21	2	3	3	65
Arts and Humanities	02	26	6	3	1	20	4	17	17	94
Social Sciences, Journalism, and Information Sciences	03	8	3			3		4	4	22
Business, Administration, and Law	04	5	5			5	3	3	3	24
Natural Sciences, Mathematics, and Statistics	05	14	2			15	1	31	27	90
Information and Communication Technologies	06	5	2			3				10
Technology, manufacturing, and construction	07	5	2			2	1			10
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	11	9			8	6	9	9	52
Health and Social Care, Care for Favourable Living Conditions	09	20	14			9	8	8	8	67
Services	10	2	1			2	1			6
Total		124	48	6	2	88	26	75	71	440

Note: ISCED-F – classification of fields of education. P – full-time form, K/D – part-time/distance form. Note: The table includes all degree programmes that had valid accreditation as of 31 December 2021, i.e. both degree programmes that are in the process of completion (including programmes for which accreditation has been extended and programmes that are intended for completion only) and degree programmes newly accredited under valid institutional accreditation and under programme accreditation granted by the NAB. The data are based on the Register of Universities and Degree programmes of the MEYS, on the data of the Internal Evaluation Board on degree programmes approved under valid institutional accreditation and on the resolution of the NAB on granting programme accreditation (in this case, only those degree programmes for which the decision on granting accreditation became legally effective by 31 December 2021 at the latest are included in the table).

The above comments apply to Tables 2.1 and 2.1.1 to 2.1.8.

Tab. 2.1.1 Accredited degree programmes (numbers) – Faculty of Economics USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Social Sciences, Journalism, and Information Sciences	03	2	1			1				4
Business, Administration, and Law	04	5	5			5	3	3	3	24
Natural Sciences, Mathematics, and Statistics	05	1	1							2
Information and Communication Technologies	06	2	2			2				6
Total		10	9			8	3	3	3	36

Tab. 2.1.2 Accredited degree programmes (numbers) – Faculty of Arts, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	7				3				10
Arts and Humanities	02	18				14		11	11	54
Social Sciences, Journalism, and Information Sciences	03	3				2				5
Total		28				19		11	11	69

Tab. 2.1.3 Accredited degree programmes (numbers) - Faculty of Education, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	11	2	3	1	9	1	2	2	31
Arts and Humanities	02	1								1
Social Sciences, Journalism, and Information Sciences	03	2	1					3	3	9
Natural Sciences, Mathematics, and Statistics	05	1								1
Health and Social Care, Care for Favourable Living Conditions	09		1			1	1			3
Services	10	1				1				2
Total		16	4	3	1	11	2	5	5	47

Tab. 2.1.4 Accredited degree programmes (numbers) - Faculty of Science, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	6				6		1	1	14
Natural Sciences, Mathematics, and Statistics	05	11				14		26	22	73
Information and Communication Technologies	06	3				1				4
Technology, manufacturing, and construction	07	3	2							5
Total		23	2			21		27	23	96

Tab. 2.1.5 Accredited degree programmes (numbers) - Faculty of Fisheries and Protection of Waters USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics, and Statistics	05	1	1					2	2	6
Technology, production, and construction	07	1				1	1			3
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	1	1			1	1	3	3	10
Total		3	2			2	2	5	5	19

Tab. 2.1.6 Accredited degree programmes (numbers) - Faculty of Theology USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	2	1			2	1			6
Arts and Humanities	02	7	6	3	1	6	4	6	6	39
Social Sciences, Journalism, and Information Sciences	03	1	1					1	1	4
Health and Social Care, Care for Favourable Living Conditions	09	3	3			3	3	1	1	14
Total		13	11	3	1	11	8	8	8	63

Tab. 2.1.7 Accredited degree programmes (numbers) – Faculty of Health and Social Sciences, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	1	1							2
Health and Social Care, Care for Favourable Living Conditions	09	17	10			5	4	7	7	50
Services	10	1	1			1	1			4
Total		19	12			6	5	7	7	56

Tab. 2.1.8 Accredited degree programmes (numbers) – Faculty of Agriculture, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	1				1				2
Natural Sciences, Mathematics, and Statistics	05					1	1	3	3	8
Technology, manufacturing, and construction	07	1				1				2
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	10	8			7	5	6	6	42
Total		12	8			10	6	9	9	54

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

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Programmes and qualifications – general education	00									0
Education and Upbringing	01					1				1
Arts and Humanities	02							8	8	16
Social Sciences, Journalism, and Information Sciences	03							1	1	2
Business, Administration, and Law	04					3	1	2	2	8
Natural Sciences, Mathematics, and Statistics	05	2				6		17	15	40
Information and Communication Technologies	06	2								2
Technology, production, and construction	07					1	1			2
Agriculture, Forestry, Fishing, and Veterinary Medicine	08					1		2	2	5
Health and Social Care, Care for Favourable Living Conditions	09	3				1	1	3	2	10
Services	10									0
Total		7	0	0	0	13	3	33	30	86

Note: ISCED-F – classification of fields of education. P – full-time form, K/D – part-time/distance form. The table includes all degree programmes that had valid accreditation as of 31 December 2021, i.e. both ongoing degree programmes (including programmes for which accreditation has been extended and programmes that are intended for completion only) and degree programmes newly accredited under valid institutional accreditation and under programme accreditation granted by the NAB. The data are based on the Register of Universities and Degree programmes of MEYS, on the data of the Internal Evaluation Board on degree programmes approved under valid institutional accreditation and on the resolution of the NAB on granting programme accreditation (in this case, only those degree programmes for which the decision on granting accreditation became legally effective by 31 December 2021 at the latest are included in the table). The above comments apply to Tables 2.2 and 2.2.1 to 2.2.7.

Tab. 2.2.1 Degree programmes in a foreign language (numbers) - Faculty of Economics, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Business, Administration, and Law	04					3	1	2	2	8
Information and Communication Technologies	06	1								1
Total		1				3	1	2	2	9

Tab. 2.2.2 Degree programmes in a foreign language (numbers) – Faculty of Arts, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Arts and Humanities	02							4	4	8
Total								4	4	8

Tab. 2.2.3 Degree programmes in a foreign language (numbers) – Faculty of Education, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01					1				1
Social Sciences, Journalism, and Information Sciences	03							1	1	2
Total						1		1	1	3

Tab. 2.2.4 Degree programmes in a foreign language (numbers) – Faculty of Science, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics, and Statistics	05	2				6		16	14	38
Information and Communication Technologies	06	1								1
Total		3				6		16	14	39

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

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics, and Statistics	05							1	1	2
Technology, Production, and Construction	07					1	1			2
Agriculture, Forestry, Fishing, and Veterinary Medicine	08							2	2	4
Total						1	1	3	3	8

Tab. 2.2.6 Degree programmes in a foreign language (numbers) – Faculty of Theology, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Arts and Humanities	02							4	4	8
Total								4	4	8

Tab. 2.2.7 Degree programmes in a foreign language (numbers) - Faculty of Health and Social Sciences, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Health and Social Care, Care for Favourable Living Conditions	09	3				1	1	3	2	10
Total		3				1	1	3	2	10

Tab. 2.2.8 Degree programmes in a foreign language (numbers) – Faculty of Agriculture, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Agriculture, Forestry, Fishing, and Veterinary Medicine	08					1				1
Total						1				1

Tab. 2.3 Joint/Double/Multiple-degree study programmes with Foreign HEIs – USB Total

Type of study	Bachelor's degree	Master's degree	Cons. master's degree	Doctoral studies	Total
Number of degree programmes	3	0	7	0	10
Number of active studies in the following programmes	184		45		229

Tab. 2.3.1 Joint/Double/Multiple-degree study programmes with Foreign HEIs – Faculty of Economics USB

Programme name 1	Regional and European Project Management
Partner organisations	Université Bretagne-Sud (UBS), France; Westsächsische Hochschule Zwickau (WHZ), Germany
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Joint Degree
Type of programme (Bachelor's, postgraduate, Master's, Doctoral)	Master's degree
Number of active studies as of 31.12.	23

Tab. 2.3.2 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Arts, USB (I)

Programme name 2	Langues étrangères appliquées – anglais et espagnol ou anglais et allemand, spécialité 'Commerce international' / Philology – French for European and International Business; Spanish for European and International Business
Partner organisations	Université Bretagne Sud, France
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Double degree
Type of programme (Bachelor's, postgraduate, Master's, Doctoral)	Bachelor
Number of active studies as of 31.12.	3

Tab. 2.3.3 Joint/Double/Multiple-degree study programmes with Foreign HEIs – Faculty of Arts, USB (II)

Programme name 3	Sciences du langage: Linguistique et semiologie générales / Philology – French language
Partner organisations	Université de Paris, France
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Double degree
Type of programme (Bachelor's, postgraduate, Master's, Doctoral)	Master's degree
Number of active studies as of 31.12.	0

Tab. 2.3.4 Joint/Double/Multiple Degree study programmes with Foreign Universities - Faculty of Arts, USB (III)

Programme name 4	Sciences du langage et Didactique des Langues: Lexique, Texte et Discours / Philology – French language
Partner organisations	Université de Lorraine, France
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Double degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Master's degree
Number of active studies as of 31.12.	0

Tab. 2.3.5 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Arts, USB (IV)

Programme name 5	Lingue, letteratura e cultura straniera – Scienze del linguaggio, terminologie e tipologie dei testi / Philology – Italian language
Partner organisations	Università Cattolica del Sacro Cuore (UCSC), Italy
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Double degree
Type of programme (Bachelor's, postgraduate, Master's, Doctoral)	Master's degree
Number of active studies as of 31.12.	0

Tab. 2.3.6 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Arts, USB (V)

Programme name 6	Enseñanza de Español como Lengua Extranjera; Literatura Española e Hispanoamericana. Teoría de la Literatura y Literatura Comparada; Gestión del Patrimonio Textual y Humanidades Digitales / Philologie – major Spanish language
Partner organisations	Universidad de Salamanca, Spain
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Double degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Master's degree
Number of active studies as of 31.12.	2

Tab. 2.3.7 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Science USB (I)

Programme name 7	Biochemistry/Biochemistry – field of study Biological Chemistry
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Double degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Bachelor
Number of active studies as of 31.12.	159

Tab. 2.3.8 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Science, USB (II)

Programme name 8	Applied Informatics/Informatics – major Bioinformatics
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Double degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Bachelor
Number of active studies as of 31.12.	22

Tab. 2.3.9 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Science, USB (III)

Programme name 9	Biochemistry/Biochemistry – field of study Biological Chemistry
Partner organisations	Johannes Kepler Universität Linz, Austria
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Double degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Master's degree
Number of active studies as of 31.12.	20

Tab. 2.3.10 Joint/Double/Multiple-degree study programmes with Foreign Universities – Faculty of Education, USB

Programme name 10	European Master in Migration and Intercultural Relations (EMMIR)
Partner organisations	Carl von Ossietzky University, Oldenburg, Germany (coordinating); Ahfad University for Women, Omdurman, Sudan; Mbarara University of Science and Technology, Uganda; University of Nova Gorica, Slovenia; University of Stavanger, Norway; University of the Witwatersrand, Johannesburg, South Africa.
Associated organisations	
Type of programme (Joint/Double/Multiple-degree)	Joint Degree
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Master's degree
Number of active studies as of 31.12.	0

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

Type of study	Bachelor's degree	Master's degree	Cons. master's degree	Doctoral studies	Total
Number of degree programmes	1	0	0	5	6
Number of active studies in the following programmes	2			63	65

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

Name of degree programme 1	Specialization in Pedagogy – Information and Communication Technologies in Education
The broadly defined field of ISCED-F	01
Partner university/institution*	University of Ostrava, Faculty of Education; University of Hradec Králové, Faculty of Education; University of West Bohemia in Pilsen, Faculty of Education
Type of programme (Bachelor's, postgraduate, Master's, Doctoral)	Doctoral
Number of active studies as of 31.12.	4

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

Name of degree programme 2	Specialization in Pedagogy – Education in Biology
The broadly defined field of ISCED-F	01
Partner university/institution*	Charles University in Prague, Faculty of Education
Type of programme (Bachelor's, postgraduate, Master's, Doctoral)	Doctoral
Number of active studies as of 31.12.	2

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

Name of degree programme 3	Mechatronics – major Mechatronics
The broadly defined field of ISCED-F	07
Partner university/institution*	Czech Technical University in Prague
Type of programme (Bachelor's, postgraduate, Master's, Doctoral)	Bachelor
Number of active studies as of 31.12.	2

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

Degree programme name 4	Philosophy – major Philosophy
The broadly defined field of ISCED-F	02
Partner university/institution*	Institute of Philosophy, Czech Academy of Sciences
Type of programme (Bachelor's, postgraduate, Master's, Doctoral)	Doctoral
Number of active studies as of 31.12.	18

Tab. 2.4.5 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Fisheries and Protection of Waters USB (I)

Name of degree programme 5	Fisheries
The broadly defined field of ISCED-F	08
Partner university/institution*	CAS Biology Centre, v.v.i., České Budějovice
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Doctoral
Number of active studies as of 31.12.	14

Tab. 2.4.6 Accredited degree programmes implemented jointly with another university or public research institution based in the Czech Republic – Faculty of Fisheries and Protection of Waters USB (II)

Degree programme name 6	Fishery
The broadly defined field of ISCED-F	08
Partner university/institution*	CAS Biology Centre, v.v.i., České Budějovice
Type of programme (Bachelor's, Postgraduate, Master's, Doctoral)	Doctoral
Number of active studies as of 31.12.	25

Tab. 2.5 Accredited degree programmes implemented jointly with a higher vocational school

In 2021, the University of South Bohemia did not have any degree programmes accredited jointly with a higher vocational school.

Tab. 2.6 Lifelong Learning (LLL) courses at USB – Number of courses

ISCED-F broadly defined fields	Code	Courses oriented towards the performance of a profession			Courses of interest			U3V	Total
		up to 3h.	16-100 hours	100+ hours	up to 3h.	16-100 hours	100+ hours		
Programmes and Qualifications – General Education	00		3	14					17
Education and Upbringing	01	2	17	65	4	5	1	7	101
Arts and Humanities	02		3		6	75	1	15	100
Social Sciences, Journalism, and Information Sciences	03							6	6
Business, Administration, and Law	04	1			1			2	4
Natural Sciences, Mathematics, and Statistics	05	11	3	16	49	19			98
Information and Communication Technologies	06	2		3	2				7
Technology, Manufacturing, and Construction	07			1	2	1			4
Agriculture, Forestry, Fishing, and Veterinary Medicine	08				1				1
Health and Social Care, Care for Favourable Living Conditions	09	1	4	1	20	9	0	1	36
Services	10								
Total		17	30	100	85	109	2	31	374

Tab. 2.7 Lifelong Learning (LLL) courses at USB – Number of participants

ISCED-F broadly defined fields	Code	Courses oriented towards the performance of a profession			Courses of interest			U3V	Total	Participants pursuant to Section 60 of the Higher Education Act ¹
		up to 3h.	16-100 hours	100+ hours	up to 3h.	16-100 hours	100+ hours			
Programmes and qualifications – general education	00		73	222					295	21
Education and Upbringing	01	265	408	828	44	48	16	53	1 662	1 189
Arts and Humanities	02		39		67	359	71	357	893	
Social Sciences, Journalism, and Information Sciences	03							227	227	
Business, Administration, and Law	04				14			17	57	
Natural Sciences, Mathematics, and Statistics	05	93	125	16	1 098	301			1 633	131
Information and Communication Technologies	06	190		6	10				206	
Technology, Production, and Construction	07			7	20	9			36	

Agriculture, Forestry, Fishing, and Veterinary Medicine	08				3				3	
Health and Social Care, Care for Favourable Living Conditions	09	34	40	25	227	93		13	432	
Services	10								0	
Total		608	685	1 104	1 483	810	87	667	5 444	1 341

1) Participants in lifelong learning who have been admitted to accredited degree programmes pursuant to Section 60 of the Higher Education Act.

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

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Programmes and qualifications – general education	00									0
Education and Upbringing	01	1 134	268	270	2	348	24	7	5	2 058
Arts and Humanities	02	532	92			119	18	60	10	831
Social Sciences, Journalism, and Information Sciences	03	183	212			22		10	5	432
Business, Administration, and Law	04	602	164			174	112	20	21	1 093
Natural Sciences, Mathematics, and Statistics	05	536	8			190	7	244	19	1 004
Information and Communication Technologies	06	145	23			37				205
Technology, Manufacturing, and Construction	07	67	7			96	9			179
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	463	180			113	79	99	31	965
Health and Social Care, Care for Favourable Living Conditions	09	1 176	336			118	194	7	27	1 858
Services	10	96	11			56	59			222
Total		4 934	1 301	270	2	1 273	502	447	118	8 847
Of which number of women total		3 383	1 000	258	1	867	375	228	65	6 177
Of which total number of foreigners		337	20	0	0	75	9	193	13	647

Note: ISCED-F – classification of fields of education. P – full-time form, K/D – part-time/distance form. The above notes apply to Tables 3.1 and 3.1.1 to 3.1.8.

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

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Social Sciences, Journalism, and Information Sciences	03	15	5			5				25
Business, Administration, and Law	04	602	164			174	112	20	21	1 093
Information and Communication Technologies	06	81	23			35				139
Total		698	192			214	112	20	21	1 257
of which number of women		439	120			136	83	12	11	801
of which number of foreigners		53	8			20	5	1	8	95

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

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	127				35				162
Arts and Humanities	02	495				111		29	7	642
Social Sciences, Journalism, and Information Sciences	03	27				17				44
Total		649				163		29	7	848
of which number of women		492				124		17	3	636
of which number of foreigners		35				5		4	1	45

Tab. 3.1.3 Students in accredited study programmes (number of studies) - Faculty of Education, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	941	268	270	2	292	7	7	5	1 792
Social Sciences, Journalism, and Information Sciences	03	89	105					6	3	203
Natural Sciences, Mathematics, and Statistics	05	17								17
Health and Social Care, Care for Favourable Living Conditions	09					16				16
Services	10	87				37				124
Total		1 134	373	270	2	345	7	13	8	2 152
of which number of women		713	338	258	1	252	2	6	5	1 575
of which number of foreigners		8	3	0	0	2	0	0	0	13

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

ISCED-F broadly defined fields	Code	Bachelor's Degree		Master's study		Continuig Master's study		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	64				13				77
Natural Sciences, Mathematics, and Statistics	05	478				181		207	6	872
Information and Communication Technologies	06	64				2				66
Technology, Production, and Construction	07	13	7							20
Total		619	7			196		207	6	1 035
of which number of women		390	0			137		108	3	638
of which number of foreigners		189	0			36		130	0	355

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

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics, and Statistics	05	41	8					15		64
Technology, Production, and Construction	07					28	7			35
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	38	19					32	7	96
Total		79	27			28	7	47	7	195
of which number of women		27	5			8	2	21	3	66
of which number of foreigners		16	2			5	1	37	2	63

Tab. 3.1.6 Students in accredited study programmes (number of studies) - Faculty of Theology, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	1				0	5			6
Arts and Humanities	02	37	92			8	18	31	3	189
Social Sciences, Journalism, and Information Sciences	03	52	102					4	2	160
Health and Social Care, Care for Favourable Living Conditions	09	117	124			40	96			377
Total		207	318			48	119	35	5	732
of which number of women		173	244			37	100	17	2	573
of which number of foreigners		7	2			2	0	10	1	22

Tab. 3.1.7 Students in accredited study programmes (number of studies) - Faculty of Health and Social Sciences, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	1				8	12			21
Health and Social Care, Care for Favourable Living Conditions	09	1 059	212			62	98	7	27	1 465
Services	10	9	11			19	59			98
Total		1 069	223			89	169	7	27	1 584
of which number of women		893	193			81	130	6	23	1 326
of which number of foreigners		17	3			1	2	3	1	27

Tab. 3.1.8 Students in accredited study programmes (number of studies) - Faculty of Agriculture, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics, and Statistics	05					9	7	22	13	51
Technology, Production, and Construction	07	54				68	2			124
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	425	161			113	79	67	24	869
Total		479	161			190	88	89	37	1044
of which number of women		256	100			92	58	41	16	563
of which number of foreigners		12	2			4	1	8	1	28

Tab. 3.2 Self-funding students (number of studies) – USB total

As of 31 December 2021, no self-funding students were studying at the University of South Bohemia in České Budějovice.

Tab. 3.3 Academic failure in the first year of study (%)

Faculty	Bachelor's degree			Master's degree			Cons. master's degree			Doctoral studies			Total
	P	K/D	Total.	P	K/D	Total.	P	K/D	Total.	P	K/D	Total.	
Faculty of Economics USB	52.5%	68.5%	57.0%				11.8%	51.7%	25.6%	0.0%	33.3%	15.4%	47.9%
Faculty of Arts, USB	31.4%	0.0%	31.4%				12.5%		12.5%	0.0%	50.0%	10.0%	27.6%
Faculty of Education USB	26.2%	23.3%	25.5%	19.8%	0.0%	19.8%	11.0%	20.0%	11.3%	0.0%	100.0%	33.3%	22.5%
Faculty of Science USB	33.3%	0.0%	33.3%				13.0%		13.0%	9.4%	12.5%	10.0%	24.3%
Faculty of Fisheries and Protection of Waters USB	59.6%	77.8%	64.3%				0.0%	28.6%	11.8%	0.0%	0.0%	0.0%	44.3%
Faculty of Theology, USB	34.7%	40.7%	38.3%				26.9%	22.9%	24.3%	0.0%	50.0%	25.0%	35.3%
Faculty of Health and Social Sciences, USB	28.3%	43.3%	31.2%				10.0%	37.0%	28.3%	20.0%	0.0%	10.0%	30.2%
Faculty of Agriculture USB	55.6%	59.0%	56.4%				21.0%	28.9%	23.1%	35.0%	30.0%	33.3%	45.5%
Total	36.6%	46.0%	38.8%	19.8%	0.0%	19.8%	13.7%	36.0%	20.9%	11.3%	22.4%	14.5%	33.4%

Note: Study failure rate is the ratio of the number of studies started in calendar year n to the sum of failed studies of this cohort in calendar years n and n+1.

P – full-time form, K/D – part-time/distance form.

Tab. 3.4 Scholarships to students by the purpose of scholarship (number of individuals)

Purpose of the scholarship	Number of students	Average scholarship amount
for outstanding academic performance according to Section 91(2)(a)	535	6 833
for outstanding scientific, research, development, artistic or other creative achievements pursuant to Section 91(2) (b)	228	18 014
for research, development, and innovation activities under a special legal regulation, Section 91 (2) (c)	542	34 866
in the case of a student's difficult social situation according to Section 91 (2) (d)	0	0
in the case of a student's difficult social situation according to Section 91 (3)	9	29 489
in cases of special consideration pursuant to Section 91(2)(e)	6 004	5 562
of which accommodation scholarship	5 083	4 248
to support studies abroad according to Section 91 (4) (a)	68	25 109
to support studies in the Czech Republic according to Section 91 (4) (b)	7	122 143
students of doctoral degree programmes according to Section 91 (4) (c)	495	98 013
Other scholarships	0	0
Total	7 888	14 123

Note: Average scholarship amount – The proportion of the total amount paid for a given type of scholarship in a year and the total number of individuals to whom the scholarship was paid at least once in the year. If a scholarship has been paid to one person more than once, the person is counted only once, but the sum of the amounts paid to that person enters the calculation.

Tab. 4.1 Graduates of accredited study programmes (number of graduated studies) - USB total

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Programmes and Qualifications – General Education	00									0
Education and Upbringing	01	229	76	32	6	100	25		1	469
Arts and Humanities	02	75	3			49	3	4	2	136
Social Sciences, Journalism, and Information Sciences	03	53	34							87
Business, Administration, and Law	04	88	5			72	27	1	1	194
Natural Sciences, Mathematics, and Statistics	05	104				36		22	12	174
Information and Communication Technologies	06	39	2			12				53
Technology, Manufacturing, and Construction	07	7	3			44	3			57
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	98	20			79	32	6	2	237
Health and Social Care, Care for Favourable Living Conditions	09	232	58			36	48	3	2	379
Services	10	30	11			31	30			102
Total		955	212	32	6	459	168	36	20	1 888
of which number of women		679	167	32	5	307	136	21	10	1 357
of which number of foreigners		33	2	0	0	24	4	12	8	83

Note: ISCED-F – classification of fields of education. P – full-time form, K/D – part-time/distance form. The table shows the number of successful graduates (not individuals) in the period 1.1-31.12. The above remarks apply to Tables 4.1 and 4.1.1 to 4.1.8.

Tab. 4.1.1 Graduates of accredited study programmes (number of graduated studies) – Faculty of Economics, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Social Sciences, Journalism, and Information Sciences	03	7	1			0		0		8
Business, Administration, and Law	04	88	5			72	27	1	1	194
Natural Sciences, Mathematics, and Statistics	05	2	0							2
Information and Communication Technologies	06	15	2			3				20
Total		112	8			75	27	1	1	224
of which number of women		69	5			56	24	1	1	156
of which number of foreigners		1	0			10	0	0	0	11

Tab. 4.1.2 Graduates of accredited study programmes (number of graduated studies) – Faculty of Arts, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01					8				8
Arts and Humanities	02	67				47		2		116
Total		67				55		2		124
of which number of women		52				40		0		92
of which number of foreigners		1				4		0		5

Tab. 4.1.3 Graduates of accredited study programmes (number of graduated studies) - Faculty of Education, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	224	67	32	6	85	3		1	418
Arts and Humanities	02	2								2
Social Sciences, Journalism, and Information Sciences	03	26	6							32
Natural Sciences, Mathematics, and Statistics	05	9								9
Health and Social Care, Care for Favourable Living Conditions	09					10				10
Services	10	23				19				42
Total		284	73	32	6	114	3		1	513
of which number of women		217	60	32	5	83	2		0	399
of which number of foreigners		2	1	0	0	1	0		0	4

Tab. 4.1.4 Graduates of accredited study programmes (number of graduated studies) - Faculty of Science, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics, and Statistics	05	87				36		20	12	155
Information and Communication Technologies	06	24				9				33
Technology, Manufacturing, and Construction	07	7	3							10
Total		118	3			45		20	12	198
of which number of women		65				28		9	6	108
of which number of foreigners		23	1			4		8	8	44

Tab. 4.1.5 Graduates of accredited study programmes (number of graduated studies) - Faculty of Fisheries and Protection of Waters USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics, and Statistics	05	6								6
Technology, Production, and Construction	07					6	1			7
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	9	1					3	2	15
Total		15	1			6	1	3	2	28
of which number of women		6	0			0	1	3	1	11
of which number of foreigners		1	0			0	0	3	0	4

Tab. 4.1.6 Graduates of accredited study programmes (number of graduated studies) – Faculty of Theology, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01					1	2			3
Arts and Humanities	02	6	3			2	3	2	2	18
Social Sciences, Journalism, and Information Sciences	03	20	27							47
Health and Social Care, Care for Favourable Living Conditions	09	31	19			13	31			94
Total		57	49			16	36	2	2	162
of which number of women		51	39			13	30	2	1	136
of which number of foreigners		2	0			0	0	0	0	2

Tab. 4.1.7 Graduates of accredited study programmes (number of graduated studies) - Faculty of Health and Social Sciences, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Education and Upbringing	01	5	9			6	20			40
Health and Social Care, Care for Favourable Living Conditions	09	201	39			13	17	3	2	275
Services	10	7	11			12	30			60
Total		213	59			31	67	3	2	375
of which number of women		178	48			25	57	2	1	311
of which number of foreigners		1	0			1	4	0	0	6

Tab. 4.1.8 Graduates of accredited study programmes (number of graduated studies) – Faculty of Agriculture, USB

ISCED-F broadly defined fields	Code	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total
		P	K/D	P	K/D	P	K/D	P	K/D	
Natural Sciences, Mathematics, and Statistics	05							2		2
Technology, Production, and Construction	07					38	2			40
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	89	19			79	32	3		222
Total		89	19			117	34	5		264
of which number of women		41	15			62	22	4		144
of which number of foreigners		2	0			4	0	1		7

Tab. 5.1 Interest in studies - USB total

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments to study	Number of applicants	Number of applications	Number of admissions	Number of enrolments to study	Number of applicants	Number of applications	Number of admissions	Number of enrolments to study	Number of applicants	Number of applications	Number of admissions	Number of enrolments to study
Programs and qualifications – general education	00																
Education and Upbringing	01	1 780	2 201	955	569	214	214	101	77	295	317	195	172	1	1	1	1
Arts and Humanities	02	634	697	535	313					113	118	74	57	18	19	12	9
Social Sciences, Journalism and information sciences	03	382	391	209	136					18	18	14	14	27	27	23	18
Business, Administration, and Law	04	869	983	889	420					202	225	153	102				
Natural Sciences, Mathematics, and Statistics	05	535	610	465	202					188	216	115	74	37	37	18	15
Information and communication technologies	06	130	132	122	74					32	32	31	28				
Technology, Production, and Construction	07	84	84	84	52					95	96	88	59				
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	523	593	589	351					99	106	106	87	66	66	52	49
Health and Social Care, Care for Favourable Living Conditions	09	1 268	1 554	1 165	656					291	343	250	162	6	6	5	5
Services	10									13	13	6	5				
Total		5 367	7 245	5 013	2 773	214	214	101	77	1 283	1 484	1 032	760	154	156	111	97

Note: **ISCED-F** – classification of fields of education. **Number of applicants** – number of natural persons. **Number of applications** – number of all applications received by the USB. **Number of admissions** – number of all successful applications (this is not the number of natural persons). **Number of enrolments** – the number of all enrolments (not the number of natural persons). The total figure for the HEI is not the sum of the figures for the individual faculties. A person admitted/enrolled in more than one course enters the table exactly as many times as he/she was admitted/enrolled. The above remarks apply to Tables 5.1 and 5.1.1 to 5.1.8.

Tab. 5.1.1 Interest in studies – Faculty of Economics USB

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of	Number of application	Number of admissions	Number of enrolments to	Number of applicants	Number of application	Number of admissions	Number of enrolments to	Number of applicants	Number of application	Number of admissions	Number of enrolments to	Number of applicants	Number of application	Number of admissions	Number of enrolments to
Social Sciences, Journalism and information sciences	03	36	36	30	8					4	4	3	3	24	24	21	17
Business, Administration, and Law	04	869	983	889	420					202	225	153	102				
Information and communication technologies	06	116	117	107	59					32	32	31	28				
Total		981	1 136	1 026	487					236	261	187	133	24	24	21	17

Tab. 5.1.2 Interest in studies - Faculty of Arts, USB

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments
Education and Upbringing	01	197	212	154	85					29	29	18	17				
Arts and Humanities	02	479	527	381	232					91	95	54	41	9	9	6	4
Social Sciences, Journalism and information sciences	03	50	51	41	22					14	14	11	11				
Total		672	790	576	339					128	138	83	69	9	9	6	4

Tab. 5.1.3 Interest in studies – Faculty of Education, USB

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of applicant	Number	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of	Number of	Number of admissions	Number of enrolments	
Education and Upbringing	01	1 519	1 839	668	439	214	214	101	77	256	267	167	146	1	1	1	1
Social Sciences, Journalism and information sciences	03	162	1 622	55	53									3	3	2	1
Services	10									13	13	6	5				
Total		1 662	2 001	723	492	214	214	101	77	269	280	173	151	4	4	3	2

Tab. 5.1.4 Interest in studies – Faculty of Science, USB

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments
Education and Upbringing	01	132	148	132	44					18	21	10	9				
Natural Sciences, Mathematics, and Statistics	05	476	544	405	167					169	195	94	57	29	29	14	12
Information and communication technologies	06	15	15	15	15												
Technology, Manufacturing, and Construction	07	16	16	16	10												
Total		599	723	568	236					184	216	104	66	29	29	14	12

Tab. 5.1.5 Interest in studies – Faculty of Fisheries and Protection of Waters USB

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments
Natural Sciences, Mathematics, and Statistics	05	65	66	60	35									8	8	4	3
Technology, Production, and Construction	07									29	29	21	16				
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	60	60	56	37									24	24	10	10
Total		116	126	116	72					29	29	21	16	31	32	14	13

Tab. 5.1.6 Interest in studies – Faculty of Theology, USB

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of applicants	Number of applications	Number of admissions	Number of enrolments to	Number of applicants	Number of applications	Number of admissions	Number of enrolments to	Number of applicants	Number of applications	Number of admissions	Number of enrolments to	Number of applicants	Number of applications	Number of admissions	Number of enrolments to study
Education and Upbringing	01	2	2	1	1												
Arts and Humanities	02	163	170	54	81					23	23	20	16	9	10	6	5
Social Sciences, Journalism and information sciences	03	140	142	83	53												
Health and Social Care, Care for Favourable Living Conditions	09	244	248	124	79					169	173	80	66				
Total		512	562	362	214					191	196	100	82	9	10	6	5

Tab. 5.1.7 Interest in studies – Faculty of Health and Social Sciences, USB

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments to study
Health and Social Care, Care for Favourable Living Conditions	09	1 044	1 306	1 041	577					145	170	170	96	6	6	5	5
Total		1 044	1 306	1 041	577					145	170	170	96	6	6	5	5

Tab. 5.1.8 Interest in studies – Faculty of Agriculture, USB

ISCED-F broadly defined fields	Code	Bachelor's degree				Master's degree				Cons. master's studies				Doctoral studies			
		Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments	Number of	Number of	Number of admissions	Number of enrolments to study
Natural Sciences, Mathematics, and Statistics	05									21	21	21	17				
Technology, Manufacturing, and Construction	07	68	68	68	42					66	67	67	43				
Agriculture, Forestry, Fishing, and Veterinary Medicine	08	467	533	533	314					99	106	106	87	42	42	42	39
Total		523	601	601	356					172	194	194	147	42	42	42	39

Tab. 6.1 Academic, scientific and other employees of USB (average converted numbers)

Part of USB	Academic staff										Researchers		Other employees	Total employees
	Total academic staff	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction staff	Extraordinary professors	Postdoctoral (postdoc)	R&D work not falling under other categories	Other R&D staff			
Faculty of Economics USB	62.416	3.000	14.750	38.074		6.592				3.948		28.249	94.612	
of which women	26.017	1.800	5.383	15.183		3.650				2.286		23.019	51.321	
Faculty of Arts, USB	62.138	7.550	16.633	36.538		1.417			2.867	9.225		20.651	94.881	
of which women	24.567	0.800	6.383	17.300		0.083			0,000	3.925		17.293	45.785	
Faculty of Education USB	126.872	3.717	23.047	87.444	7.567	4.998	0.100		0.078	0.755		72.990	200.696	
of which women	57.819	1.000	10.297	39.608	3.417	3.398	0.100		0.000	0.242		52.891	110.952	
Faculty of Science USB	122.907	21.568	33.738	66.342		1.125	0.133		26.481	57.511		94.273	301.171	
of which women	31.878	2.200	8.500	20.428		0.667	0.083		11.539	27.512		66.972	137.901	
Faculty of Fisheries and water protection USB	42.674	5.921	11.117	21.745	0.600	1.900	1.392		20.913	13.408		89.702	166.697	
of which women	10.457	0.000	0.892	7.065	0.600	1.900			8.350	6.267		44.603	69.677	
Faculty of Theology, USB	38.477	4.523	9.073	23.588	0.493	0.800			0.383	4.025		23.539	66.424	
of which women	10.218	0.000	0.800	9.342	0.076				0.233	1.074		20.591	32.115	
Faculty of Health and Social Sciences, USB	90.871	5.700	16.298	63.011	5.861	0.001			1.230	6.573		51.293	149.966	
of which women	57.084	1.400	8.691	41.854	5.138	0.001			0.580	4.292		37.529	99.485	
Faculty of Agriculture USB	79.059	9.237	21.455	47.893		0.033	0.442		1.383	7.646	0.583	54.571	143.242	
of which women	24.802	1.000	6.000	17.802		0.000	0.000		0.917	6.208	0.583	33.192	65.702	
Other units of USB	3.530	0.013	0.616	2.568	0.233		0.100			1.742		247.735	253.007	
of which women	0.513	0.000	0.367	0.147	0.000		0.000			0.992		179.486	180.991	
TOTAL	628.943	61.229	146.726	387.203	14.753	16.866	2.167	0,000	53.335	104.831	0.583	683.002	1 470.695	
of which women	243.353	8.200	47.313	168.728	9.230	9.699	0.183	0,000	21.619	52.797	0.583	475.577	793.929	

Note: **Average converted numbers** – The proportion of the total number of hours truly worked in the reference period from 1 January to 31 December by all employees in the reference category (including FTE, non-FTE) and the total annual working time pool per full-time employee. **R&D instruction staff** – scientific, research and development staff involved in instruction activities. **Research worker** – a person who is not an academic worker according to Section 70 of Act No 111/1998, on Universities. **Postdoctoral fellow ('postdoc')** – a member of staff of a higher education institution within five years of receiving a Ph.D. degree or its equivalent. He/she works as part of the scientific team of the institution, usually under the supervision of experienced researchers on a specific task and publishes his/her results independently and as part of a creative team. He or she has a fixed-term employment contract (of 1-3 years) with the research institution for one, maximum three consecutive periods. His/her salary is subject to the rules of the institution's payroll system, in addition to which he/she may receive rewards under research grant projects. **Other R&D staff** – technical and professional staff who are not directly involved in the research but are indispensable to the research activity (e.g. research facility operators). **Other staff** – all other staff who are not directly involved in education and research, i.e. mainly administrative, technical and other staff. The above definitions of the different categories of staff/workers apply to Tables 6.1, 6.2 and 6.3.

Tab. 6.2 Age structure of academic, scientific and other staff of USB (number of natural persons)

Age	Academic staff														Researchers						Other employees		Total	of which women
	Professors		Associate Professors		Professional		Assistants		Lecturers		R&D instruction		Extraordinary professors		Postdocs (' postdoc')		R&D work not falling into other categories		Other R&D staff					
	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome		
up to 29 years old					19	6	3	1	2	2	1	0			5	1	22	13			117	71	169	94
30-39 years old			10	2	123	57	11	7	6	3					50	20	64	36			188	108	452	233
40-49 years old	9	1	70	17	222	97	13	12	7	5	2	0			10	4	56	18			197	147	586	301
50-59 years old	26	2	42	15	84	41	7	5	8	5							12	4			183	140	362	212
60-69 years old	43	5	36	12	46	17	5	4	2	0							5	3			86	65	223	106
over 70 years old	17	4	21	8	10	4	3	2									3	2			8	6	62	26
Total	95	12	179	54	504	222	42	31	25	15	3	0	0	0	65	25	162	76	0	0	779	537	1 854	972

Note: **Numbers of natural persons** – Total number of employees/workers regardless of the level of time, but only in employment, excluding persons working on FTE and FTE. Excludes other types of contractual relationships under the Civil Code which are in the nature of purchase of services.

Tab. 6.3 Numbers of academic and scientific staff according to the range of working hours and highest qualification (numbers of natural persons according to the range of working hours) – USB total

Scope of employment	Academic staff										Researchers		Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other							
	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome		
up to 0.3	36	4	22	4	56	24	53	30	74	27			241	89
0.31-0.5	10	3	22	6	46	20	35	23	37	16			150	68
0.51-0.7	3	0	4	1	21	7	16	9	12	7			56	24
0.71-1	46	5	131	43	269	113	78	42	104	51			628	254
more than 1													0	0
Total	95	12	179	54	392	164	182	104	227	101			1 075	435

Tab. 6.3.1 Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Economics, USB

Scope of employment	Academic staff										Researchers		Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other							
	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total.	Wome	Total	of which women		
up to 0.3	6	2	3	1	7	5	1	0	2	0			19	8
0,31-0,5	2	1	6	2	2	2	3	1					13	6
0,51-0,7					2	0	2	1					4	1
0,71-1,0	1	1	11	4	29	9	10	6	2	2			53	22
More than 1.0													0	0
Total	9	4	20	7	40	16	16	8	4	2			89	37

Tab. 6.3.2 Numbers of academic and scientific staff according to the range of working hours and the highest qualification attained (numbers of natural persons according to the range of working hours) – Faculty of Arts, USB

Scope of employment	Academic staff										Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other		Researchers			
	Total.	Women	Total.	Women	Total.	Women	Total.	Women	Total.	Women		
up to 0.3	2	1	1	0			2	1	2	2	7	4
0.31-0.5	1	1	2	1	9	5			5	0	17	7
0.51-0.7	1	0	1	0	6	2	2	1	1	0	11	3
0.71-1	6	0	15	6	21	8	7	5			49	19
more than 1											0	0
Total	10	2	19	7	36	15	11	7	8	2	84	33

Tab. 6.3.3 Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Education, USB

Scope of employment	Academic staff										Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other		Researchers			
	Total.	Women	Total.	Women	Total.	Women	Total.	Women	Total.	Women		
up to 0.3	2	0			8	3	4	3			14	6
0.31-0.5			3	0	4	0	13	11			20	11
0.51-0.7					2	2	3	1			5	3
0.71-1	3	1	23	11	66	29	22	11			114	52
more than 1											0	0
Total	5	1	26	11	80	34	42	26	0	0	153	72

Tab. 6.3.4 Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Science, USB

Scope of employment	Academic staff										Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other		Researchers			
	Total.	Women	Total.	Women	Total.	Women	Total.	Women	Total.	Women		
up to 0.3	21	1	7	0	16	5	3	1	53	20	100	27
0.31-0.5			3	1	5	1	1	0	25	11	34	13
0.51-0.7	1	0			3	0	1	0	11	7	16	7
0.71-1	16	1	30	8	47	13	13	6	61	28	167	56
more than 1											0	0
Total	38	2	40	9	71	19	18	7	150	66	317	103

Tab. 6.3.5 Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Fisheries and Protection of Waters, USB

Scope of employment	Academic staff										Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other		Researchers			
	Total.	Women	Total.	Women	Total.	Women	Total.	Women	Total.	Women		
up to 0.3					1	0	1	1	6	2	8	3
0.31-0.5			1	1					4	3	5	4
0.51-0.7			2	1	1	0	1	1			4	2
0.71-1	6	0	10	0	22	7	3	3	32	14	73	24
more than 1											0	0
Total	6	0	13	2	24	7	5	5	42	19	90	33

Tab. 6.3.6 Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Theology, USB

Scope of employment	Academic staff										Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other		Researchers			
	Total.	Women	Total.	Women	Total.	Women	Total.	Women	Total.	Women		
up to 0.3			1	0	2	2	1	1	3	1	7	4
0.31-0.5					11	7	1	0	1	0	13	7
0.51-0.7					1	0	1	1			2	1
0.71-1	4	0	10	1	14	4	3	1			31	6
more than 1											0	0
Total	4	0	11	1	28	13	6	3	4	1	53	18

Tab. 6.3.7 Numbers of academic and scientific staff according to the range of working hours and highest qualification (numbers of natural persons according to the range of working hours) – Faculty of Health and Social Sciences, USB

Scope of employment	Academic staff										Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other		Researchers			
	Total.	Women	Total.	Women	Total.	Women	Total.	Women	Total.	Women		
up to 0.3	2	0	7	3	20	7	35	19	7	2	71	31
0.31-0.5	4	1	6	1	13	4	15	11	1	1	39	18
0.51-0.7	1	0	1	0	4	3	5	4			11	7
0.71-1	3	1	11	7	31	24	13	10			58	42
more than 1											0	0
Total	10	2	25	11	68	38	68	44	8	3	179	98

Tab. 6.3.8 Numbers of academic and scientific staff according to the range of working hours and the highest qualification obtained (numbers of natural persons according to the range of working hours) – Faculty of Agriculture, USB

Scope of employment	Academic staff								Researchers		Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other					
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3	3	0	3	0	2	2	5	4			13	6
0.31-0.5	3	0	1	0	2	1	2	0	1	1	9	2
0.51-0.7					2	0	1	0			3	0
0.71-1	7	1	21	6	39	19	7	0	9	7	83	33
more than 1											0	0
Total	13	1	25	6	45	22	15	4	10	8	108	41

Tab. 6.3.9 Numbers of academic and scientific staff according to the range of working hours and the highest qualification attained (numbers of natural persons according to the range of working hours) – Other USB departments

Scope of employment	Academic staff								Researchers		Total	of which women
	Professors		Associate Professors		DrSc., CSc., D., Ph.D., Th.D.		Other					
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women		
up to 0.3							1	0	1	0	2	0
0.31-0.5											0	0
0.51-0.7											0	0
0.71-1											0	0
more than 1											0	0
Total							1	0	1	0	2	0

Tab. 6.4 Managers (natural persons)

USB constituent part	Recto r/ Dea n	Vice- Rector/ Vice- Dean	Academy Senate	Scientific / artistic/ academic coun cil	Bursar/S ecretary	Administ rative Council	The director of the institute , high. agricultu ral. or forestry estate	Head of departme nt/ institute/ research institute	Senior staff Total
USB – except faculties	1	6	40	46	1	12			106
of which women	0	1	12	11	1	0			25
Faculty of Economics, USB	1	4	15	37	1			7	65
of which women	1	3	5	14	1			2	26
Faculty of Arts, USB	1	4	11	34	1			8	59
of which women	0	0	6	5	1			2	14
Faculty of Education, USB	1	5	14	32	1			19	72
of which women	1	3	5	11	1			10	31
Faculty of Science, USB	1	7	13	21	1			15	58
of which women	1	2	5	2	1			1	12
Faculty of Fisheries and Protection of Waters, USB	1	4	12	22	1			33	73
of which women	0	0	5	2	1			4	12
Faculty of Theology, USB	1	3	12	25	1			6	48
of which women	0	0	7	1	1			2	11
Faculty of Health and Social Sciences, USB	1	4	13	25	1			7	51
of which women	1	2	6	12	0			6	27
Faculty of Agriculture USB	1	4	15	24	1			10	55
of which women	0	1	3	4	0			0	8
Higher education institutes and agricultural or forestry holdings							0	0	0
of which women							0	0	0
Other workplaces total							0	5	5
of which women							0	3	3
Total faculties	8	35	105	220	8		0	110	486
of which women	4	11	42	51	6		0	30	144
USB total	9	41	145	266	9	12	0	110	592
of which women	4	12	54	62	7	0	0	30	169

Note: The figure 'USB total' may not reflect the actual status of individuals (one person may hold multiple positions within a USB or faculty), it is a simple sum of cells.

Tab. 6.5 Academic and scientific staff with foreign citizenship (average converted numbers) – USB total

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction staff	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total	4.415	5.867	21.645	1.000	3.621	0.000	26.597	27.207	0.000	20.491
in that: Germany	1.200	2.000	0.750	0.000	1.333			2.700		0.200
Poland							0.131	0.300		0.117
Austria	0.065		0.075					0.234		0.086
Slovakia	2.850	0.867	8.375	0.250	0.000		0.200	3.052		4.807
other EU countries		1.000	7.162	0.750	1.083		7.819	6.124		2.745
other non-EU countries	0.300	2.000	5.283		1.204		18.447	14.797		12.536
Women out of total (regardless of nationality)	0.000	0.000	0.000	0.000	0.000		14.929	9.821		0.000

Note: **Average converted numbers** – The proportion of the total number of hours truly worked in the reference period from 1 January to 31 December by all employees in the reference category (including FTE, non-FTE) and the total annual working time pool per full-time employee. **R&D instruction staff** – scientific, research and development staff involved in instruction activities. **Research worker** – a person who is not an academic worker according to Section 70 of Act No 111/1998, on Universities. **Postdoctoral fellow ('postdoc')** – a member of staff of a higher education institution within five years of receiving a Ph.D. degree or its equivalent. He/she works as part of the scientific team of the institution, usually under the supervision of experienced researchers on a specific task and publishes his/her results independently and as part of a creative team. He or she has a fixed-term employment contract (of 1-3 years) with the research institution for one, maximum three consecutive periods. His/her salary is subject to the rules of the institution's payroll system, in addition to which he/she may receive rewards under research grant projects. **Other R&D staff** – technical and professional staff who are not directly involved in the research but are indispensable to the research activity (e.g. research facility operators). **Other staff** – all other staff who are not directly involved in education and research, i.e. mainly administrative, technical and other staff. The above definition of the different categories of staff/workers applies to Tables 6.5 and 6.5.1 to 6.5.9.

Tab. 6.5.1 Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Economics USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction staff	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total	1.100	0.500	1.700		1.000			0.299		1.648
in that: Germany	0.100									
Poland										
Austria										
Slovakia	0.900	0.500	1.000					0.299		0.881
other EU countries										
other non-EU countries	0.100				1.000					0.767
Women out of total (regardless of nationality)	0.000	0.000	0.000		0.000			0.000		0.000

Tab. 6.5.2 Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Arts, USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction staff	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total		2.000	4.417		1.417			0.700		
in that: Germany		2.000	0.500		0.333			0.500		
Poland										
Austria										
Slovakia										
other EU countries			2.917		1.083			0.200		
other non-EU countries			1.000							
Women out of total (regardless of nationality)		0.000	0.000		0.000			0.000		

Tab. 6.5.3 Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Education USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction staff	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total	0.250	0.075	2.858	0.750	1.204					0.075
in that: Germany					1.000					
Poland										
Austria			0.075							
Slovakia	0.250	0.075	0.700							0.075
other EU countries				0.750						
other non-EU countries			2.083		0.204					
Women out of total (regardless of nationality)	0.000	0.000	0.000	0.000	0.000					0.000

Tab. 6.5.4 Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Science USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction staff	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total	1.365	2.000	6.337				15.934	14.393		6.610
in that: Germany	0.100		0.250					1.200		
Poland							0.131	0.300		
Austria	0.065							0.234		
Slovakia	1.000		3.342				0.200	2.212		2.549
other EU countries		1.000	2.545				6.819	4.424		0.833
other non-EU countries	0.200	1.000	0.200				8.784	6.023		3.227
Women out of total (regardless of nationality)	0.000	0.000	0.000				7.329	5.054		0.000

Tab. 6.5.5 Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Fisheries and Protection of Waters USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants		R&D instruction staff	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total		1.292	4.000				10.413	10.600		9.213
in that: Germany								1.000		
Poland										0.100
Austria										
Slovakia		0.292	2.000					0.208		1.000
other EU countries							1.000	1.000		0.312
other non-EU countries		1.000	2.000				9.413	8.391		7.801
Women out of total (regardless of nationality)		0.000	0.000				7.350	4.767		0.000

Tab. 6.5.6 Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Theology, USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction staff	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total			2.233					0.800		0.100
in that: Germany										
Poland										
Austria										
Slovakia			1.233					0.300		
other EU countries			1.000					0.500		0.100
other non-EU countries										
Women out of total (regardless of nationality)			0.000					0.000		0.000

Tab. 6.5.7 Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Health and Social Sciences, USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction staff	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total	1.500			0.250				0.033		0.700
in that: Germany	1.000									0.200
Poland										
Austria										
Slovakia	0.500			0.250				0.033		
other EU countries										0.500
other non-EU countries										
Women out of total (regardless of nationality)	0.000			0.000				0.000		0.000

Tab. 6.5.8 Academic and scientific staff with foreign citizenship (average converted numbers) - Faculty of Agriculture USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total	0.200						0.250			0.117
in that: Germany										
Poland										0.017
Austria										
Slovakia	0.200									
other EU countries										
other non-EU countries							0.250			0.100
Women out of total (regardless of nationality)	0.000						0.250			0.000

Tab. 6.5.9 Academic and scientific staff with foreign citizenship (average converted numbers) - Other units of USB

Staff structure	Academic staff						Researchers			Other employees
	Professors	Associate Professors	Professional assistants	Assistants	Lecturers	R&D instruction	Postdoctoral (postdocs)	R&D work not falling into other categories	Other R&D staff	
Total			0.100					0.383		2.029
in that: Germany										
Poland										
Austria										0.086
Slovakia			0.100							0.302
other EU countries										1.000
other non-EU countries								0.383		0.642
Women out of total (regardless of nationality)			0.000					0.000		0.000

Tab. 6.6 Newly appointed associate professors and professors (numbers) – USB total

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	3	1	0	53,3
of which women	2	0	0	55
Associate Professors appointed in 2021	9	7	3	46,4
of which women	1	0	1	56

Note: The average age of the new appointees is calculated from the total number of new appointees at USB. This note applies to Tables 6.6 and 6.6.1 to 6.6.8.

Tab. 6.6.1 Newly appointed associate professors and professors (numbers) – Faculty of Economics, USB

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	0	0	0	
of which women				
Associate Professors appointed in 2021	1	0	1	56
of which women	1		1	56

Tab. 6.6.2 Newly appointed associate professors and professors (numbers) – Faculty of Arts, USB

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	0	0	0	
of which women				
Associate Professors appointed in 2021	1	0	0	58
of which women	0	0	0	

Tab. 6.6.3 Newly appointed associate professors and professors (numbers) – Faculty of Education, USB

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	0	0	0	
of which women				
Associate Professors appointed in 2021	2	2	2	47
of which women	0	0	1	

Tab. 6.6.4 Newly appointed associate professors and professors (numbers) – Faculty of Science, USB

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	3	1	0	53,3
of which women	2	0		55
Associate Professors appointed in 2021	0	0	0	
of which women				

Tab. 6.6.5 Newly appointed associate professors and professors (numbers) – Faculty of Fisheries and Protection of Waters USB

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	0	0	0	
of which women				
Associate Professors appointed in 2021	2	2	0	38
of which women	0	0		

Tab. 6.6.6 Newly appointed associate professors and professors (numbers) – Faculty of Theology, USB

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	0	0	0	
of which women				
Associate Professors appointed in 2021	0	0	0	
of which women				

Tab. 6.6.7 Newly appointed associate professors and professors (numbers) – Faculty of Health and Social Sciences, USB

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	0	0	0	
of which women				
Associate Professors appointed in 2021	0	0	0	
of which women				

Tab. 6.6.8 Newly appointed associate professors and professors (numbers) – Faculty of Agriculture, USB

Structure of the newly appointed	Number			Average age of new appointees
	At USB		USB core employees appointed to other universities	
	Total	of which core employees of USB		
Professors appointed in 2021	0	0	0	
of which women				
Associate Professors appointed in 2021	3	3	0	44,7
of which women	0	0		

Tab. 7.1 USB involvement in international cooperation programmes (regardless of funding source)

	H2021 / 7th EC Framework Programme		Other	Total
	Total	of which Marie-Curie Actions		
Number of projects	13	4	31	44
Number of students sent	0	0	120	120
Number of admitted students	0	0	42	42
Number of seconded academic and scientific staff	6	1	269	275
Number of admitted academic and scientific staff	2	2	37	39
Subsidies (in thousands CZK)	32 001	6 842	37 119	69 120

Note: For both departures and arrivals of students, only stays whose total length was longer than 4 weeks (28 days) are reported. In the case of both departures and arrivals of academic and other staff, all stays are reported regardless of their duration. In both cases, stays that started in 2020 and ended in 2021 are also included. The amounts shown represent the total financial resources of the projects, including co-financing by the MEYS.

Tab. 7.2 Mobility of students, academic and other staff by country (regardless of funding source)

Country	Number of students sent			Number of students		Number of acad. staff sent	Number of acad. staff admitted	Number of other staff sent	Number of other staff admitted	Total per country
	Total	of which internships	Of which virtually	Of which virtually	Total					
Republic of Azerbaijan								2		2
Republic of Austria	5	0	0	0	19	10	3	2		39
Kingdom of Belgium	4	0	0	0	1			1		6
Bosnia and Herzegovina	1	0	0			1		1		3
Republic of Bulgaria						1		3		4
Republic of Croatia				0	2	4		1		7
Republic of Cyprus								1		1
Czech Republic				0	12					12
Kingdom of Denmark	3	0	0							3
Republic of Estonia	1	0	0							1
Republic of Finland						1		1		2
French Republic	22	0	0	0	2	1				25
Federal Republic of Germany	17	0	0	0	4	8	5	4		38
The Hellenic Republic	1	0	0			1				2
Hungary						2				2
Republic of Iceland						1				1
Islamic Republic of Iran	2	0	0	0	1					3
Ireland	1	0	0			6		4		11
Italian Republic	6	0	0	0	3	4		1		14
Republic of Kazakhstan						1				1
Republic of Korea	2	0	0	0	1					3
Republic of Latvia						1				1
Republic of Lithuania	3	0	0							3
Republic of Malta	1	0	0					5		6
United Mexican States						1				1
Montenegro						2				2
Kingdom of Norway						3		13		16
Independent State of Papua New Guinea						1		1		2
Republic of Peru								1		1
Republic of Poland	8	0	0	0	3	8	9	2		30
Republic of Portugal	5	0	0			9		12		26

Romania	2	0	0	0	1	4		1		8
Russian Federation								2		2
Republic of Serbia	1	0	0			1				2
Slovak Republic	5	0	0	0	8	9	17	1		40
Republic of Slovenia	1	0	0			1				2
South Africa						2		7		9
Kingdom of Spain	18	0	0	0	6	8	3	8		43
Kingdom of Sweden	2	0	0			4		2		8
Swiss Confederation	5	0	0			2				7
Kingdom of Thailand						1				1
United Arab Emirates						1				1
Republic of Turkey				0	5	5	2			12
Republic of Uganda								3		3
Republic of Northern Macedonia						1		1		2
United Kingdom of Great Britain and Northern Ireland	5	0	0			1	3	3		12
United States of America	4	0	0			8		5		17
Other								2		2
Total	125	0	0	0	68	114	44	88	0	439

Note: In the case of both departures and arrivals of students, only stays whose total duration was at least 2 weeks (14 days) are reported. For both departures and arrivals of academic and other staff, stays of at least 5 days are reported. In both cases, stays that started in 2020 and ended in 2021 are also counted. Graduate traineeship is defined as a practical placement in a foreign enterprise or organisation of 2-12 months that is started after successful graduation and completed within one year of graduation. The graduate traineeship is implemented on the basis of a tripartite agreement between the student, the sending higher education institution and the receiving organisation, institution, enterprise.

Tab. 7.3 Mobility of graduates (numbers and shares of graduated studies) – USB total

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies	5.7%	66.0	2.6%	1.0	7.8%	49.0	41.1%	23.0	7.4%	139.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							37.5%	21.0	37.5%	21.0

Note: Graduation rates refer to the studies completed, not to individuals (one person could have completed more than one study). Included are studies successfully completed between 1 January and 31 December.

Tab. 7.3.1 Mobility of graduates (numbers and shares of graduated studies) – Faculty of Economics, USB

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies	6.7%	8.0			17.6%	18.0	50.0%	1.0	12.1%	27.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							50.0%	1.0	50.0%	1.0

Tab. 7.3.2 Mobility of graduates (numbers and shares of graduated studies) – Faculty of Arts, USB

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies	32.8%	22.0			20.0%	11.0	50.0%	1.0	27.4%	34.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							50.0%	1.0	50.0%	1.0

Tab. 7.3.3 Mobility of graduates (number and percentage of graduated studies) – Faculty of Education, USB

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies	2.2%	8.0	2.6%	1.0	8.5%	10.0	0.0%	0.0	3.7%	19.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							0.0%	0.0	0.0%	0.0

Tab. 7.3.4 Mobility of graduates (number and percentage of graduated studies) – Faculty of Science, USB

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies	4.1%	5.0			8.9%	4.0	43.8%	14.0	11.6%	23.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							40.6%	13.0	40.6%	13.0

Tab. 7.3.5 Mobility of graduates (numbers and percentages of graduated studies) – Faculty of Fisheries and Protection of Waters, USB

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies					14.3%	1.0	60.0%	3.0	14.3%	4.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							60.0%	3.0	60.0%	3.0

Tab. 7.3.6 Mobility of graduates (number and percentage of graduated studies) – Faculty of Theology, USB

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies	4.7%	5.0					0.0%	0.0	3.1%	5.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							0.0%	0.0	0.0%	0.0

Tab. 7.3.7 Mobility of graduates (number and percentage of graduated studies) - Faculty of Health and Social Sciences, USB

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies	6.6%	18.0			1.0%	1.0	40.0%	2.0	5.6%	21.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							40.0%	2.0	40.0%	2.0

Tab. 7.3.8 Mobility of graduates (numbers and shares of graduated studies) - Faculty of Agriculture, USB

	Bachelor's degree		Master's degree		Cons. master's degree		Doctoral studies		Total	
	share	no.	share	no.	share	no.	share	no.	share	no.
Percentage and number of graduates who went abroad for at least 14 days during their studies					2.6%	4.0	40.0%	2.0	2.3%	6.0
Percentage and number of doctoral graduates whose duration of their stay abroad was at least 1 month (i.e. 30 days)							20.0%	1.0	20.0%	1.0

Tab. 8.1 Conferences (co-)organised by USB (numbers)

Part of USB	With more than 60 participants		International Conference	
	Physical	Virtual	Physical	Virtual
Faculty of Economics USB	0	1	0	2
Faculty of Arts, USB	2	0	4	0
Faculty of Education USB	2	0	1	0
Faculty of Science USB	0	0	0	0
Faculty of Fisheries and Protection of Waters USB	0	1	1	1
Faculty of Theology, USB	0	1	1	3
Faculty of Health and Social Sciences, USB	2	1	1	1
Faculty of Agriculture USB	0	0	0	0
Other units of USB	2	1	2	1
Total	8	5	10	8

Note: If one conference has more than 60 participants and is also international, it is reported in both columns. If the conference met only one of the criteria, it is reported in the appropriate column, if none of the criteria, it is not included in the table. An international conference is one in which at least one international speaker attends and all papers are localised in at least one of the following languages – English, French, German, or in the language of the conference's own discipline, e.g. for philology.

Tab. 8.2 Experts from the application sphere involved in teaching and practice in accredited study programmes (numbers)

Faculty of USB	Persons in an employment relationship with the USB or a part thereof			Persons not in an employment relationship with the USB or any part thereof		
	Number of persons involved in instruction	Number of persons involved in the management of the final thesis	Number of people involved in the practice	Number of persons involved in instruction	Number of persons involved to conduct the final thesis	Number of persons involved in practical training
Faculty of Economics USB	20	6	0	3	0	20
of which women	4	2		2		8
Faculty of Arts, USB	27	3	2	0	1	0
of which women	6	0	0		0	
Faculty of Education USB	86	8	387	0	0	0
of which women	34	6	329			
Faculty of Science USB	30	3	0	6	2	0
of which women	7	0		0	0	
Faculty of Fisheries and Protection of Waters USB	10	2	0	2	0	49
of which women	0	0		2		9
Faculty of Theology, USB	6	4	5	2	1	266
of which women	3	3	4	2	1	226
Faculty of Health and Social Sciences, USB	70	42	41	54	15	29
of which women	28	19	25	24	10	18
Faculty of Agriculture USB	23	2	1	26	17	97
of which women	5	0	0	6	4	31
Total	272	70	436	93	36	461
of which women	87	30	358	36	15	292

Note: The table includes experts from the application sphere involved in at least one-third of the time schedule in instruction of at least one course or are supervisors of the student's final thesis. If the professional is a full-time employee of the USB/faculty, he/she has at least the same amount of time outside the USB/faculty.

Tab. 8.3 Degree programmes/fields that have compulsory completion of professional practice for at least 1 month in their content (numbers)

Faculty of USB	Number of degree programmes/fields	Number of active studies					
		Bachelor's degree		Master's degree		Cons. master's degree	
		Academic profile	Professional profile	Academic profile	Professional profile	Academic profile	Professional profile
Faculty of Economics USB	6	654	142	0	0	43	0
Faculty of Arts, USB	4	35	37	0	0	35	0
Faculty of Education USB	78	1 507	0	272	0	352	0
Faculty of Science USB	3	36	19	0	0	0	0
Faculty of Fisheries and Protection of Waters USB	8	77	0	0	0	28	0
Faculty of Theology, USB	4	0	400	0	0	133	0
Faculty of Health and Social Sciences, USB	27	0	1297	0	0	0	258
Faculty of Agriculture USB	13	47	18	0	0	75	0
Total	143	2 356	1 913	272	0	666	258

Note: A compulsory internship is one that is part of the accreditation of a given degree programme/field of study and may be part of a course or a separate course. These are expert professional practices. The duration of the individual compulsory work experience could be shorter but must be at least 1 month in total.

Tab. 8.4 Transfer of knowledge and research results into practice

	In CR	Abroad	Number Total	Income Total
Number of new spin-off/start-ups*				
Patent applications filed	2	1	3	
Granted patents**	1	0	1	
Registered utility models	3	0	3	
Licence agreements valid as of 31.12.	18	1	19	
Newly concluded licence agreements	4	1	5	CZK 36 000-
Contract research***, consulting and advisory services***			53	CZK 8 822 811
Paid training courses for employees of application entities***			40	CZK 326 876

Note: A **license agreement** is defined as the grant of the right, to the extent and in the territory agreed, to acquire or license any of the intellectual and industrial property rights. Licensing agreements are concluded for patented inventions or registered utility models, industrial designs, the topography of semiconductor products, new plant varieties and animal breeds or trademarks by means of a written agreement. The provider authorises the acquirer to exercise the intellectual and industrial property rights to the agreed extent and in the agreed territory and the acquirer undertakes to provide certain remuneration (royalties) or other property value. In doing so, the acquirer is not at risk of being accused of infringing the intellectual property or copyright of the licensor. **Contract research** is custom research that is based on collaboration (interaction) specifically meeting the research needs of the application entities and is carried out by the higher education institution for the application entity according to its requirements and needs. It receives funding for this research from the HEI. Typically, this includes large-scale projects, original research and written reports. Usually, the research is commissioned by one particular external organisation (for its needs). It is not decisive whether the funding spent by the application entity on such contract research comes from public or private sources. Contract research cannot be considered to be a case where the university is the recipient of earmarked support for applied research. **Paid training courses** to improve the qualifications of employees of the application entities (e.g. corporate training courses). An application sector entity is defined here as a legal entity whose main activity is not research and development. It can be a business entity, a public administration body, a non-profit organisation, etc. – always on the condition that the main activity is not research. Income is included from those training courses that are 'bespoke', i.e. agreed with the organisation for its employees. This does not involve quantifying the costs of participants in training courses who are employed by a company that meets the above definition. On the contrary, these are courses that were created in agreement with the selected company because it wanted to train its employees. **Consultation and advice** is based on the provision of expert advice, opinion or action, which depends on a high level of intellectual input from the higher education institution to the client. The university provides consulting and advisory services to application entities for a fee and in accordance with market conditions. The main desired output of the consultancy is not the creation of new knowledge, but the understanding or comprehension of a certain condition.

Table 8.4.1 Transfer of knowledge and research results into practice – summary information

	Total number	Total revenue
New license agreements, contract research, consulting, advisory services, and paid training courses for employees of application entities	98	CZK 9 185 687
	Average revenue per 1 order	
	CZK 93 732	

Tab. 12.1 Accommodation and catering

Accommodation and catering	Number
Total bed capacity of university halls of residence	1 729
Number of beds in rented facilities	0
Number of applications/reservations for accommodation submitted as of 31/12/2021	2 256
Number of positively processed applications/reservations for accommodation as of 31/12/2021	1 729
Number of bed days in 2021	380 086
Total number of terminated contracts (pandemic)*	197
Total number of adjusted contracts (pandemic)**	0
Total number of contracts excluding (pandemic)***	1 729
Number of main meals issued to students in 2021	76 661
Number of main meals issued to college staff in 2021	46 359
Number of main meals served to other diners in 2021	128 921

Note: * Number of contracts that were terminated during the year due to the government's anti-pandemic accommodation measures.

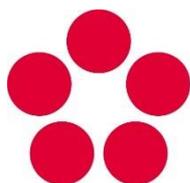
Note: ** Number of contracts that were modified during the year as a result of the government's anti-pandemic accommodation measures. This does not have to be a formal modification of the contract, but a change in the performance of the contract – typically a reduction in the price of accommodation where accommodation is retained by the student even though it is not physically used.

Note: *** Number of contracts that remained in force for the exemption from the accommodation ban resulting from the government's anti-pandemic accommodation measures. These include students with work orders, volunteers, students who have declared a college residence, etc.

Tab. 12.2 University libraries

University libraries	Quantity
Library stock increase per year	4 319
of which the increase of physical units	4 318
of which the increase of permanently purchases e-books	1
Library stock in total	371 291
of which the increase of physical units	370 799
of which the increase of permanently purchases e-books	492
Quantity of subscribed periodicals:	
- physically	414
- electronically (estimate)	21
- in both forms	0

Note: The number of periodical titles subscribed to electronically (estimated) – only periodical titles subscribed to by the library itself (or obtained by donation, exchange) in paper or electronic versions are listed; other periodicals to which library users have access within the framework of consortia for full-text resources are not included. Only titles where both forms are paid for separately are included in the number of titles in both forms (i.e. if the print form is subscribed to and the electronic form is free as a bonus, only the print form is listed, etc.). The table shows the aggregate data for the Academic Library of USB and the Joseph Peter Ondock Library of the USB Faculty of Theology.



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

Annual Activity Report 2021

List of abbreviations and acronyms

LIST OF ABBREVIATIONS AND ACRONYMS

Abbreviation	Meaning
3D	Three-dimensional
a. s.	Joint Stock Company
AAAS	American Association for the Advancement of Science
AAR	Annual Activity Report
ABC	Academic Bicycle Challenge
ACCA	Association of Certified Public Accountants
AIIEEC	The largest student-run organization in the world that contributes to society by developing young people and opportunities in an international environment
AL USB	Academic Library of the University of South Bohemia
AQUAEXCEL	AQUAculture infrastructures for EXCELLENCE in European fish research towards 2020
AR	Academic year
ARWU	Academic Ranking of World Universities
AS USB	Academic Senate of the University of South Bohemia
ASP	Agricultural supply and purchasing
ASPI	Legal Information System
BAT	Best available techniques
BC CAS	Biology Centre of the Czech Academy of Sciences
BC USB	British Centre of the University of South Bohemia
BIP	Blended Intensive Programmes Erasmus+
BT USB	Board of Trustees of the University of South Bohemia
CAE	International language exam C1 advanced
CAS	Czech Academy of Sciences
CD	Compact disc
CEEPUS	Central European Exchange Programme for University Studies
CEI	Czech Environmental Inspectorate
CENAKVA	South Bohemian Research Centre for Aquaculture and Biodiversity of Hydrocenoses
CEPH	Data repository
CERGE-EI	Centre for Economic Research and Graduate Education - Economics Institute
CES	Commission for the evaluation of research organisations and completed programmes
CEZ	Czech Energy Plants
CG Kvítek	USB Preschool – Kvítek Children's Group
CISTA	Central Institute for Supervising and Testing in Agriculture
CIT USB	Information Technology Centre of the University of South Bohemia
CPE	International language examination C2
CR	Czech Republic
CRC	Czech Rectors' Conference
CRP	Centralised development project
CSF	Czech Science Foundation
CSTS	Centre for Science and Technology Studies
CSU	Czech Statistical Office
CU	Charles University
CWUR	Centre for World University Rankings
č. p.	Postal number
ČB	České Budějovice
ČSEBR	Czech Society of Experimental Plant Biology
D&R USB	Dormitories and Refectories of the University of South Bohemia
DA	Sub-activity
DAE FED USB	Department of Art Education, Faculty of Education, University of South Bohemia
DAAD	Deutscher Akademischer Austauschdienst
DANUBIUS	International Centre for Advanced Studies on River-Sea Systems
DDP	Doctoral degree programme
DMT	Different mother tongue
DOI	Digital object identifier
DPC	Contract for work

Abbreviation	Meaning
DPP	Contract of services
DVD	Digital versatile disc
e. V.	Eingetragener Verein (registered association)
EAS	European Society on Aquaculture
EAS	Evaluation of academic staff
EASSW	European Association of Schools of Social Work
EC USB	Ethics Committee of the University of South Bohemia
ECC	Electronic Commercial Centre
ECHE	Erasmus Charter for Higher Education
ECTS	European Credit Transfer and Accumulation System
eds.	Editors
EFLM	European Association of Clinical Chemistry and Laboratory Medicine
EFQM	European Foundation for Quality Management
EGJE	Elanor Global Java Edition payroll system
EHEF	European Higher Education Fair
EIZ	Electronic Information Resources
ELIA Exchange	Platform for Student Internships of the World Association of Translation Agencies
ENOAT	European Network of Organic Agriculture Teachers
ENS	Evaluation of non-academic staff
EPO PATLIB	European Patent Office Patent Library
ERDF	European Regional Development Fund
ERDV	European Danube-Vltava Region
ERIC	European Research Infrastructure Consortium
ERRS	European Radiation Research Society
ESF	European Social Fund
ESFRI	European Strategy Forum on Research Infrastructures
ESHRE	European Society of Human Reproduction and Embryology
ESN	Erasmus Student Network
ETC	European Territorial Cooperation
ETNA	European Transcultural Nursing Association
EU	European Union
EUR	Currency code – Euro
EWP	Erasmus Without Paper
EZB	Electronic library of journals
FAG USB	Faculty of Agriculture of the University of South Bohemia
FAO	Food and Agriculture Organization
FAR USB	Faculty of Arts, University of South Bohemia
FCE	International language exam B2
FEC USB	Faculty of Economics, University of South Bohemia
FED USB	Faculty of Education, University of South Bohemia
FETS	Further training of teaching staff
FFPW USB	Faculty of Fisheries and Protection Waters, University of South Bohemia
FHSS USB	Faculty of Health and Social Sciences of the University of South Bohemia
FP	Fire protection
FSC USB	Faculty of Science, University of South Bohemia
FTH USB	Faculty of Theology, University of South Bohemia
GC USB	Goethe Centre of the University of South Bohemia
GDPR	General Data Protection Regulation
GHG	Greenhouse gas emission
H2020	Horizon 2020 / EU Framework Programme for Research and Innovation 2014-2020
HEI	Higher education institution
HKTDC	Hong Kong Trade Development Council
HR	Human resources
HR Award	HR Excellence in Research Award
HRS4R	The Human Resources Strategy for Researchers
HW	Hardware
IABF	International FEC Board

Abbreviation	Meaning
IAHC	International Association for Human Caring
ICARUS	International Centre for Archival Research
ICT	Information and Communication Technologies
ID	Personal identification number
IDEA	Institute for Democracy and Economic Analysis
IDM	Unified Identity Management
IEB USB	Internal Evaluation Board of the University of South Bohemia
IELTS	International English Language Testing System (an internationally recognized language testing system that assesses the ability to study or learn in English)
IEP	International Evaluation Panel
IFAC	International Federation of Accountants, International Federation of Accountants
iFIS	Financial Information System
INTERREG	Interregional Cooperation Programme
IP USB 2021	Institutional Plan of the University of South Bohemia in České Budějovice for 2021
IPI	Innovation Partner for Impact
IPP	Intellectual property protection
IRO	International Relations Office of the University of South Bohemia in České Budějovice
IS	Information system
IS STAG	Student Information System
ISBN	International Standard Book Number (a numerical code designed to uniquely identify book editions)
ISIC	International Student Identity Card
ISUS	Innovations in Teacher Training for Secondary Schools
IT	Information technology
JCTT	South Bohemia University and Academic Technology Transfer Centre
JSTOR	Journal storage
K	Measures of the Bursar
K4	Dormitory 4
KA	Key activity
KAAD	Katholischer Akademischer Ausländer-Dienst
KG	Kindergarten
LCDRO	Long-term conceptual development of a research organisation
LIFE	L'Instrument Financier pour l'Environnement
LIFE for MIRES	Transboundary peatland revitalisation to support biodiversity and water regime in the Bohemian Forest and the Bavarian Forest
LLL	Lifelong learning
LMS	Learning Management System
LP	Leisure pedagogy
LPIS	Land Parcel Identification System – Public Land Register
MA CR	Ministry of Agriculture of the Czech Republic
MAS	Local action group
MELODI	Multidisciplinary European Low Dose Initiative
MEVPIS	International Environmental Education, Consultancy and Information Centre for Protection of Waters Vodňany
MEYS CR	Ministry of Education, Youth and Sports
MFA CR	Ministry of Foreign Affairs of the Czech Republic
MH CR	Ministry of Health of the Czech Republic
MICHE	Monitoring Internationalisation of Czech Higher Education
MI CR	Ministry of the Interior of the Czech Republic
MIT CR	Ministry of Industry and Trade of the Czech Republic
MLSA CR	Ministry of Labour and Social Affairs of the Czech Republic
MMR	Ministry of Local Development of the Czech Republic
Moodle	Software package for the creation of teaching systems and e-courses on the Internet
MRFC	International Board of the Faculty of Fisheries and Protection of Waters of USB and CENAKVA Centre
MS	Microsoft
MSCA-IF	Marie Skłodowska-Curie Individual Fellowships

Abbreviation	Meaning
MU	Masaryk University
n. p.	National enterprise
NAAR	National Agency for Agricultural Research
NAB	National Accreditation Bureau for Higher Education
NAKI	Programme to support applied research and experimental development of national and cultural identity
NCHU	National Chung Hsing University in Taichung
NMgr.	Consecutive master's degree
NN	Low voltage
NP	National park
NTC Learning	A learning system for children's brain using exercise to increase brain activity
NTU	National Taiwan University
OHS	Occupational Health and Safety
OP	Operational Programme
OP EIC	Operational Programme Enterprise and Innovation for Competitiveness
OP JAK	Operational Programme Jan Amos Komenský
OP R&D&I	Operational Programme Research, Development for Innovation
OP RDE	Operational Programme Research, Development and Education
P	Full-time form of study
PCR	Test to detect the presence of SARS-CoV-2 virus
PET	Preliminary English Test, B1
PHEI	Public higher education institution
PH USB	Publishing House of the University of South Bohemia in České Budějovice
PISP	Parent's individual study plan
PoC	Proof of concept – support for activities aimed at the development of technology transfer
PPC	Pay per click
PPCC	Pedagogical and Psychological Counselling Centre
PROGFIN	Programme funding
PS PCR	Chamber of Deputies of the Parliament of the Czech Republic
PSch.	Primary school
QS	Quacquarelli Symonds (a company that compiles one of the rankings used to evaluate universities)
R	Rector's ordinance
R&D	Research and development
REC USB	Rector's Office of the University of South Bohemia in České Budějovice
reg.	Registration
RIV	Index of information on results
RPA	Robotic process automation
RUR	Round University Ranking
RVP	Framework Educational Program
ŘSD ČR	Directorate of Roads and Motorways of the Czech Republic
s. r. o./ spol. s r.o.	Limited liability company
SAV	Slovak Academy of Sciences
SCHF	Simulation Centre for Health-oriented Fields of the Faculty of Health and Social Sciences of the University of South Bohemia in České Budějovice
SDG	Single digital gateway
SE	Self-employed person
SEC	Special Education Centre
SEN	Special Educational Needs
SER	Study and Examination Regulations
SFE	State final examinations
SHV	Student Evaluation of Instruction
SIR	SCImago Institutions Rankings
SMT	Student Mobility for Traineeship
SNSB	National Natural History Collections of Bavaria
SOČ	Secondary school vocational activities
SoFarEDU	Social Farming in Higher Education
SOŠ	Secondary Vocational School
SoWa	Soil and Water (name of research infrastructure)

Abbreviation	Meaning
SP USB 2021+	Strategic plan of the University of South Bohemia in České Budějovice for the period 2021-2030
SPF USB	Strategic Priorities Fund of the University of South Bohemia
SPSM	Support programme for strategic management of higher education institutions
SS	Summer semester
SSch.	Secondary school
SSN	Students with special needs
STA	Staff mobility for instruction
STEM	Science, Technology, Engineering and Mathematics
STM	Structural topic model
STT	Staff mobility for training
SU	Student Union
SUJU	Student Union of the University of South Bohemia
SVOČ	Student scientific and professional activities
SW	Software
SZeš	Secondary School of Agriculture
TA CR	Technology Agency of the Czech Republic
tab.	Table
TEFE	Teachers of English for Future Europe
THE	The Times Higher Education World University Rankings
TOEFL	Test of English as a Foreign Language
TTO USB	Technology Transfer Office of the University of South Bohemia
U3A	University of the Third Age
UAV	Unmanned aerial vehicle
UDR	Recognisable parenting time
UPCC	University Psychological Counselling Centre
UPOL	Palacký University in Olomouc
URAP	University Ranking by Academic Performance
USA	United States of America
USB	University of South Bohemia
UWB	University of West Bohemia in Pilsen
v. v. i.	Public research institution
VERSO	Application environment
VN	High voltage
VOS	Higher vocational school
VR	Virtual reality
VÚHR	Research Institute of Fisheries and Hydrobiology
VÚRV	Research Institute of Plant Production
WoS	Web of Science
WS	Winter semester
W.S.C.S.	International Sturgeon Conservation Society
z. s.	Registered company
ZD	Agricultural cooperative



Annual Activity Report of the University of South Bohemia in České Budějovice 2021:

submitted by prof. PhDr. Bohumil Jiroušek, Dr., Rector

discussed by the Scientific Board of the University of South Bohemia in České Budějovice
on 2 June 2022, approved by the Academic Senate of the University of South Bohemia in
České Budějovice

on 21 June 2022, discussed by the Board of Trustees of the University of South Bohemia in
České Budějovice on 23 June 2022.

Published by: University of South Bohemia in České
Budějovice

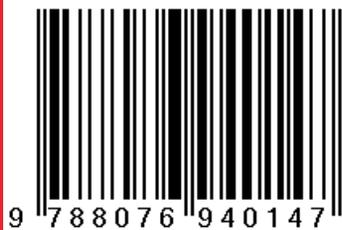
Address: Branišovská 1645/31a, 370 05 České Budějovice

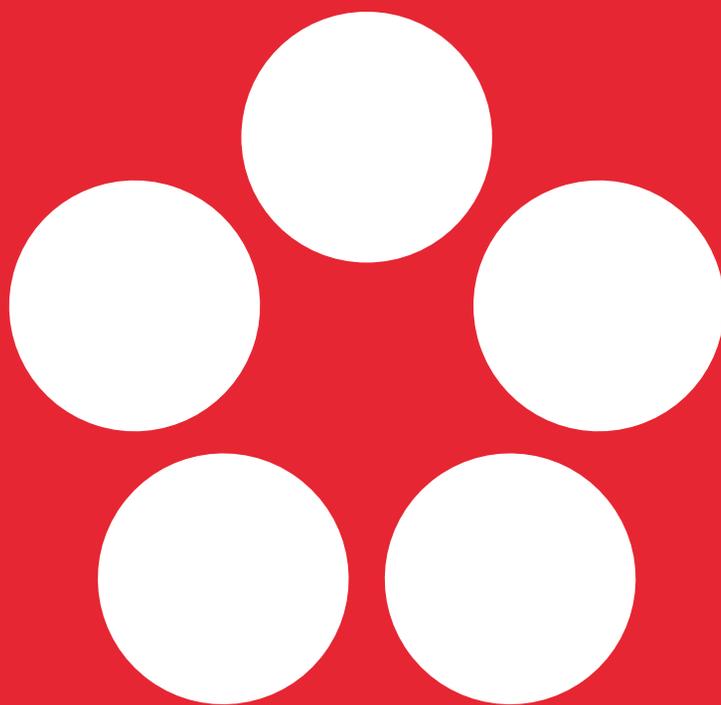
www: www.jcu.cz

Editors: collective of authors led by Ing. Michal Hojdecký, MBA, Vice-Rector for Development

Issue: June 2022

ISBN 978-80-7694-014-7





University of South Bohemia in České Budějovice

www.jcu.cz