



**University
of Defence**

Implementation Plan of Strategic Intent for Educational and Creative Activities of the University of Defence for the Year 2024

Brno 2023

Preamble

The Implementation Plan of the Strategic Intent for Educational and Creative Activities of the University of Defence for 2024 (hereinafter referred to as the “Implementation Plan”) is one of the primary planning documents in the management system of the University of Defence (hereinafter also referred to as the “University” or “UoD”).

The Implementation Plan is based on the structure of the “Strategic Intent for Educational and Creative Activities of the University of Defence for the Period 2021-2030” (hereinafter referred to as the “Strategic Intent”) and sets tasks for its measures for the year 2024. The starting points for setting tasks for the measures are:

- The Ministry’s Strategic Plan for Higher Education for the period from 2021 (hereinafter referred to as the “MoEYS Strategic Plan”) and related documents,
- conceptual documents in the field of Security Education at an international and national level,
- existing strategic documents of the University.

The formulated tasks reflect the general requirements for ensuring national security and defence, the needs of the Armed Forces of the Czech Republic (hereinafter referred to as “AFCR”) and the specific requirements of the Ministry of Defence (“MoD”).

The Implementation Plan includes annexes “Intent for Investment Activities of the University of Defence for the year 2024” and “Intent for the Development of the Investment Scientific Base, Acquisition of Investment Technical and Instrumentation Equipment for the Year 2024”.

Main Efforts in 2024

The main efforts in 2024 will focus on:

- a) in the field of educational activities:
 - developing the competence of academic staff for teaching and curriculum development,
 - innovating teaching, including its methods and modernisation of technical support,
 - the language competence of academic staff;
- b) in the field of creative activities:
 - exploiting complementarities and synergies between doctoral studies and research activities,
 - supporting the creation of interdisciplinary and excellent research teams,
 - supporting communication, popularisation and media coverage of science as a necessary part of scientific work;
- c) in related activities:
 - strengthening strategic management at the University,
 - managing the careers of senior UoD staff and developing strategic management skills,
 - developing the UoD infrastructure and the budgetary security of accredited study programmes.

In the area of external relations and internationalisation, the main efforts will be “spread out” in the abovementioned areas.

Priority Objective 1

To develop competences relevant to life and practice in the 21st century with an emphasis laid on defence and security.

Manager-in-charge: VRESI

Operational Objective:

1A Support the development of staff's competences for teaching and designing curricula.

Measures:

1A2 Develop a system of education for current academic staff in the field of application of modern methods and teaching instruments to innovate the content and organisation of study subjects or programmes, including lifelong education. (**VRESI**, coordination with Deans and Directors)

- **Indicator:** A system of education for current academic staff educated in the use of modern teaching methods and instruments has been developed

Tasks:

1A2.1 Prepare a range of training activities to enhance the pedagogical and scientific competences of AS.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI / Deans and Directors
- **Deadline:** 30 June 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in June 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: prepared offer

- *logical value [1/0]*

Measures:

1A5 Increase linguistic skills of academic staff. (**VRESI**, coordination with LC Director)

- **Indicator:** the proportion of academic staff who have attended a language course to increase their foreign language competences

Tasks:

1A5.1 Continue the operation of a specific self-study centre dedicated to tutorials for the preparation of teaching materials and presentation skills in English.

- **Responsibility of / performed by / cooperation:** VRESI / LC Director / ---
- **Deadline:** continuous
- **Financial sources:** UoD budget
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: operation of a specific centre for self-study

- *logical value [1/0]*

1A5.2 Run intensive English courses for teachers.

- **Responsibility of / performed by / cooperation:** VRESI / LC Director / ---
- **Deadline:** continuous
- **Financial sources:** UoD budget
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: intensive courses held

- *fulfilled: completing at least two intensive courses*
- *partially fulfilled: completing at least one intensive course*
- *not fulfilled: failure to organise an intensive course*

Measures:

1A6 Increase linguistic skills of non-academic staff who provide services to foreign academics and students at the University. (**VRESI**, coordination with VRERI, LC Director)

- **Indicator:** the proportion of non-academic staff who have attended a language course to increase their foreign language competences

Tasks:

1A6.1 Organise English language courses for non-academic staff.

- **Responsibility of / performed by / cooperation:** VRESI / LC Director / ---
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in June 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: organised courses

- *fulfilled: completing at least two intensive courses*
- *partially fulfilled: completing at least one intensive course*

- *not fulfilled: failure to organise an intensive course*

1A6.2 Create and make available the “Academic English” module in JAPA (academic writing, academic speaking, specific grammar, specific vocabulary, reading - finding information in professional text).

- **Responsibility of / performed by / cooperation:** VRESI / LC Director / ---
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: module created and made available in JAPA

- *fulfilled: module completely created and made available for JAPA users*
- *partially fulfilled: more than 75% of the module created, not available for JAPA users*
- *not fulfilled: less than 75% of the module created, not available for JAPA users*

1A6.3 Organise an academic writing course.

- **Responsibility of / performed by / cooperation:** VRESI / LC Director / ---
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C’s collegium in September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: an academic writing course has been organised

- *logical value [1/0]*

Measures:

1A7 Through the UoD Counselling Centre provide academic staff with consultation and information services aimed at supporting work with different categories of students, including students with specific needs. (VRESI, coordination with Sec.)

- **Indicator:** the number of activities offered by the UoD Counselling Centre to academic staff to support the development of their competences in relation to working with different categories of students

Tasks:

1A7.1 Conduct an analysis with the help of study programme guarantors on the possibilities of admitting applicants with special study needs.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI / Deans and Directors

- **Deadline:** 31 October 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in November 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: analysis performed

- *logical value [1/0]*

1A7.2 Evaluate the functionality of the Vice-Rector for Education and Student Issues' Methodological Toolkit for Supporting Students with Specific Learning Disabilities at the University of Defence.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI and Sec. / Deans and Directors
- **Deadline:** 30 November 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in November 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: evaluation performed

- *logical value [1/0]*

1A7.3 Develop training materials for academic staff on how to work with students with specific needs.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI and Sec. / Deans and Directors
- **Deadline:** 31 May 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in May 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: educational materials created

- *logical value [1/0]*

Operational Objective:

1B Develop methods of quality assurance in education and verification of learning results.

Measures:

1B2 Revise internal regulations and related documents for the preparation of accreditation of study programmes in accordance with the requirements of the SP MoEYS. (**VRESI**, coordination with VRIMQC)

- **Indicator:** number of revised internal regulations and related documents for the preparation of accreditation of study programmes

Tasks:

1B2.1 Conduct an analysis of internal regulations and related documents for the preparation of accreditation of study programmes following the requirements of the SP MoEYS.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI / VRIMQC and Deans and Directors
- **Deadline:** by 31 July 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in July 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: analysis of internal regulations and related documents performed

- *logical value [1/0]*

Operational Objective:

1C Strengthen the link between studies and practice and preparation for future careers.

Measures:

1C2 Design new study programmes in such a way that students gain an idea of the practical application of the acquired knowledge already from the first semester and have a chance to understand its relevance for future employment, thus develop their positive motivation to studying as an effective prevention of academic failure and a prerequisite for effective learning. (**VRESI**)

- **Indicator:** the number of new study programmes designed to give students from the first semester an idea of the practical application of the knowledge they are learning and a chance to understand its relevance for future employment

Tasks:

1C2.1 Based on the analysis of study programmes (see task 1D1.2), develop and issue guidelines to ensure that the University offers mainly vocationally but also academically oriented study programmes and to ensure that in the development of new study programmes, students from the first semester gain an idea of the practical application of

the knowledge acquired and have a chance to understand its relevance for future employment.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI / Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in December 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: guidelines issued

- *logical value [1/0]*

Measures:

1C3 Continue to incorporate practice/practical learning into the curriculum while developing new academic study programmes. (**VRESI**)

- **Indicator:** proportion of new academic study programmes with practice/practical training included in the curricula

Tasks:

1C3.1 Based on the curriculum analysis (see Task 1D1.2), develop and issue guidelines for the University to offer mainly vocationally but also academically oriented degree programmes and ensure that the inclusion of practice/practical learning in the curricula is continued in the development of new academic degree programmes.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI / Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in December 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: guidelines issued

- *logical value [1/0]*

Measures:

1C4 Revise the guidelines for the elaboration of final theses and take into account the possibility of producing final theses in other than written form. (**VRESI**, coordination with VRREA, VRERI)

- **Indicator:** the internal regulations allow for the preparation of final theses in other than written form

Tasks:

1C4.1 Revise the thesis guidelines to consider the possibility of producing theses in other than written form.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI / VRIMQC, VRREA, VRERI and Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in July 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: revision of the guidelines for the preparation of final theses performed

- *logical value [1/0]*

Measures:

1C6 Support the development of sports and leisure activities at the University. (**VRERI**, coordination with VRESI, Bur., PTSC Director)

- **Indicator:** the University organises sports and leisure clubs

Tasks:

1C6.1 Continue to involve students and members of the UoD in sports and leisure activities.

- **Responsibility of / performed by / cooperation:** VRERI / VRERI / VRESI, Bur., Sec. and PTSC Director
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary source (OP JAK)
- **Check:** continuous
- **Evaluation:** by 31 December 2024

Metric: number of sports and leisure clubs

- **Fulfilled:** at least 10 sports and 5 leisure clubs organised by the UoD
- **Partially fulfilled:** at least 8 sports and 3 leisure clubs organised by the UoD
- **Not fulfilled:** fewer than 8 sports and 3 leisure clubs organised by UoD

Operational Objective:

1D Develop the professional profile of the University study and strengthen its prestige.

Measures:

1D2 Diversify the study portfolio so that the University offers mainly professionally but also academically oriented study programmes. (**VRESI**)

- **Indicator:** the University offers professional and academically oriented study programmes

Tasks:

1D2.1 Conduct an analysis of study programmes, the areas of education covered and the types of study programmes.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI / Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in December 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: analysis performed

- *logical value [1/0]*

Operational Objective:

1E Promote the building of infrastructure for interactive learning methods and integration of students.

Measures:

1E1 Create conditions enabling the development of interactive methods of education and integration of students. (**VRESI**, coordination with Bur.)

- **Indicator:** the share of laboratories and classrooms equipped with interactive and modern technology

Tasks:

1E1.1 Based on the submitted request from 2023 to equip classrooms and laboratories with interactive and modern technology and upgrade data networks in classrooms, develop a timetable for implementation.

- **Responsibility of / performed by / cooperation:** Bur. / Bur. / Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary source (OP JAK)
- **Check:** R-C's collegium in November 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: the elaborated implementation schedule

- *logical value [1/0]*

Operational Objective:

1G Strengthen the international dimension of higher education at the University.

Measures:

1G1 Develop cooperation with foreign partners, primarily with universities. (VRERI, coordination with VRESI)

- **Indicator 1:** the number of concluded cooperation agreements with foreign partners
- **Indicator 2:** the ratio of implemented cooperation to concluded cooperation agreements with foreign partners

Tasks:

1G1.1 Conclude or renew cooperation agreements with new and existing foreign partners.

- **Responsibility of / performed by / cooperation:** VRERI / VRERI / VRESI, Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary sources (Erasmus+, etc.)
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: concluding or renewing cooperation agreements

- **Fulfilled:** all cooperation agreements required by the UoD components have been concluded or renewed
- **Partially fulfilled:** at least 75% of the cooperation agreements required by the UoD components have been concluded or renewed
- **Not fulfilled:** less than 75% of the cooperation agreements required by the UO components have been concluded or renewed

Measures:

1G2 Maintain and develop student and staff mobility programmes with foreign partners. (VRERI, coordination with VRESI, VRREA)

- **Indicator 1:** the share of students who participated in international student mobility
- **Indicator 2:** the proportion of academic and non-academic staff who participated in mobility abroad

Tasks:

1G2.1 Continue to implement international mobility and evaluate the involvement of students and academic and non-academic staff.

- **Responsibility of / performed by / cooperation:** VRERI / VRERI and Deans and Directors / VRESI and Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary sources (Erasmus+, etc.)

- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: mobility implementation and evaluation

- **Fulfilled:** mobility has been implemented, and the involvement of students and academic and non-academic staff has been evaluated
- **Partially fulfilled:** mobility has been implemented
- **Not fulfilled:** mobility has not been implemented

Measures:

1G3 Engage the University in multilateral platforms of cooperation in order to reflect on current educational trends in the field of military higher education, especially in the European context. (VRERI, coordination with VRESI)

- **Indicator:** number of active memberships of the University in international multilateral organisations

Tasks:

1G3.1 Ensure the University's involvement in international multilateral organisations and consortia of universities and evaluate this involvement.

- **Responsibility of / performed by / cooperation:** VRERI / VRERI / Vice-Rectors, Bur., Sec., Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary sources (Erasmus+, etc.)
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: implementation of negotiations in international organisations and consortia and evaluation of the University's involvement

- **Fulfilled:** negotiations were implemented and the involvement of the University was evaluated
- **Partially fulfilled:** negotiations were implemented
- **Not fulfilled:** negotiations were not implemented

Measures:

1G4 Create organisational and resource conditions for the implementation of foreign study stays or internships for at least 20% of all graduates of bachelor's and master's degree programmes in the full-time form of study, lasting for minimum two working weeks, and for all graduates of doctoral degree programmes in the length of at least one month. (VRERI, coordination with VRESI)

- **Indicator:** the share of students who participated in international student mobility

Tasks:

1G4.1 Continue sending students on foreign study stays or internships lasting at least two working weeks.

- **Responsibility of / performed by / cooperation:** VRERI / VRERI / VRESI, Bur., Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary sources (Erasmus+, etc.)
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: the proportion of graduates of Bachelor's and Master's degree programmes sent abroad for stays or internships lasting at least two working weeks

- **Fulfilled:** at least 20% of graduates of full-time Bachelor's and Master's degree programmes have been sent
- **Partially fulfilled:** at least 10 % of graduates of full-time Bachelor's and Master's degree programmes have been sent
- **Not fulfilled:** fewer than 10% of graduates of full-time Bachelor's and Master's degree programmes were sent

1G4.2 Continue sending students of doctoral study programmes on foreign study stays or internships lasting at least one month and involving them in international creative projects.

- **Responsibility of / performed by / cooperation:** VRERI / VRERI / VRESI, Bur., Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary sources (Erasmus+, etc.)
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: sending all graduates of doctoral study programmes on foreign study stays or internships lasting at least one month or recognition of their participation in an international creative project

- *logical value [1/0]*

Priority Objective 2

Improve the availability and relevance of flexible forms of education.

Manager-in-charge: VRESI

Operational Objective:

2A Increase the use of distance learning methods in full-time study programmes.

Measures:

2A1 Create a technical background to support education at the University with an emphasis on the development of practical skills reflecting the profile of a graduate of the relevant study programme. (VRESI, coordination with Bur.)

- **Indicator:** technical background created to support education at the University with an emphasis on the development of practical skills reflecting the profile of a graduate of the relevant study programme

Tasks:

2A1.1 Include funding requirements for upgrading the TTB to provide practical skills that reflect the graduate profile of the relevant degree programme in the medium-term plan.

- **Responsibility of / performed by / cooperation:** VRESI / Bur. / Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: including the requirements into the medium-term plan.

- *logical value [1/0]*

Measures:

2A2 Build the conditions for online streaming of lectures, including their storage, and continuously increase the proportion of streamed lectures in education. (VRESI, coordination with Bur.)

- **Indicator:** number of classrooms from which lectures can be streamed

Tasks:

2A2.1 Build/equip one University-wide large classroom (1) and one classroom per faculty (3) for online streaming of lectures, including storage.

- **Responsibility of / performed by / cooperation:** Bur. / Bur. / VRESI and Deans and Directors
- **Deadline:** 31 December 2024

- **Financial sources:** UoD budget
- **Check:** R-C's collegium in November 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: classrooms built/equipped for online streaming of lectures (1+3)

- *logical value [1/0]*

Measures:

2A3 Create a platform for sharing experience and mutual support of personnel in the implementation of blended learning methods. (**VRESI**)

- **Indicator:** a platform created for experience sharing and mutual support of employees and implementation of blended learning methods

Tasks:

2A3.1 Incorporate recommendations for the application of blended learning methods in the preparation of new accreditations into an internal regulation or related document on the preparation of accreditations of study programmes.

- **Responsibility of / performed by / cooperation:** VRESI / VRESI / Deans and Directors and VRIMQC
- **Deadline:** 30 September 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in June 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: a completed internal regulation or related document

- *logical value [1/0]*

Measures:

2A4 Prepare and execute the implementation of the e-library in the librarianship services of the University and increase the availability of study materials. (**VRESI**, coordination with VRREA, Bur.)

For this measure, the responsibility for its implementation has been changed from the VRREA to the VRESI as of 2023.

- **Indicator:** introduction of e-library into the library services of the University

Tasks:

2A4.1 Apply to the CARDS project (<https://cards.techlib.cz/>).

- **Responsibility of / performed by / cooperation:** VRESI / Bur. / VRESI, Bur., VRREA
- **Deadline:** 31 May 2024
- **Financial sources:** UoD budget

- **Check:** R-C's collegium in June 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: application submitted

- *logical value [1/0]*

Operational Objective:

2B Develop the offer and innovate methods of flexible forms of learning, including online programmes.

Measures:

2B4 Create technical and organisational conditions to provide language education for the benefit of the MoD sector, including the form of blended learning, and for distance testing of language skills. (**VRESI**, coordination with LC Director)

- **Indicator:** readiness of the LC to teach in departmental language courses in the form of blended learning and readiness of the LC to test language competences

Tasks:

2B4.1 Maintain and develop the functionality of the Electronic Testing Information System (ETIS) and the hardware for its operation and for videoconferencing testing of speaking skills.

- **Responsibility of / performed by / cooperation:** VRESI / LC Director / OKIS
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** as part of the evaluation
- **Evaluation:** Annual report on UoD activities for 2024

Metric 1: share of ETIS-based testing dates

- *fulfilled: more than 70%*
- *partially fulfilled: 50 to 70%*
- *not fulfilled: less than 50%*

Metric 2: share of testing dates outside the Brno garrison using VTC speaking skills testing

- *fulfilled: more than 70%*
- *partially fulfilled: 50 to 70%*
- *not fulfilled: less than 50%*

2B4.2 Maintain and develop LC readiness for blended learning language teaching.

- **Responsibility of / performed by / cooperation:** VRESI / LC Director / ---
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** as part of the evaluation

- **Evaluation:** *Annual report on UoD activities for 2024*

Metric: LC readiness for blended learning language teaching, including:

1. *trained staff (yes/no),*
2. *technical background - computer technology, SW equipment, connection (yes/no),*
3. *study e-support (yes/no)*

- *fulfilled: all criteria from sub-evaluation criteria 1 to 3 are met*
- *partially fulfilled: 2 criteria from sub-criteria 1 to 3 are met*
- *not fulfilled: 1 or no criterion from sub-evaluation criteria 1 to 3 met*

Priority Objective 3

Increase the efficiency and quality of doctoral studies.

Manager-in-charge: VRREA

Operational Objective:

3C Strengthen the quality, openness and internationalisation of doctoral studies.

Measures:

3C1 Strengthen external and international elements in the evaluation of learning and research results achieved by students of doctoral degree programmes. (**VRREA**, coordination with VRESI, VRERI)

- **Indicator 1:** number of external and international evaluators involved in the assessment of learning outcomes of doctoral students
- **Indicator 2:** number of external and international evaluators involved in the evaluation of research results of doctoral students

Tasks:

3C1.1 Optimise the system of recording study and research stays and internships of students of doctoral study programmes in the Information System of the University of Defence in relation to the use of data for decision-making by the management of the University of Defence.

- **Responsibility of / performed by / cooperation:** VRREA / Deans and Directors / VRESI
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: evaluation of the records of study and research stays and internships of DSP students

- *logical value [1/0]*

Measures:

3C2 Create conditions for the implementation of international mobility of students in doctoral degree programmes. (**VRERI**, coordination with VRREA, VRESI, Bur.)

- **Indicator:** number of doctoral students who participated in international mobility

Tasks:

3C2.1 Continue to improve the conditions for scientific mobility of students of doctoral study programmes at foreign higher education and research institutions as a significant factor for

the development of professional knowledge and deepening of scientific and research competences.

- **Responsibility of / performed by / cooperation:** VRERI / Deans and Directors / VRESI, VRREA
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** 4 times a year at the VRERI's meeting
- **Evaluation:** Annual report on UoD activities for 2024

Metric: identified barriers and potential for new types of international mobility such as mixed and virtual mobility

- *logical value [1/0]*

Measures:

3C3 In pertinent disciplines, wherever possible, establish requirements for PhD students' research internships in companies and other relevant organisations. (**VRREA**, coordination with VRESI, VRERI)

- **Indicator:** number of doctoral students who have carried out research internships in companies and international organisations

Tasks:

3C3.1 Analyse the participation of students of doctoral study programmes in foreign research internships and internships in the application sector in 2022 and 2023.

- **Responsibility of / performed by / cooperation:** VRREA / Deans and Directors / VRESI
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: an analysis performed of the year-on-year comparison of the number of students who have completed a foreign research internship or internship in the application sector

- **fulfilled:** an analysis was performed
- **partially fulfilled:** only data collection performed, no analysis
- **not fulfilled:** an analysis not performed

Operational Objective:

3D Improve conditions for successful study, including support for balancing study and family life, and strengthen the social integration of students in doctoral degree programmes.

Measures:

3D1 Set rules for the implementation of a competitive scholarship policy for doctoral studies. (VRREA, coordination with VRESI, Bur.)

- **Indicator:** the amount of individual scholarships for students of doctoral study programmes

Tasks:

3D1.1 Analyse the principles of the scholarship policy in relation to the amendment to the Higher Education Act addressing the scholarship policy for students of doctoral study programmes.

- **Responsibility of / performed by / cooperation:** VRREA / VRESI, Bur. / Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: an analysis of the scholarship policy in relation to the new scholarship conditions performed

- **fulfilled:** an analysis was performed
- **partially fulfilled:** only data collection performed, no analysis
- **not fulfilled:** an analysis not performed

Measures:

3D2 Define the rights and duties of students in doctoral study programmes and ensure compliance with them. (VRREA, coordination with VRESI, Bur.)

- **Indicator:** updating the Study and Examination Regulations with regard to the provisions concerning the rights and obligations of DSP students

Tasks:

3D2.1 Conduct an analysis of the rights and obligations of students of doctoral study programmes in relation to the Study and Examination Regulations of the University of Defence.

- **Responsibility of / performed by / cooperation:** VRREA / study department of the UoD unit / VRESI
- **Deadline:** 31 December 2024

- **Financial sources:** UoD budget
- **Check:** September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: an analysis performed of the rights and obligations of DSP students in relation to the Study and Examination Regulations of the University of Defence: study success rate and comparison of the number of graduates in 2022 and 2023

- **fulfilled:** an analysis was performed
- **partially fulfilled:** only data collection performed, no analysis
- **not fulfilled:** an analysis not performed

Measures:

3D3 Promote the balancing of doctoral studies and early career activities with family life. (VRREA, coordination with VRESI, Bur., Sec.)

- **Indicator 1:** balancing doctoral studies at the beginning of a working career with personal life
- **Indicator 2:** number of PhD students who have used the services of the children's group
- **Indicator 3:** average time lag between interruption of doctoral studies and return to study

Tasks:

3D3.1 Enable doctoral students to use the services of the children's group.

- **Responsibility of / performed by / cooperation:** VRREA / Bur. / VRESI
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary source (APRPA)
- **Check:** September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: proportion of successful applications for placement of a child in the children's group

- **fulfilled:** 100% of applications processed positively
- **partially fulfilled:** at least 50 % of applications processed positively
- **not fulfilled:** less than 50% of applications processed positively

Measures:

3D4 Provide students in doctoral study programmes with adequate working space and access to the necessary instrumentation and other equipment so that they can carry out their study and research activities on the premises of the University, or at a partner research organisation. (VRREA, coordination with Bur.)

- **Indicator:** access to instrumentation and laboratories for DSP students

Tasks:

3D4.1 To implement the project PhD Infrastructure for UoD from OP JAK - in relation to the acquisition of instrumentation for doctoral studies at FMHS.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA / Bur., VDR FMHS
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary source (OP JAK)
- **Check:** continuous
- **Evaluation:** Project implementation report

Metric: a tender held for the purchase of the instruments listed in the PhD Infrastructure for UoD project, including their acquisition

- **fulfilled:** tender procedure carried out including subsequent purchase
- **partially fulfilled:** only the tender procedure carried out
- **not fulfilled:** no tender procedure carried out

Priority Objective 4

Strengthen strategic management and effective use of R&D capacities.

Manager-in-charge: VRREA

Operational Objective:

4A Complete a comprehensive transformation of the environment and process setup.

Measures:

4A1 Implement the recommendations of the international evaluation panel as part of the complete evaluation according to the M17+ methodology. (**VRREA**, coordination with Bur.)

- **Indicator:** Number of J_{imp} and J_{sc} publications corresponding to the focus of the study programmes
- **Indicator:** number of publications published by academic staff of the University in Open Access mode

Tasks:

4A1.1 Create an integrated unit as a shared centralised support and technology workplace with laboratory capabilities to support creative and expert activities with the concept of open access for research, expert activities and their results for use and applications in the Czech Armed Forces.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA, Bur. / Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary sources (institutional support, targeted support, OP JAK, etc.)
- **Check:** September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: the creation of a centralised support element to support creative and expert activities

- *logical value [1/0]*

Measures:

4A2 Optimise the administrative and institutional background to support research and development. (**VRREA**, coordination with Bur.)

- **Indicator:** the creation of a new institutional element to support science and research

Tasks:

4A2.1 Evaluate the functionality of project support provided within the Science and Research Office and the capacity of academic staff in relation to engaging in grant competitions for

foreign research projects, or in relation to the relatively small number of foreign science and research projects submitted and won.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA, Bur. / Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: conducting an analysis of the internal “7S” environment (strategy, structure, management system, management style, collaborators, skills, shared values) and a SWOT analysis in relation to the number of calls launched, participation in calls, project applications submitted and foreign projects won

- **fulfilled:** analyses performed
- **partially fulfilled:** one of the analyses performed
- **not fulfilled:** analyses not performed

Operational Objective:

4C Promote excellence and societal relevance of research.

Measures:

4C1 When setting research priorities and allocating resources within the University, focus more efforts on research objectives with a higher potential for excellent results; emphasise the need of ensuring the defence and security of the Czech Republic in the context of the requirements and needs of the MoD sector and within international defence and security structures. Promote cooperation within the University, with other research organisations, and with the application sphere, and ensure the transfer of knowledge into practice. (VRREA, coordination with VRERI, Bur., Sec.)

- **Indicator:** number of national and international recognitions of excellence in creative activity

Tasks:

4C1.1 On the basis of the analysis of the quality results achieved, evaluate their year-on-year trend.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA / VRERI, Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** November 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: conducting a qualitative analysis in the M1 module according to M17+ and evaluation of the year-on-year trend

- **fulfilled:** an analysis of quality results and trend evaluation

- **partially fulfilled:** only an analysis of quality results was performed
- **not fulfilled:** an analysis of quality results and trend evaluation not performed

Measures:

4C2 Primarily develop the basic area of education, i.e. Security disciplines and areas of creative activity of the UoD with a focus on meeting the needs and developing the capabilities of the Czech Armed Forces. (**VRREA**, coordination with VRESI, Deans and Directors)

- **Indicator:** Number of J_{imp} and J_{sc} publications corresponding to the focus of the study programmes
- **Indicator:** number of publications published by academic staff of the University in Open Access mode

Tasks:

4C2.1 Evaluate publishing performance against the previous year with the aim of increasing the number of publications produced by University academics in Open Access mode and continue implementing support, services and tools for open science at the University.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA / VRESI, Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** November 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: analysis of publication performance and preparation of the repository concept

- **fulfilled:** analysis performed, repository ready
- **partially fulfilled:** analysis performed, data collection carried out
- **not fulfilled:** analysis not performed

Operational Objective:

4D Develop international cooperation.

Measures:

4D1 Promote the international mobility of the University staff in the field of creative activities and build adequate advisory and support capacities for this purpose. (**VRREA**, coordination with VRERI, Bur.)

- **Indicator 1:** number of University staff successfully supported in international mobility for the development of creative activities
- **Indicator 2:** number of staff supported in the framework of counselling and support for creative activities

Tasks:

4D1.1 Monitor possible calls enabling international mobility of University staff in the OP JAK, their evaluation, including the possible involvement of the UoD.

- **Responsibility of / performed by / cooperation:** VRREA / VRERI / VRERI
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: analysis of the OP JAK with a focus on possible challenges enabling international mobility of UO staff

- **fulfilled:** conducting an analysis of the OP JAK with a focus on calls enabling mobility of UoD staff, in case of the announcement of a suitable call preparing its presentation for the UoD management
- **partially fulfilled:** analysis of the OP JAK conducted
- **not fulfilled:** OP JAK analysis not conducted

Measures:

4D2 Increase the proportion of the University staff who have studied abroad or gained significant professional experience there, and remove formal and informal barriers to their recruitment and integration into the University life. (**VRREA**, coordination with VRERI, Bur.)

- **Indicator:** the proportion of University staff who have studied abroad or gained significant professional experience there, and University staff

Tasks:

4D2.1 Conduct an analysis in relation to study abroad for decision-making by the UoD management.

- **Responsibility of / performed by / cooperation:** VRREA / human resources department / VRERI, Bur.
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** September 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: an analysis performed of the number of staff who have attended courses abroad

- **fulfilled:** an analysis was performed
- **partially fulfilled:** only data collection performed, no analysis
- **not fulfilled:** an analysis not performed

Measures:

4D3 Create conditions for receiving support from international sources. Encourage researchers to submit project applications for international projects and provide adequate support for their preparation. (**VRREA**, coordination with VRERI, Bur.)

- **Indicator:** the amount of funding received under international research and expert projects

Tasks:

4D3.1 Actively monitor and continuously evaluate the involvement of academic staff in the EDF calls in question, including continuous evaluation of the use of funds for ongoing projects.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA / Bur., Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget, extra-budgetary resources (EDF)
- **Check:** on an ongoing basis (at the R-V's collegium)
- **Evaluation:** Annual report on UoD activities for 2024

Metric: analysis of new EDF calls, evaluation of returns from accepted EDF projects and impacts for the benefit of the University

- **fulfilled:** analysis of new EDF calls and assessment of returns from accepted EDF projects
- **partially fulfilled:** only the analysis of the new EDF prepared
- **not fulfilled:** analysis and evaluation not prepared

Operational Objective:

4E Cooperate with strategic partners in the implementation of R&D policy.

Measures:

4E1 Participate in the formulation and implementation of the objectives and priorities of the MoD in the field of R&D; deepen cooperation with relevant components of the Czech Armed Forces and other entities involved in ensuring national defence and security. (**VRREA**)

- **Indicator:** number of results of research, development and expert activities transferred to the use of the MoD

Tasks:

4E1.1 Initiate an expert discussion on the establishment of an international expert panel/international scientific project board for the qualitative and professional assurance of the solution of projects of operational programmes aimed at building scientific research infrastructure and supervision of the quality of professional project activities, which is a condition for the financing of OP JAK projects.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA / Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** November 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: moderated discussion on the establishment of an international expert panel/international project scientific board for the qualitative and technical support of operational programme projects

- *logical value [1/0]*

Measures:

4E2 Continue in developing cooperation with the MoEYS in the implementation of R&D policy. (VRREA)

- **Indicator:** deepening cooperation with the MoEYS in the implementation of research and development policy

Tasks:

4E2.1 Actively participate in the commenting procedures in relation to the government bill amending Act No. 111/1998 Coll., on Higher Education Institutions and amending and supplementing other acts (the Higher Education Institutions Act) as well as the government bill on research, development, innovation and knowledge transfer and amending certain acts.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA, VRESI / Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** 1x per year (depending on the legislative process)
- **Evaluation:** Annual report on UoD activities for 2024

Metric: comment procedures on the documents concerned were carried out and the comments were sent to the Industrial Cooperation Section of the MoD

- *logical value [1/0]*

Measures:

4E3 Create conditions for cooperation with other universities and research consortia, especially those that have built large research infrastructures and formed international research teams. (VRREA, coordination with VRERI)

- **Indicator:** deepening research cooperation with public universities and participation in research consortia

Tasks:

4E3.1 Initiate partnership meetings with universities and research consortia in the form of brokerage or matching events interested in thematic cooperation, particularly in participation in the Horizon Europe Community Programme.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA / Deans and Directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget and extra-budgetary sources (targeted support, OP JAK, etc.)
- **Check:** continuous
- **Evaluation:** Annual report on UoD activities for 2024

Metric: participation in pre-award meetings for setting up University consortia and planning the implementation of a specific project under the Horizon Europe Community Programme

- *logical value [1/0]*

Measures:

4E4 Create conditions for the implementation of the Research, Expert and Technology Centre UoD (RETC). (VRREA, coordination with FMT Dean and other deans and directors)

- **Indicator:** number of M17+ results produced by the RETC

Tasks:

4E4.1 Establish the RETC UoD as a modern infrastructural base for research and expert activities with professional-technical staff to meet new trends and challenges of the MoD or the ACR.

- **Responsibility of / performed by / cooperation:** VRREA / VRREA, Bur. / Deans and Directors
- **Deadline:** 1 July 2024
- **Financial sources:** UoD budget and extra-budgetary sources (institutional support, targeted support, OP JAK, etc.)
- **Check:** R-C's collegium in May 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: establishment of the RETC on 1 July 2024

- *logical value [1/0]*

Priority Objective 5

Build capacities for strategic management of the University.

Manager-in-charge: VRIMQC

Operational Objective:

5B Strengthen strategic management at the University.

Measures:

5B1 Create systemic conditions, in cooperation with the MoD, for the implementation and development of all activities of the University in order to maintain its competitiveness in University education on a national and international scale. (**VRIMQC**, coordination with Vice-Rectors, Bur., DR, Sec.)

- **Indicator:** created systemic conditions for the implementation and development of all University activities

Tasks:

5B1.1 Changes to the systemic conditions for the implementation and development of all activities of the University are to be incorporated as necessary into the relevant acts of the UoD management.

- **Responsibility of / performed by / cooperation:** VRIMQC / VRIMQC / Vice-Rectors, Bur., DRMA, Sec., Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in November 2024
- **Evaluation:** Annual report on UoD activities for 2024, self-assessment reports

Metric: changes to the systemic conditions for the implementation and development of all University activities are incorporated into the relevant UoD management acts

- *logical value [1/0]*

5B1.2 Discuss with the MoD the conceptual and strategic documents being prepared by the University in 2024.

- **Responsibility of / performed by / cooperation:** VRIMQC / VRIMQC / Vice-Rectors, Bur., DRMA, Sec.
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in November 2024
- **Evaluation:** Annual report on UoD activities for 2024, self-assessment reports

Metric: conceptual and strategic documents of the UoD are discussed with the MoD

- *logical value [1/0]*

Measures:

5B2 Develop internal capacities for the development, implementation and evaluation of the University's strategies and their communication in the internal and external environment. (**VRIMQC**, coordination with Vice-Rectors, Bur., DR, Sec.)

- **Indicator:** a system for the development, implementation and evaluation of UoD strategies, including a system for their communication in the internal and external environment

Tasks:

5B2.1 Conduct a follow-up assessment of whether all applicable management acts for the issuance of UoD strategic documents contain rules for their creation, implementation and evaluation, and their communication in the internal and external environment, and amend these management acts as necessary.

- **Responsibility of / performed by / cooperation:** VRIMQC / VRIMQC / Bur., Vice-Rectors, DRMA, Sec.
- **Deadline:** by 30 June 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in May 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: the relevant management acts are assessed and amended as necessary

- *logical value [1/0]*

Measures:

5B4 Increase the involvement of members of the academic community and other University staff in discussions on the strategic development of the University and measures to be taken at the University level and in their implementation. (**VRIMQC**, coordination with Vice-Rectors, Bur., DR, Sec., Deans and Directors)

- **Indicator:** creation of a platform to manage the discussion on the strategic development of the University and the measures taken for broader involvement of the University's academic community and other University staff

Tasks:

5B4.1 Prepare a plan for the implementation of the University's Strategic Plan 2025 and other strategic documents in cooperation with the academic community and other University staff.

- **Responsibility of / performed by / cooperation:** VRIMQC / Vice-Rectors / Sec., Deans and Directors
- **Deadline:** by 30 September 2024
- **Financial sources:** UoD budget

- **Check:** R-C's collegium in September 2024
- **Evaluation:** Annual report on UoD activities for 2024, self-assessment reports

Metric: The Implementation Plan of the University's Strategic Intent for 2025 and other strategic documents prepared in cooperation with the academic community and other University staff

- *logical value [1/0]*

5B5 Promote the cooperation of individual units of the University in the exchange of experience and transfer of best practices. (**VRIMQC**, coordination with Vice-Rectors, Bur., DR, Sec., Deans and Directors)

- **Indicator:** number of activities implemented to exchange experience and share best practices

Tasks:

5B5.1 Undertake activities at the faculties and other units of the UoD to exchange experience and share best practices.

- **Responsibility of / performed by / cooperation:** VRIMQC / Deans and directors / Vice-Rectors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in November 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: number of activities implemented for the exchange of experience and sharing of good practices

- *units [min. 1 activity / part of UoD]*

Measures:

5B6 Strengthen the common identity within the University. (**VRERI**, coordination with Vice-Rectors, Bur., DR, Sec., Deans and Directors)

- **Indicator:** implementation of activities supporting the common identity of the UoD

Tasks:

5B6.1 Continue to implement activities promoting a common UoD identity.

- **Responsibility of / performed by / cooperation:** VRERI / VRERI / Vice-Rectors, Bur., Sec., Deans and Directors
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** continuous
- **Evaluation:** by 31 December 2024

Metric: number of common activities

- **Fulfilled:** at least 5 activities
- **Partially fulfilled:** at least 4 activities
- **Not fulfilled:** fewer than 4 activities

Measures:

5B7 In cooperation with the Ministry of Defence, ensure the development of the University's infrastructure resulting from the departmental requirements for a higher number of graduates with an emphasis on increasing the capacity of accommodation facilities, educational rooms and related supporting capabilities. (**Bur.**, coordination with Vice-Rectors, DR, Deans and Directors)

- **Indicator:** the amount of funds invested in the development of the University's infrastructure

Tasks:

5B7.1 Regularly evaluate the budget execution for 2024 by individual units and other UoD departments at the UoD Economic Council and report to the R-C collegium.

- **Responsibility of / performed by / cooperation:** *Bur. / DE Director / UoD Economic Council*
- **Deadline:** *31 December 2024*
- **Financial sources:** *UoD budget*
- **Check:** *UoD Economic Council meeting, R-C's collegium in June 2024*
- **Evaluation:** *Annual report on UoD activities for 2024*

Metric: the execution of the UoD budget is communicated at meetings of the UoD Economic Council, and the R-C's collegium is informed

- *logical value [1/0]*

5B7.2 Prepare a UoD budget draft for 2025, emphasising the development and provision of accredited study programmes, including its discussion at the UoD Economic Council and with the MoD.

- **Responsibility of / performed by / cooperation:** *Bur. / DE Director / UoD Economic Council*
- **Deadline:** *31 December 2024*
- **Financial sources:** *UoD budget*
- **Check:** *UoD Economic Council meeting in the first half of 2024, R-C's collegium in June 2024*
- **Evaluation:** *Annual report on UoD activities for 2024*

Metric: the UoD budget proposal for 2025 is prepared with emphasis on the development and provision of accredited study programmes and its discussion

- *logical value [1/0]*

Operational Objective:

5D Strengthen strategic management of human resources at the University.

Measures:

5D1 Apply a transparent system of staff evaluation and their performance appraisal to minimise the risk of any bias in the evaluation. (**VRIMQC**, coordination with Vice-Rectors, Bur., DR, Sec., Deans and Directors)

- **Indicator:** a system of comprehensive evaluation of employees and their performance

Tasks:

5D1.1 Monitor compliance with the set system of comprehensive evaluation of employees and their performance in terms of minimising the risk of any bias in the evaluation. In case of deficiencies, take and implement the necessary corrective measures.

- **Responsibility of / performed by / cooperation:** VRIMQC / Bur., VRESI / VRREA, VRERI, DRMA, Sec., Deans and Directors and heads of other departments
- **Deadline:** by 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in October 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: checking the system of comprehensive assessment of employees and the results of their activities, taking and implementing corrective measures in case of identified shortcomings

- *logical value [1/0]*

5D1.2 Based on the suggestions of the academic staff of the UoD, define the requirements for updating the ASE IS taking into account the specifics of the UoD as a state University, discuss in the UoD academic community and submit the request for modification to the system administrator.

- **Responsibility of / performed by / cooperation:** VRIMQC / VRIMQC / VRESI, VRREA, VRERI, Bur., Deans and directors
- **Deadline:** 31 December 2024
- **Financial sources:** UoD budget
- **Check:** R-C's collegium in October 2024
- **Evaluation:** Annual report on UoD activities for 2024

Metric: collecting suggestions, defining and discussing requirements for modifying the ASE IS and submitting them to the system administrator

- *logical value [1/0]*

The Implementation Plan of Strategic Intent for Educational and Creative Activities of the University of Defence for 2024 was discussed by the Ministry of Defence and subsequently by the Scientific Council of the University of Defence on 25 October 2023 and approved by the Academic Senate of the University of Defence on 22 November 2023.

List of Abbreviations

AAS MoD	Armaments and Acquisitions Section of the Ministry of Defence
ACR	Army of the Czech Republic
ASE IS	Academic Staff Evaluation Information System
Bur.	Bursar
CPDM	Central Project Database Module
CR	Czech Republic
DAMA	Department for the Acquisition of Movable Assets
DE	Department of Economics
DR	Deputy Rector (by 31 December 2021)
DRMA	Deputy Rector for Military Affairs (from 1 January 2022)
DSP	Doctoral Study Programme
DTMP	Department of Toxicology and Military Pharmacy
EDF	European Defence Fund
ETIS	Electronic Testing Information System
EU	European Union
FMHS	Faculty of Military Health Sciences
FML	Faculty of Military Leadership
FMT	Faculty of Military Technology
JAPA	Languages for Army (original abbr. JAPA used in the text)
JBB	Jan Babák's Barracks
LC	Language Centre
MFM	Military Faculty of Medicine
MHS MoD	Military Health Section of the Ministry of Defence
MoEYS	Ministry of Education, Youth and Sports
M17+	Methodology for the assessment of research organisations and evaluation of special purpose programmes supporting research, development and innovations
NATO	North Atlantic Treaty Organisation
OP JAK	Operational programme Jan Amos Komenský
PESCO	Permanent Structured Cooperation
PTSC	Physical Training and Sports Centre
R-C	Rector-Commander
R&D	Research and Development
Sec.	Secretary
SIIP	Strategic Intent Implementation Plan

SW	software
TEF	Training and Educational Facilities
TTB	Teaching and Training Base
VAT	Value Added Tax
VDR	Vice-Dean for Research
VRERI	Vice-Rector for External Relations and Internationalisation
VRESI	Vice-Rector for Education and Student Issues
VRIMQC	Vice-Rector for Internal Management and Quality Control
VRREA	Vice-Rector for Research and Expert Activities
VTC	Video Tele Conferencing

Plan of Investment Activities of the University of Defence for 2024

Manager-in-charge: **Bursar**

1. Summary of investment activities for 2024

In the context of investment activities above 10 million CZK in the year 2024, the University has planned a total of 19 investment activities, of which 12 are in the area of immovable infrastructure and 6 are in the area of movable infrastructure.

The Brno garrison will continue the implementation of 4 projects launched in 2022 and 2023, namely the construction of the Logistics Centre in the Černá Pole barracks as a future core element of the University's logistics support, the reconstruction of the external part of the Kounicova 44 building and the reconstruction of Building 4 in the Šumavská barracks - PESCO project and the reconstruction of Building 67 - pool technology in the Jan Babák's barracks. In 2024, project documentation will be started for new investment projects - demolition and construction of the kitchen in the Černá Pole barracks, reconstruction of the hall of the Scientific Council at Kounicova 65 and reconstruction of the Malá Morávka facility - cottage Veronika.

Of the movable investment projects above CZK 10 million in 2024, the acquisition of a CNC machining centre and a surface hardening machine is planned for the Brno garrison.

In the area of immovable infrastructure, the MFM (FMHS) Hradec Králové will continue the implementation of 5 projects initiated in the previous years 2022 and 2023, namely the reconstruction of the 3rd and 5th floors of the block of departments, reconstruction of the 6th floor of the block of departments, reconstruction of the 4th floor in the Dean's Office building of MFM (FMHS). Furthermore, the construction of the Radioisotope laboratory and vivarium in the new area of MFM (FMHS) UoD and the reconstruction of the Simulation and Training Centre will continue.

Of the movable investment projects above 10 million CZK, the acquisition of a weight detector, the equipment for laboratory classrooms on the 6th floor and of the vivarium laboratories and the purchase of an irradiator are planned.

2. List of individual investment projects with a total financial volume of over 10 million CZK with VAT, whose implementation will take place in 2024

A. Data on the project as a whole, regardless of the specific activities planned for 2024

Project Name	Project Brief Description	Total Project Cost, incl. VAT (CZK million)	Preparation and Implementation Timeframe	Justification in Relation to SIIP Priorities	Synergistic Links to Investment Projects Implemented Under Other Subsidy Programmes
Priority Objective 1	93,152 in total				
Brno, Šumavská barracks, building 4 - project PESCO - reconstruction A21021301, A1021302	Renovation of building 4 is needed to create adequate space for teaching electronic warfare.	93,152	2023–2026	Priority Objective 1, Operational Objective 1E: Promote the building of infrastructure for interactive learning methods and integration of students.	None.
Priority Objective 3	96,607 in total				
Hradec Králové, a new campus of the MFM (FMHS) UoD – 6th floor of the block of departments – reconstruction	Construction of new laboratories and modern facilities for the DTMP MFM (FMHS)	96,607	2022–2024	Priority Objective 3, Operational Objective 3D: Improve the conditions for successful study,	None.

Project Name	Project Brief Description	Total Project Cost, incl. VAT (CZK million)	Preparation and Implementation Timeframe	Justification in Relation to SIIP Priorities	Synergistic Links to Investment Projects Implemented Under Other Subsidy Programmes
A16048201				including support for reconciling study and family life, and strengthen the social integration of doctoral students.	
Priority Objective 5	1,868,848 in total				
Brno - Černá Pole barracks, logistics centre - construction A20008000	Construction of the UoD logistics centre, weapons and ammunition depot, parking areas for military equipment and modernisation of the entrance to the site.	601,610	2022–2025	Priority Objective 5, Measure 5B7: Upgrading and increasing the capacity of support facilities.	None.
Brno – Kounicova 44, refurbishment of the building exterior – implementation A20008300	Reconstruction of the building’s outer coating and roof and replacing windows and doors.	266,127	2022–2024	Priority Objective 5, Measure 5B7: Upgrading infrastructure.	None.

Project Name	Project Brief Description	Total Project Cost, incl. VAT (CZK million)	Preparation and Implementation Timeframe	Justification in Relation to SIIP Priorities	Synergistic Links to Investment Projects Implemented Under Other Subsidy Programmes
Malá Morávka - cottage Veronika (UoD facility) - reconstruction A17019801, A17019802	The reason for the reconstruction is the unsatisfactory technical condition of the building.	33,000	2024–2026	Priority Objective 5, Measure 5B7: Upgrading infrastructure.	None
Brno-Kounicova 65, the Scientific Council Hall - reconstruction A17061701, A17061702	The reconstruction will improve the quality and efficiency of the gathering space for the Scientific Council meetings.	19,080	2024–2026	Priority Objective 5, Measure 5B7: Modernisation of teaching capacities.	None
Hradec Králové – new campus of the MFM (FMHS) UoD – Dean’s Office building, 4th floor - reconstruction A17018300	Reconstruction of the building floor for MHS MoD facilities.	30,089	2021–2024	Priority Objective 5, Measure 5B7: Modernisation of teaching capacities.	None.
Hradec Králové - new campus of the MFM (FMHS) UoD, block of departments, 3rd and 5th floor - reconstruction	Reconstruction of the original outdated premises for laboratories and administrative teaching spaces of the MFM (FMHS) departments.	140,155	2022–2025	Priority Objective 5, Measure 5B7: Upgrading teaching capacities and support facilities.	None.

Project Name	Project Brief Description	Total Project Cost, incl. VAT (CZK million)	Preparation and Implementation Timeframe	Justification in Relation to SIIP Priorities	Synergistic Links to Investment Projects Implemented Under Other Subsidy Programmes
A17017701, A17017702					
Hradec Králové - a new campus of the MFM (FMHS) UoD – construction of a radioisotope laboratory and vivarium A20008200	Construction of a new vivarium and laboratories of radiobiology, epidemiology and radiology as a replacement for the outdated original buildings.	335,269	2023–2024	Priority Objective 5, Measure 5B7: Upgrading teaching capacities and support facilities.	None.
Hradec Králové - Simulation and training centre - reconstruction A20085701, A20085702	Construction of an advanced modern simulation centre for training and teaching of emergency medicine, military surgery and military general medicine, organisation of military health care.	59,277	2023–2025	Priority Objective 5, Measure 5B7: Upgrading and increasing teaching capacities and support facilities.	None.
Brno – Černá Pole barracks, kitchen - demolition and construction A17019201, A17019202	Demolition of the existing building and construction of a new kitchen block.	137,500	2024–2028	Priority Objective 5, Measure 5B7: Upgrading infrastructure.	None.

Project Name	Project Brief Description	Total Project Cost, incl. VAT (CZK million)	Preparation and Implementation Timeframe	Justification in Relation to SIIP Priorities	Synergistic Links to Investment Projects Implemented Under Other Subsidy Programmes
Brno - JBB, Building No. 67, pool technology - reconstruction A21009101, A21009102	Reconstruction of the pool, including technology.	43,100	2023–2026	Priority Objective 5, Measure 5B7: Modernisation of teaching capacities.	None.
CNC machining centre - purchase A21057000	Acquisition of a CNC machining centre to gain the ability to flexibly and efficiently produce complex precision engineering prototype components for the development of autonomous and military robotic assets.	15,204	2024	Priority Objective 5, Measure 5B7: Upgrading and increasing the capacity of support facilities.	None.
Surface hardening machine - purchase A21055500	Acquisition of equipment for surface treatment of metals, creation of diffusion layers and coatings based on DLC.	28,078	2024	Priority Objective 5, Measure 5B7: Upgrading and increasing the capacity of support facilities.	None.
Weight detector - purchase		22,000	2024	Priority Objective 5, Measure 5B7:	None.

Project Name	Project Brief Description	Total Project Cost, incl. VAT (CZK million)	Preparation and Implementation Timeframe	Justification in Relation to SIIP Priorities	Synergistic Links to Investment Projects Implemented Under Other Subsidy Programmes
A19025100				Upgrading and increasing the capacity of support facilities.	
Classroom equipment for laboratories on the 6th floor - purchase A19020600		18,000	2024	Priority Objective 5, Measure 5B7: Upgrading teaching capacities and support facilities.	None.
Vivarium laboratory equipment - purchase A19020700		92,359	2024	Priority Objective 5, Measure 5B7: Upgrading teaching capacities and support facilities.	None.
Irradiator - purchase A19024900	Equipment of the new building of the radioisotope laboratory and vivarium.	28,000	2024 (2025)	Priority Objective 5, Measure 5B7: Upgrading teaching capacities and support facilities.	None.

B. Current status of the investment project and work progress in 2024

Project Name	Current Status	Work plan for 2024	Planned expenditures, VAT incl. (CZK million)	Source of funding
Brno, Šumavská barracks, building 4 - project PESCO - reconstruction A21021301, A21021302	Implementation of project documentation.	Project implementation.	28,000	MoD budget
Hradec Králové - a new campus of the MFM (FMHS) UoD - reconstruction of the 6th floor of the block of departments A16048201	Project implementation.	Project implementation.	0,363	MoD budget
Brno - Černá Pole barracks, logistics centre - construction A20008000	Project implementation.	Project implementation.	171,087	MoD budget
Brno – Kounicova 44, refurbishment of the building exterior – implementation A20008300	Project implementation.	Project implementation.	135,572	MoD budget
Malá Morávka - cottage Veronika (UoD facility) - reconstruction A17019802	Implementation of project documentation.	Implementation of project documentation.	3,000	MoD budget
Brno-Kounicova 65, the Scientific Council Hall - reconstruction A17061701	Implementation of project documentation.	Implementation of project documentation.	0,530	MoD budget

Project Name	Current Status	Work plan for 2024	Planned expenditures, VAT incl. (CZK million)	Source of funding
Hradec Králové - a new campus of the MFM (FMHS) UoD - reconstruction of the 4th floor of the Dean's Office building A17018300	Project implementation.	Project implementation.	18,152	MoD budget
Hradec Králové – a new campus of the MFM (FMHS) UoD - reconstruction of the 3rd and 5th floor of the block of departments A17017702	Project implementation.	Project implementation.	59,716	MoD budget
Hradec Králové - a new campus of the MFM (FMHS) UoD – construction of a radioisotope laboratory and Vivarium A20008200	Project implementation.	Project implementation.	128,180	MoD budget
Hradec Králové - Simulation and training centre - reconstruction A20085702	Project implementation.	Project implementation.	18,268	MoD budget
Brno – Černá Pole barracks, kitchen - demolition and construction A17019201	Preparation of public procurement.	Implementation of project documentation.	1,500	MoD budget
Brno - JBB, Building No. 67, pool technology - reconstruction A21009101	Implementation of project documentation.	Implementation of public procurement.	0,883	MoD budget

Project Name	Current Status	Work plan for 2024	Planned expenditures, VAT incl. (CZK million)	Source of funding
CNC machining centre - purchase A21057000	Preparation for implementation at AAS MoD.	Implementation.	15,204	MoD budget
Surface hardening machine - purchase A21055500	Preparation for implementation at AAS MoD.	Implementation.	28,078	MoD budget
Weight detector - purchase A19025100		Implementation.	22,000	MoD budget
Classroom equipment for laboratories on the 6th floor - purchase A19020600		Implementation.	18,00	MoD budget
Vivarium laboratory equipment - purchase A19020700		Implementation.	92,359	MoD budget
Irradiator - purchase A19024900	Public procurement to be announced at DAMA AAS MoD	Implementation.	28,000	MoD budget

Annex 2

Intent for the Development of the Investment Scientific Base, Acquisition of Investment Technical and Instrumentation Equipment of the UoD for 2024

Manager-in-charge: **VRREA**

UoD organisational element	Planned expenditures, VAT incl. (CZK thousands)
Faculty of Military Leadership	3,000
Faculty of Military Technology	37,550
Faculty of Military Health Sciences	16,687
CBRN Defence Institute	1,200
Institute of Intelligence Studies	150
University of Defence total	58,587

Note:

A detailed breakdown of the Intent for the Development of the Investment Scientific Base, Acquisition of Investment Technical and Instrumentation Equipment for 2024 will be presented in the Strategic Intent Implementation Plan for the Educational and Creative activities of the Individual UoD organisational elements for 2024.

The expenditures also include investments from the OP JAK Development of infrastructural facilities for doctoral study programmes.