

**Implementation plan of the Strategic Plan AMBIS University
for the period 2021–2030 for the year 2025**

AMBIS University

Prague, November 2024

Priority objective 1.

Developing competences for life and practice for the 21st century

Operational objective:

1.1 Support for the development of staff competencies for teaching and creating study programs

Activities for 2025:

- 1.1.1 Continue to implement the concept of student-centeredness as one of the three pillars of teaching quality at AMBIS University.
- 1.1.2 Continuously update and supplement the Pedagogical Inspiromat with modern constructivist methods, approaches and tools so that they are easily accessible to teachers.
- 1.1.3 Gradually link development activities to the competence profile of teachers at AMBIS University and propose a methodology for the continuous development of teachers' competences.
- 1.1.4 Prepare sample teaching quality standards in the form of videos and familiarize teachers with the possibilities of implementing them in teaching.
- 1.1.5 Optimize processes in the area of teaching scheduling.
- 1.1.6 Continue to improve the internal processes of the study department, focusing on further developing a pro-client approach to students and on the selective involvement of the study department team in the agendas of other departments.

Operational objective:

1.2 Development of study programs, methods for ensuring the quality of education and verifying learning outcomes

Activities for 2025:

- 1.2.1 Continue implementing the results-oriented learning system and supporting teachers in gradually integrating all key elements of this system into individual study programs and subjects taught.
- 1.2.2 Continue to develop the Register of Study Programs and Courses and support guarantors in the design of new study programs and courses.
- 1.2.3 Prepare methodological support materials for heads of departments, guarantors of study programs and guarantors of subjects for regular evaluation of the quality and success of individual study programs and subjects.
- 1.2.4 Continue to gradually update the process of preparing and implementing state final exams.

- 1.2.5 Prepare and refine additional "process models" describing selected study agendas.
- 1.2.6 Further optimize processes in the area of curriculum adjustments.

Operational objective:

1.3 Strengthening the connection between studies and practice and preparation for future employment

Activities for 2025:

- 1.3.1 Continue to systematically improve e-learning support and methodologies.
- 1.3.2 Prepare a proposal for transforming the platform for cooperation with the Council for Cooperation with Practice.
- 1.3.3 Improve methods for obtaining feedback from students regarding the quality and focus of professional practice.

Operational objective:

1.4 1.4 Support for building infrastructure for interactive teaching methods and student integration

Activities for 2025:

- 1.4.1 Analyze tools and available resources for interactive education and assess their usability for AMBIS University.
- 1.4.2 Continue to actively cooperate with the Student Council in the areas of organizing events for students, strengthening communication between students and the school, supporting the sense of belonging to the academic community, and conceptualizing the development of the school.
- 1.4.3 Support the development of infrastructure for interactive learning methods and student integration. Strengthen advisory services provided to students. Prepare a support "starter package" for first-year bachelor's students to help them acquire basic competencies in selected key areas (IT skills, foreign languages) needed for university studies.

Priority objective 2.

Improving the availability and relevance of flexible forms of education

- Expansion of implemented bachelor's and follow-up master's degree programs to include other forms of study (distance and combined).
- Preparation and submission of applications for accreditation of new follow-up master's degree programs.
- Preparation and submission of an application for institutional accreditation and an application for accreditation of a doctoral study program.

Operational objective:

2.1 Development of the offer of distance learning methods

Activities for 2025:

- 2.1.1 Strengthen the personnel capacities of teams that ensure the preparation of new distance learning courses, the launch of courses, support during teaching and ensuring the highest possible quality of distance learning, with regard to the planned development of the offer of study programs in distance learning form.
- 2.1.2 Continuously collect feedback from all stakeholders, including students, academic staff, and facilitators.
- 2.1.3 Identify and map appropriate communication tools, monitor their use, with the aim of determining an effective means of supporting student awareness in distance learning, and continuously monitor new technological tools and platforms with the aim of streamlining and innovating distance learning.
- 2.1.4 Compare existing and newly identified proctoring tools with the aim of ensuring an efficient and smooth running of the examination period in an online environment
- 2.1.5 Prepare and continuously implement proposals for updating study materials and optimizing distance learning processes based on feedback evaluation.
- 2.1.6 Implement training focused on new technologies and effective ways of using them in distance learning, with the aim of constantly improving and innovating teaching practices.
- 2.1.7 Begin the gradual implementation of tools for regularly monitoring student activity in distance learning with the aim of providing timely support and improving student academic success.
- 2.1.8 Check and possibly revise the study load in distance learning courses with the aim of ensuring its even distribution for distance learning students.
- 2.1.9 Map and identify effective methods of communication between individual stakeholders within distance learning, including involved departments, departments, and academic staff, for a smoother process of preparing courses for both accreditation and launch into teaching.
- 2.1.10 Continue to prepare for the introduction of a new system of access to mandatory literature, which will ensure wider availability of licensed resources while monitoring the effective use of materials in accordance with copyright law.

Operational objective:

2.2 Development of the offer of flexible forms of education in lifelong learning

Activities for 2025:

- 2.2.1 Evaluate and continuously expand the range of courses in lifelong learning.
- 2.2.2 Map the challenges of institutions and authorities, possible cooperation , regularly map the market for the offer of lifelong learning programs.
- 2.2.3 Prepare a plan to increase capacities and resources in the area of lifelong learning with the aim of developing and ensuring the sustainability of this area within AMBIS University.
- 2.2.4 Improve methods of obtaining feedback from course participants.

Operational objective:

2.3 Improving the recognition of prior learning outcomes in further studies**Activities for 2025:**

- 2.3.1 Analyze and, if necessary, update internal regulations for the internal system of recognition of prior learning outcomes.
- 2.3.2 Continue to digitalize processes related to the recognition of prior learning outcomes.

Operational objective:

2.4 Promotion of lifelong learning offers provided to students and the general public**Activities for 2025:**

- 2.4.1 Design a new form of promotional materials – both content and graphics, and clarify the offer of lifelong learning programs.
- 2.4.2 Promote the current offer of lifelong learning programs (hereinafter referred to as "LLL") in the AMBIS Study Information System of the University, as, and clarify information about the courses offered on the school's website.
- 2.4.3 Expand reviews and recommendations of lifelong learning programs from students and graduates on the website of AMBIS University.
- 2.4.4 Make the offer of lifelong learning more clear on the website of AMBIS University.
- 2.4.5 Continuously evaluate the effectiveness of the tools used and modernize the tools and applications used to promote the LLL offer.
- 2.4.6 Promote the offer of lifelong learning courses through internal and external channels of AMBIS University (Alumni Club, current students, IS, social networks).

Priority objective 3.

Strengthening strategic management and effective use of research and development capacities

Operational objective:

3.1 Complete a comprehensive transformation of the environment and process settings for evaluating a research organization according to the 2017+ Methodology

Activities for 2025:

- 3.1.1 Create conditions for departments and academic staff so that in 2025 there could be an increase in the number or improvement in the quality of the results that will be entered into the RIV database for 2025.
- 3.1.2 Prepare documents for the evaluation of AMBIS University as a research organization according to the 2025+ Methodology and, if the evaluation is positive, obtain institutional support in 2026.

Operational objective:

3.2 Improving monitoring and evaluation of research teams, tools and support for quality research , excellent researchers and teams.

Activities for 2025:

- 3.2.1 Announcement of the Internal Grant Agency call for 2026 – focusing support on quality research, especially JSC and Jimp articles.
- 3.2.2 Apply for funding for Specific University Research for the following calendar year. Continue the implementation of ongoing projects and launch at least 2 new projects.
- 3.2.3 Organizing the Competition for the Best Final Thesis.
- 3.2.4 Organizing the Competition for the Best Publication.
- 3.2.5 Continuing the internationalization of the SEHS journal and efforts to include the journal in internationally recognized databases.
- 3.2.6 Preparation of science and research projects for appropriate calls for targeted support in the Czech Republic (for example, TAČR, Security Research, GAČR) and other appropriate international calls (for example, Visegrad Fund, Erasmus+, Horizon).
- 3.2.7 Participate in the documentation for maintaining the HR AWARD.
- 3.2.8 Ensure the evaluation of minimum R&D requirements according to the CVP-Pers-10 guideline Minimum requirements in the field of science and research for implemented study programs for the period 2020–2024 as a basis for the evaluation of academic staff in the field of science.

Operational objective:

3.3 Involvement in international cooperation in the field of science and research and international projects.

Activities for 2025:

- 3.3.1 Create conditions and teams for involvement in the preparation of international projects and their subsequent submission (for example, the Visegrad Fund, Erasmus+, Horizon).
- 3.3.2 Implementation of acquired projects or signed international cooperation agreements in the field of science (Visegrad Fund, Erasmus+, other international activities).

Operational objective:

3.4 Increasing the social relevance of research, supporting the transfer of results into practice and cooperation with practice.

Activities for 2025:

- 3.4.1 Promote the category related to the use of results in practice within the Competition for the Best Publication Achievement.
- 3.4.2 Deepen cooperation with practice through jointly submitted or ongoing projects (for example, to the Czech Research Agency, EU funds), contractual research and other contracts.

Priority objective 4.

Building capacities for strategic management and reducing the administrative burden of employees

Operational objective

4.1 Strengthening strategic management and human resource management strategy

Activities for 2025

- 4.1.1 Prepare an update of the "AMBIS University Strategy for the period 2021–2030" for the period 2026–2030.
- 4.1.2 Continue implementing the HR AWARD Action Plan.
- 4.1.3 Evaluate the fulfillment of the tasks of the HR AWARD Action Plan .
- 4.1.4 Complete the restructuring of existing internal regulations.

Operational objective

4.2 Development of digitalization and process automation

Activities for 2025

- 4.2.1 Implementation and use of electronic signatures for labor law documents.
- 4.2.2 Transfer other agendas to the IS Office filing service .
- 4.2.3 Implement a system for digitizing personnel records .
- 4.2.5 Continue the conceptual development of the AMBIS University study information system, as, according to current needs and strategic priorities.
- 4.2.6 Continue digitizing study and other processes.
- 4.2.7 In cooperation with an external supplier, prepare the transition to a digital form of the ISIC card.
- 4.2.8 Complete the consolidation of the study agenda of students of the former John Amos Comenius University in the AMBIS study information system of the university, as

Operational objective

4.3 Strengthening the human resources management strategy

Activities for 2025

- 4.3.1 Deepen the employee evaluation system and related updates to employee development and talent management.
- 4.3.2 Restructure and modernize the recruitment process – conduct an analysis of trends and needs in the labor market.
- 4.3.3 Revise the evaluation and benefits system.