



**Charles
University**

Strategic Plan of the Faculty of Physical Education and Sport (2021-2025)

1st Update (July 2023)

Faculty of Physical Education and Sport



INTRODUCTION

The Faculty of Physical Education and Sport (the faculty) is an integral part of Charles University. We were founded on the rich traditions and legacy of our predecessors and focus on development and sustainability in all activities of the faculty. We engage all gender groups and generations in our activities – from children to senior citizens, including people with physical or other disabilities.

Our mission includes the education and training of experts who work in education, physical education, sports, sports management, recreation, rehabilitation, and other fields.

We support research activities and innovation relating to human movement and sustainable health. We strive to achieve an international reputation and apply an interdisciplinary approach typical of Kinanthropology – sports science. We collaborate with important agents in the educational, research, non-profit, and commercial sectors and at the regional, national, and international level.

We focus on internationalization – we maintain relationships and seek cooperation with important universities and research organizations in Europe and beyond.

As a part of the “third role”, we offer a wide range of lifelong learning programmes; we support supplementary activities while seeking out economic and reputational benefits. Last but not least, we are developing the infrastructure and facilities for our students and employees.

In order to more effectively achieve our goals and present them in a more appropriate manner to internal and external actors, we have developed a motto, vision, and mission for the faculty. We have established our main priorities and goals in the following areas:

- Instruction and education
- Academic, research, and creative activities
- Internationalization, external relations, and communication
- Internal affairs and HR policies
- Infrastructure and technological development
- Economic, financial, and supplementary activities

The strategic plan of the faculty for the period 2023–2025 is supplemented by an action plan and an evaluation plan. The action plan is the implementation document for this strategy. The evaluation plan describes the tools and mechanisms that verify fulfilment of the priorities and strategic goals.



MOTTO AND SYMBOLS

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OUR MISSION

“We are creating a community that shares and promotes the ideas of a sustainable and healthy lifestyle for every individual at every age, in which physical activities and sports are an integral part.”

OUR VISION

“We motivate individuals and society to engage in physical activity. We are the first choice in education, research, and providing information to the general public. We work with important partners in the Czech Republic and abroad.”



INSTRUCTION AND EDUCATION

Together, we strive to make our study programmes in all forms of education the first choice for student applicants.

During the past period, we completed a complex journey of preparing and submitting accreditations. In the upcoming period, we will focus on the evaluation of existing study programmes and make the necessary changes according to the current trends and requirements of the labour market. The aim of evaluating study programmes will be to adapt the educational processes at the faculty to the current and future challenges of modern society and the changing conditions on the labour market.

We will continue to develop excellence in all types of study programmes and lifelong learning (LLL) courses. We will focus on the use of modern and flexible teaching forms with an individual approach, the expansion of project-based teaching with an emphasis on teamwork, the development of soft skills and critical thinking, the connection of research to teaching, and the support of internationalization.

Priorities and goals

- Promoting the quality and development of study programmes in all forms of education, which correspond to modern trends and increase the employability of graduates on the labour market.
- Reducing academic failure and the number of students studying exceeding the standard period of study.
- Developing and strengthening various forms of LLL for different target groups.
- Involving practising experts in teaching in study programmes and LLL.
- Supporting the education of academic staff and researchers leading to an increase in the quality of instruction, including modern technologies.
- Promoting study programmes in foreign languages.
- Sharing teaching capacities with partner institutions in the Czech Republic and abroad.



**ACADEMIC, RESEARCH,
AND CREATIVE ACTIVITIES**

The multidisciplinary approach offered by the study programmes is also reflected in academic, research, and creative activities. An important role is played by the development of research fields and a focus on scientific excellence with the practical use of research activities that connect research with education. In the upcoming period, we want to develop research topics that contribute to the faculty's transparent profile and its international recognition. In this respect, we will emphasize the strategic management of scientific and research activities, and especially work in teams. We want to use our excellent results in research and development in combination with high-quality educational activities as a tool for attracting talented and motivated students and new faculty members.

As part of international cooperation, we will aim to involve the faculty in consortia research projects with institutions abroad and to strongly internationalize all components of academic, research and creative activities with an emphasis on PhD studies.

Priorities and goals

- Identifying and strengthening the main research topics with the potential to achieve excellent results and long-term development.
- Supporting the creation of strong interdisciplinary, interfaculty, and international research teams and attracting excellent researchers from the Czech Republic and abroad.
- Strengthening the competencies of key employees for managing research teams and the strategic planning of research.
- Increasing the quality of relevant outputs for academic, research, and creative activities.
- Obtaining grant support from various national and international sources, including the Czech Grant Agency, the Czech Technology Agency, operational programmes, and Horizon Europe.
- Innovation in the evaluation of research results with an emphasis on practical application and social impact.
- Searching for and using opportunities for contractual research with regard to social relevance and application in practice.
- Implementing the research data management system in accordance with Charles University policies.



**INTERNATIONALIZATION,
EXTERNAL RELATIONS,
AND COMMUNICATION**

The faculty's strategic plan includes internationalization as an important tool for improving quality in all areas of our activity. In accordance with the Strategy for the Internationalization of Higher Education for the period starting from 2021, we will develop international cooperation, strengthen relations with partner institutions, internationalize study programmes, and improve the strategic management of internationalization. Our goal is for the faculty to become a fully international institution.

In the area of external relations and communication, we will focus on a unified communication strategy that respects the mission and vision of the faculty and will be adapted to the needs of different target groups. In the upcoming period, we will strengthen open and effective communication with the academic sphere, the public, applicants, students, and graduates. Another key element of our development will be to strengthen cooperation with important partners and the media.

Priorities and goals

- Promoting the international environment of the faculty and the university.
- Supporting the short-term and long-term mobility of students and employees with countries involved in European programmes and countries not involved in EU programmes.
- Implementing new forms of mobility (blended mobility, virtual mobility) and creating appropriate infrastructure for outgoing and incoming students and employees.
- Effective cooperation with strategic partners and the search for new partners in the field of education, research, and the transfer and sharing of knowledge and technologies.
- Strengthening cooperation with other faculties of Charles University, other universities, public institutions, and professional and research organizations.
- Supporting the conditions for strengthening the third role of the faculty (supplementary activities, charity, and popularization events, the transfer of knowledge into practice, etc.).
- Using modern forms of communication and promotion when presenting the faculty in all activities.
- Creating a functional system of internal communication and document sharing.



INTERNAL AFFAIRS AND HR POLICIES

Dynamics in educational and research activities, the connection between performance and quality, the transfer of knowledge and technology, and increased internationalization place higher demands on the flexibility of employees, their professional knowledge, and their ability to collaborate effectively. The roles of employees must be diversified, and their collaboration must be nurtured, not only at their workplaces, but also between faculties, the university, and other organizations on a national and international level.

Students are an integral part of the faculty's life and their involvement plays a significant role in its continued development. Hence, we will focus not only on the education and involvement of students of all study programmes in research and creative activities, but also creating conditions for increasing their involvement in faculty events (social networks, events for those interested in studying, charity events, etc.). This will contribute to building their permanent and positive relationship with the faculty.

The main goal of internal affairs and HR policies is to create a stable team of academic, research, and technical/administrative employees based on the principles of openness, collaboration, equal opportunities, and the fair evaluation of work performance.

Priorities and goals

- Supporting the solidarity of employees, students, and graduates at the faculty.
- Conducting employee evaluations with an emphasis on their motivation and development.
- Streamlining the process of career growth and encouraging the higher qualifications of employees.
- Promoting a bilingual environment and openness with respect to the diversity of employees and studies.
- Creating conditions for applying the principles of equal opportunity defined in the strategic priorities of Charles University.



INFRASTRUCTURE AND TECHNOLOGICAL DEVELOPMENT

The faculty is located in the Veleslavín campus, which has classrooms, laboratories, a library, a canteen and accommodation facilities. The faculty also uses additional learning centres located outside the main campus. This extensive infrastructure provides an ideal environment for education, research, and additional activities, but also for relaxation and the social life of students and employees. In the future, we plan to use the positive experience with development projects and want to expand and reinforce the current infrastructure with additional functional and innovative elements. We will focus on the modernization of the student affairs office and the library, including improving and expanding services for students.

The strategic priority in infrastructure development in the upcoming period will focus on implementing projects relating to the construction of the Veleslavín Sports Campus. The modernization also includes renovation of the existing premises with an emphasis on technological, energy-efficient, and ecological development. The planned scope of use of the faculty for students throughout Charles University, including students with specific needs, will require intensive collaboration with the relevant departments of the university, and the financing of the construction will also include university resources.

We will continue to invest in the technical equipment and instruments of the professional workplaces and laboratories with regard to their significant impact on teaching and research. We will continue the gradual digitalization of the processes necessary for the effective development and functioning of the faculty.

Priorities and goals

- Creating the infrastructure for fulfilling all three basic roles of the faculty with the aim of increasing its attractiveness for collaboration with institutional partners and the commercial and non-profit sectors.
- Installing insulation and renovating the façades of buildings in the Veleslavín campus, launching the construction of the Veleslavín campus, modernizing and constructing the means for protecting property, people, and health (including the flood wall in Troja, evacuation routes, and the radio system), and other investment plans focused on maintenance, renewal, and infrastructure modernization.
- Strengthening and developing further the technical and material facilities for the wider use of IT technologies in the area of data sharing, support of flexible forms of education, research and creative activities, and other activities of the faculty.
- Promoting and supporting the principles of sustainable development, including taking into account the principles of minimizing operating costs and maintenance costs.
- Participating in development projects at the national and international level.



**ECONOMIC, FINANCIAL,
AND SUPPLEMENTARY ACTIVITIES**

The economic activity of the faculty is carried out by the employees of several departments who work together and create an integral unit covering all areas and activities of the faculty – financial, operational, investment, and projects. Each department is divided into organizational components according to specific work activities. The economic goals of the faculty are in line with the strategic goals of Charles University and take into account the specific needs of the faculty. We want to develop the strategic planning of economic activities, which is key to the overall successful development of the faculty.

For the period 2023+, the priorities of economic activities will be strongly influenced by the rapid pace of the computerization and digitalization of all activities, including education and communication both inside and outside the faculty. We want to support paradigm changes in the main and supplementary activities of the faculty and minimize the impact of increasing administrative and legislative requirements on academic staff.

The healthy financial management of the faculty is closely linked to the amount of income from supplementary activities, research, and investment projects with external funding. The internal system of resource allocation is increasingly linked to the specific performance of faculty staff who achieve the established goals and activities. In accordance with HR policies and the strategy of Charles University, we will promote the distribution of resources according to performance based on quality analyses.

Priorities and goals

- Ensuring the stable financial resources of the faculty through university-wide contributions and subsidies.
- Active search for strategic partnerships in order to implement contractual research and projects.
- Conceptual support and sufficient financial security for implementing grant projects.
- Securing external funding for modernizing the faculty's infrastructure.
- Optimizing internal processes relating to the efficient purchase of goods and services.

