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# Candidate's programme proposal

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## **1) Environment for students**

- Establish a safe, stable, and friendly environment for students while maintaining the high standard of education. The Faculty of Arts in PO offers a competitive and challenging program, we strive to provide students with both academic and non-academic support to help them to succeed in their studies.
- Provide adequate and appropriate support to students with barriers to education due to their unique circumstances: students with health and social restrictions, foreign students, mature students, students enrolled in combined programmes, etc.
- Fully utilize the untapped potential of institutional accreditation; assess, revise, and expand previously accredited programs.
- Capitalize on the silver linings of the Covid crisis, turn the painful experience into valuable lessons: adopt innovative tools/practices of education acquired in hybrid/online forms of teaching/studying to enrich our study programs.
- Evaluate the feasibility of teaching programs at the Faculty of Arts (utilising the budgetary coefficient P), increase the cooperation with the Faculty of Education in teaching.
- Stimulate cooperation among departments in teaching, design of new programs, and in sharing the staff and infrastructure.
- Eliminate duplicate courses first on the level of the Faculty of Arts to save resources, and campaign for the same on the level of UP; Promote collaboration and course-sharing between departments/faculties on individual programmes (as in line with the recommendations made by the European University Association).
- Digitize the accreditation process on all levels, with a special focus on transparency
- Promote the recodification of the Council for Internal Evaluation at UP, progress towards a fair representation of the different fields in education and prevent conflicts of interest.
- Digitize the entire study programmes agenda.
- Seek and develop new ways to use the results of student evaluations to improve the quality of teaching

## **2) Doctoral program**

- Strive to improve the financial situation of doctoral students.
- Apply more rigorous criteria in selecting future doctoral students, with emphasis on quality.
- Strengthen the on-going, systematic support for doctoral students to lower the dropout rate.
- Offer doctoral students in line with the new MoE strategy adequate training to perform their teaching duties and reward those fairly.
- Promote the spirit of collegiality and fully integrate doctoral students among the teaching staff at departments.
- Create an inclusive environment that facilitates a smooth transition from parental leave to study duties.
- Support short-term international mobility schemes for PhD students paying special attention to those with parenting duties.
- Develop cotutelle schemes – i.e., doctoral degrees overseen jointly by two academic institutions.

## **3) Science and research**

Research output evaluation at the Faculty of Arts of UP will be aligned with that of the government because it has already been stipulated for the social sciences and likely will be for humanities. The evaluation needs to adhere to the government policy also because it is unlikely that the institutional funding will increase in the foreseeable future.

- Actively participate in the research output evaluation process on all levels; be ready to present specific proposals derived from well-established international standards.
- Evaluate research output of the Faculty of Arts of UP based not only on government criteria but combine them with established quality benchmarks of each discipline.
- Aside from the allocated institutional resources, explore all paths for raising funds for science and research within grant and project schemes – as these are, in the medium-term, the only feasible extra sources of funding.
- Develop faculty support for securing European and international grants.
- Support faculty journals – in particular, their current (and esp. their future) listing in databases.

## **4) Staff**

- Declare and adhere to a policy of equal opportunities at the Faculty of Arts, not only because of European projects
  - Digitize tasks and records related to personnel wherever feasible
- Digitize the agenda pertaining to the staff (tasks and records).

- Strengthen the mutual respect between academic and non-academic staff of the Faculty of Arts at UP.
- Enforce a uniform policy in the extension of contracts and contract chaining, with emphasis on guaranteeing employees job security.
- Support staff returning from parental leave by establishing a dedicated call within the FPVČ internal grant scheme.
- Do not discriminate against academics who are parents in terms of their career growth – especially in habilitation procedures.
- Actively push for higher salaries within the salary grid in place at the UP – minimally in line with inflation.

## **5) External relations**

- Raise the general public's awareness of the Faculty of Arts, with particular focus on prospective students (including Lifelong Learning, University of the Third Age). Carefully build the brand of the Faculty of Arts both within the academic world and in media space.
- Confront thorny social issues and take an active stand, through our experts, whenever necessary (to defend values which are an integral part of the academic environment).
- Communicate our positions also within UP and publicize the solutions we are proposing within UP.
- Use analytics to identify and support subjects with low enrolment and launch campaigns to strengthen enrollment in all types of studies.
- Contribute to building and improving mutual relations between all parts of UP.
- Increase the involvement of the Faculty of Arts of UP within the Association of Deans of Faculties of Arts

## **6) Foreign relations**

- Continue the steady efforts to make studying and working at UP a more international experience.
- Focus on supporting "bottom-up" cooperation; develop what we already have and what works; strike up compatible strategic partnerships.
- Make sure that foreign language classes at the departments earn credits, and that the offer of classes taught in foreign languages is continuously being expanded.
- Expand the available study programs by adding accredited programs in English.
- Make maximum use of (and actively seek out further) external resources. Encourage academic (as well as non-academic) staff in preparing and implementing internationalization projects.

- Gain international experience by giving broad support to short-term and long-term mobility.
- Assess the satisfaction of foreign students and review the services offered to them.
- Constantly increase the mobility options and motivate students' involvement.
- Fully digitize the mobility agenda.

## **7) Infrastructure and sustainable development**

- In line with the Strategic Concept of the UP: complete the refurbishment of building TS26 (attic conversion, internal / fourth wing).
- Promote sustainability in natural resources (rainwater retention / recycling, focus on energy savings and management, waste recycling and separation, etc.).
- Involve the Sustainable Development Coordinator of the UP in the infrastructural planning of the Faculty of Arts.
- Support urban mobility, cycling mobility, and electric mobility (by increasing the number of parking facilities, maintenance support, self-service charging stations, etc.), with a view, inter alia, to easier and more efficient mobility between faculty buildings, and between buildings of the UP in general (including dorms, cafeteria, libraries, etc.)
- In conjunction with the digitization drive: reduce the volume of documents in physical circulation; gradually roll out digital signatures.
- Strive for a functional, timesaving, intuitively designed digital environment at UP.
- Create a systemic replacement for the FRUP and IP/IRP projects to ensure the on-going modernization of technological equipment at the Faculty of Arts.

## **8) Faculty administration**

- Execute strategic management of the faculty and conceive plans in close and regular cooperation with the Dean's college.
- Establish and maintain additional, functional communication channels at the Faculty of Arts between all members of the academic community.
- Carry out a procedural audit of the Dean's Office, drawing conclusions in terms of staffing, responsibilities, etc. The Dean's Office ought to be pro-client and proactive in its approach.
- Resume the debate on the separation of academic and organizational contracts (especially in the case of Heads of Departments).
- Upon careful consideration and consensus-building: take transparent, strategic steps to support individual fields.