

**Long-term Plan for Education, Scientific,
Research, Development and Innovation,
Artistic and Other Academic Activities of the
University of Pardubice for 2016–2020**

Preamble

The Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016 - 2020 is a continuation of the Long-term Plan for 2011 - 2015 and its updates for individual years. It actively responds to a change in the role of the university linked to the changing concept of education and science in the contemporary world. This Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016 - 2020 is designed to fulfil the vision of the University of Pardubice and in accordance with the values shared by its university community based on the mission of universities.

Mission of the University

The University of Pardubice plays the role of a pinnacle centre of education, independent learning and research activities, plays a key role in scientific, cultural, social and economic development of the society by:

- preserving and expanding attained knowledge, and cultivating scientific, research, development, innovation, artistic and other activities,
- facilitating, in accordance with democratic principles, access to higher education, facilitating acquisition of appropriate professional qualification and preparation for research or other demanding professional activities,
- offering further forms of education to acquire, expand and deepen or renew knowledge from various fields of science or culture, and thus being involved in lifelong learning,
- playing an active role in public discussion about social and ethical issues, in cultivation of cultural diversity and mutual understanding, in building of civic society and preparing young people to live in it,
- contributing to development on national and regional level and co-operating with public administration, local authorities, businesses and cultural institutions,
- cultivating international and especially European cooperation as an important aspect of its activities, promoting common projects with institutions abroad, mutual recognition of study results and diplomas, mobility of academic staff and students.

Vision of the University of Pardubice

As an internationally respected centre of learning, the university wishes to **contribute continually to the development of scientific knowledge**, creative human potential and advanced technologies to improve the quality of life and prosperity of the society.

As the only tertiary education institution of the university type in the Pardubice Region, it wants to be a **modern public university** open in sharing and exchanging information and dynamically developing in contact with the surrounding world.

As an internally consolidated and financially healthy institution, united by its internal culture, shared values and traditions, and rich in diversity of studied fields – natural, technical, economical, health and social sciences, humanities and artistic fields – the university intends to continue promoting **creative academic environment** where scholars will expand the boundaries of human knowledge and pass on their intellectual wealth to the students, train them to become highly qualified professionals ready for successful careers in a wide range of professions within the open competition of the global labour market, and lead them to responsible citizenship, to progressive and productive life in the globalised community.

Shared Values of the Academic Community of the University of Pardubice

- respecting academic freedom, democratic and moral principles
- respecting the individual, society, environment, material, cultural and ethical values
- creative, critical and independent thinking and its free expression
- unity in education, science, research, development and innovation
- supporting individual faculties, their diversity, and integrity of the whole university
- partnership and cooperation indiscriminate of gender, race, culture or creed
- quality academic education and support for raising talented students to excellency
- integral, highly ethical development and personal growth of individuals
- search for innovative and sustainable solutions to both domestic and global challenges
- quality, prosperity and social responsibility

Background: Current State, Strengths and Weaknesses Analysis

The University of Pardubice is developing a sixty-five-year tradition of higher education in the City of Pardubice. Government Decree No. 81 of June 27, 1950 established the Chemical College in Pardubice. The classes were opened on October 15, 1950 in the adapted premises of the Baking and Confectionery School and 120 students commenced their studies in the first year. In November 1953 it was renamed the Institute of Chemical Technology in Pardubice (ICT) and bore the name for forty years. After 1989 the character of the school changed, new faculties were established and the number of study programmes increased. In 1994 the name of the school was changed by law to the University of Pardubice. The one-faculty ICT has gradually turned into a university whose seven faculties offer education in an unprecedentedly wide range of fields.

Today, the University is housed in more than fifty buildings, mostly renovated or newly built, and has high-quality facilities and equipment for educational and research activities. Over 65 years, the University has become a modern and consolidated institution, with over fifty thousand highly qualified professionals having left its lecture halls. The present University with more than nine thousand students and a number of quality educators and researchers is an important centre of education whose importance extends beyond the borders of the Czech Republic.

The University of Pardubice, the only tertiary education institution of the university type in the Pardubice Region, is one of the 26 public universities established by law. It belongs to the group of medium-sized public universities.

With its seven faculties, the **University** provides education in natural, technical, social sciences, economics, health and artistic disciplines. Its individual faculties are:

Faculty of Chemical Technology - FChT (founded in 1950 as ICT),

Faculty of Economics and Administration - FEA (founded in 1991),

Faculty of Transport Engineering - FTE (founded in 1993)

Faculty of Arts and Philosophy - FAP (in 1992, the Institute of Foreign Languages was established, later renamed the Institute of Languages and Humanities, which was transformed into a separate Faculty of Humanities in 2001, which was renamed the Faculty of Philosophy in December 2005),

Faculty of Restoration - FR (founded in 2005),

Faculty of Health Studies - FHS (in 2002, the Institute of Health Studies was established, which was transformed into a separate Faculty of Health Studies in January 2007),

Faculty of Electrical Engineering and Informatics - FEEI (established in 2002 as the Institute of Informatics, renamed the Institute of Electrical Engineering and Informatics in 2004, which was transformed into a separate faculty in January 2008).

1. Educational Activities, Students

The University of Pardubice fully respects the university's orientation not only to technical and natural sciences (which make up half of all accredited degree programmes, i.e. 34 out of 67), but also to social sciences and economics, including health, arts and pedagogy, making up the other half (33 programmes) of all accredited degree programmes.

In 2014, educational activities were carried out in 67 study programmes with 130 disciplines. The University endeavours to limit the high number of branches by interconnecting them appropriately. As of October 31, 2014, the University of Pardubice reported 9,921 students, which corresponds to the University's intention not to continue to increase the number of students due to the change in the state subsidy policy and to gradually reduce their number by increased quality control activities, especially during the first year of study.

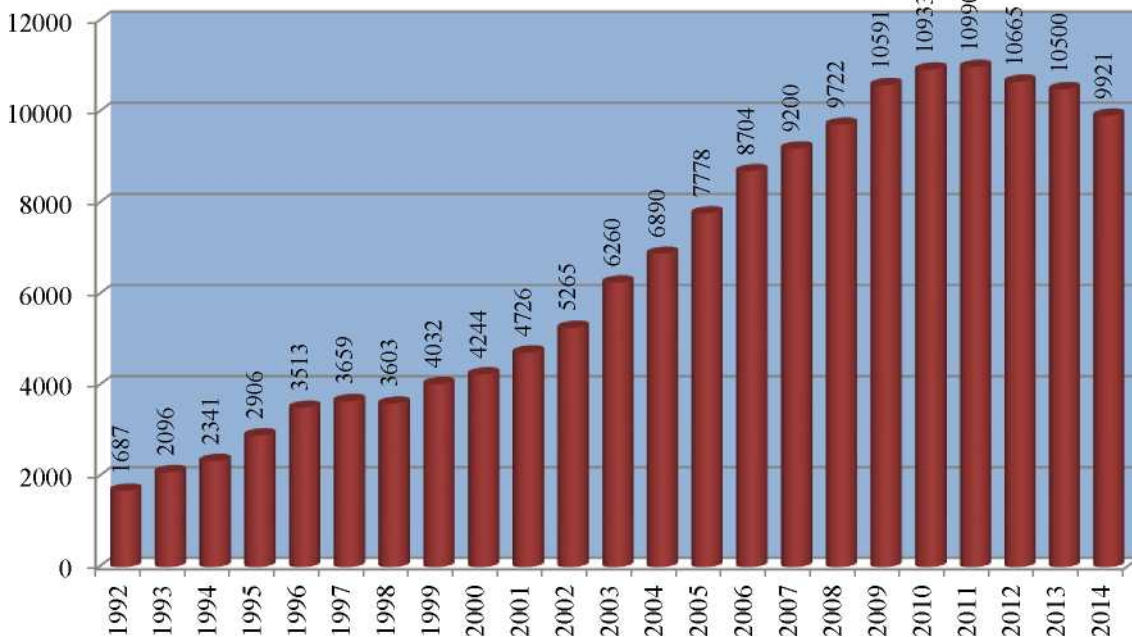
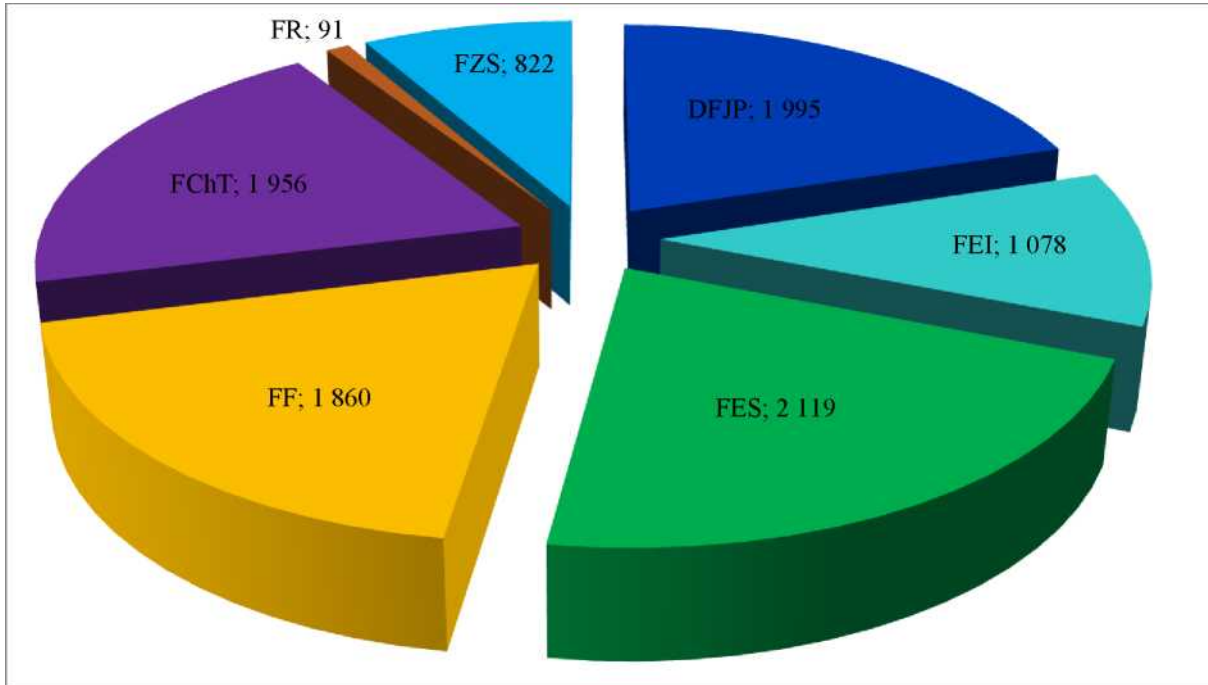


Figure 1 Development of the total number of studies as of October 31 of the respective year

More than four fifths of students (83 percent) are full-time students, the ratio of full-time students has not changed substantially in a year-on-year comparison, although the number of part-time or distance students has decreased slightly. The percentage of students in bachelor's degree programmes/branches is 73.7 percent. master's degree students now account for 20.9 percent. The number of doctoral students is 5.4 percent.



Obr. 2 Celkový počet studii k 31.10. 2014

Figure 2 Total number of studies as of October 31, 2014

The dynamics of the University's development in the twenty-three-year period between 1992 and 2014 is best represented by the development of the number of students, as shown in Figure 1. The structure of the University expressed in the number of students of individual faculties is shown in Figure 2.

In 1992, the total of 1,687 students studied at the Faculty of Chemical Technology, Faculty of Economics and Administration and the Institute of Foreign Languages. With the gradual development of higher education in Pardubice, the establishment of other faculties and the establishment of the University, the number of students increased more than six times, with most of the students studying at the University of Pardubice in 2011, namely 10,990. Subsequently, the number of students began to decline for various reasons (declining demographic curve, funding rules for universities, etc.), so in 2014, the aforementioned 9,921 students studied at the University.

The University of Pardubice consists of four relatively large faculties - FES with 2,119 students, FTE with 1,995 students, FChT with 1,956 students and FAP with 1,860 students. Medium-sized faculties are FEEI with 1,078 students and FHS with 822 students. The smallest faculty is FR. Based in Litomyšl, this faculty is of an artistic focus and has 91 students (data as of October 31, 2014).

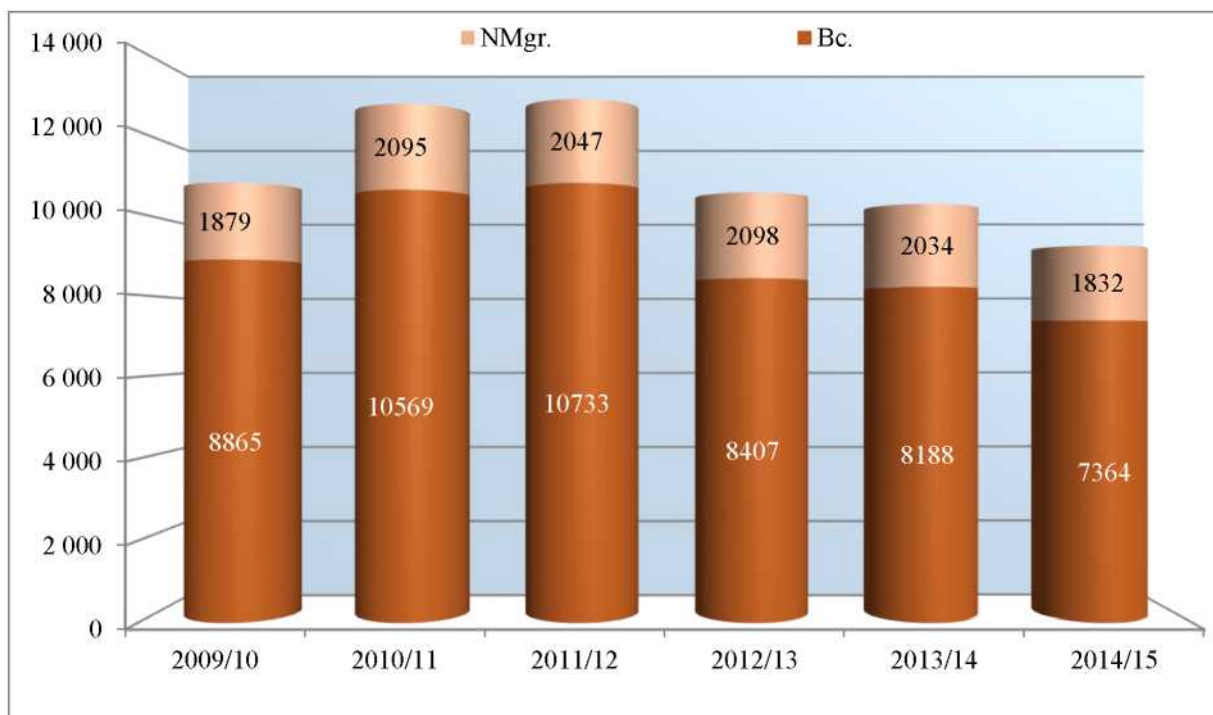


Figure 3 Number of study applications

The number of applications for bachelor study follows the development of the total number of the University's students; until 2011 it had a growing tendency, then the number of applications decreased to 7,364 in 2014. Most applications for the follow-up master study were registered in 2010, namely 2,095. The admission procedure is self-managed at all faculties of the University of Pardubice and no private entity is involved. During 2014, measures were taken following the discussion in 2013 on extending the entrance examinations to other fields, in order to improve the quality of admitted students and reduce their future academic failure, especially for students who enrol repeatedly. This practice has proved its worth and will continue in the coming years.

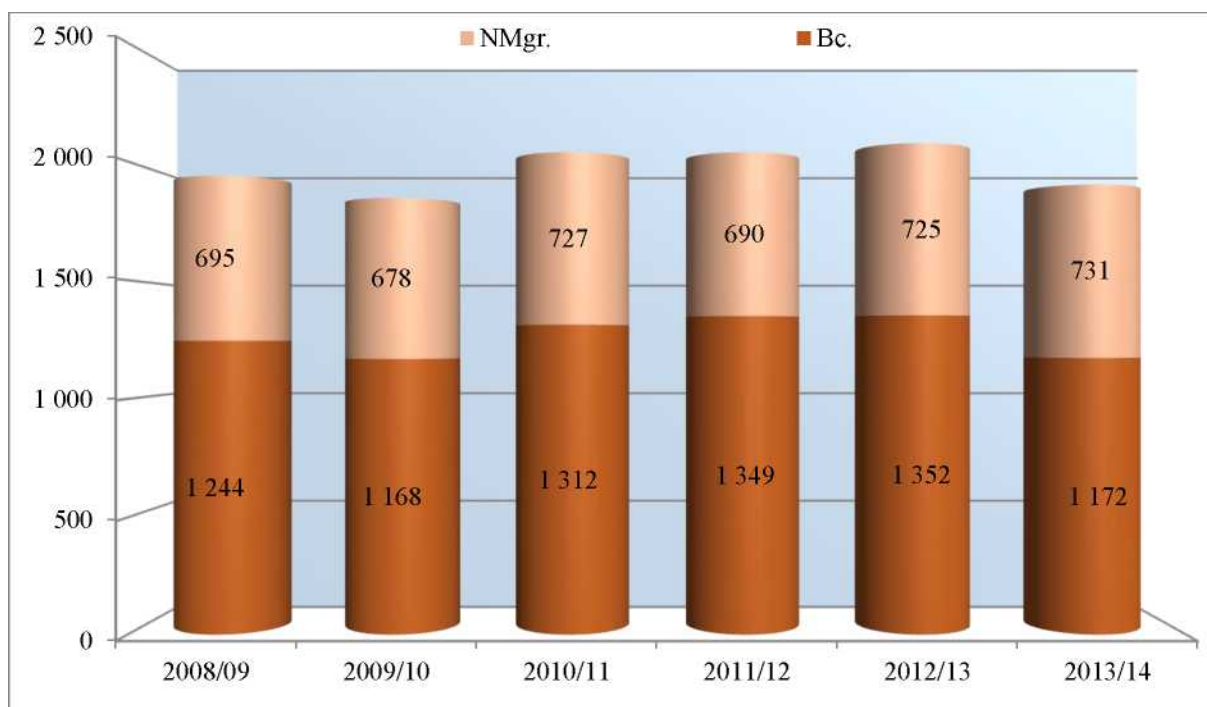


Figure 4 Number of graduates (for the period October 1 - September 30)

Although universities are not legally obliged to monitor the success of their graduates in the labour market, faculties do monitor this indicator about their graduates and evaluate information obtained both from data from public databases and during the implementation of a number of their own events and negotiations within their particular cooperation with entities of the area of application.

While being aware of some difficulties in the accuracy and problematic nature of the data obtained, the faculties make use of the results of the analyses when deciding on the structure of admitted applicants and designing possible new fields of study or re-accreditation of existing programmes.

At the same time, traditional and non-traditional support and monitoring events aimed at increasing the success of graduates in the labour market were held, e.g. Contact 2014 - Job Fair, negotiations with employers on the form of scholarships, managed practice during studies, etc. Questionnaire surveys concerning the adequacy of vocational training and cooperation with employers in the implementation of their graduates are carried out as standard by FHS, FEEI, FTE and FR. The demand for graduates of technical faculties from industry is still higher than the number of graduates. Information on the method of employment of doctoral degree graduates was obtained from a questionnaire survey focused on the course of doctoral studies and on stimulating research activities among students and graduates of doctoral degree programmes.

During 2014, system-based cooperation with graduates within and outside the Alumni Club was intensified through one-off meetings with alumni (FAP, FTE, FChT, FEEI). Regular contacts with the management of the Labour Office in Pardubice have proved their worth.

Cooperation with potential employers of graduates takes various forms at each faculty; it involves teaching, solving application tasks or various projects (lectures by experts of specific employers, special lectures and company presentations, round tables with employers, etc.).

The University Career Centre has recently been launched, with the aim of contributing through its services to the easier transition of graduates into practice. The Career Centre prepares future graduates through counselling services and targeted contact events with potential employers for successful employment in the labour market.

2. Research and Development

The assessment of science and research (S&R) in PUs is currently based on the approved S&R assessment methodology. The delay in evaluating and publishing results for each period, together with the uncertainty of the future S&R rating, is a risk factor that negatively affects the implementation of S&R at PUs.

The University of Pardubice is one of the stabilized universities in research and development. Based on the Evaluation Methodology, it has long ranked between eighth and tenth in IRI points gain among PUs. Figure 5 shows the trend in gaining IRI points by the University of Pardubice and size-related or branch-related universities. It can be observed that the gain of IRI points by the University is constantly increasing, unlike some universities, where this trend is more progressive.

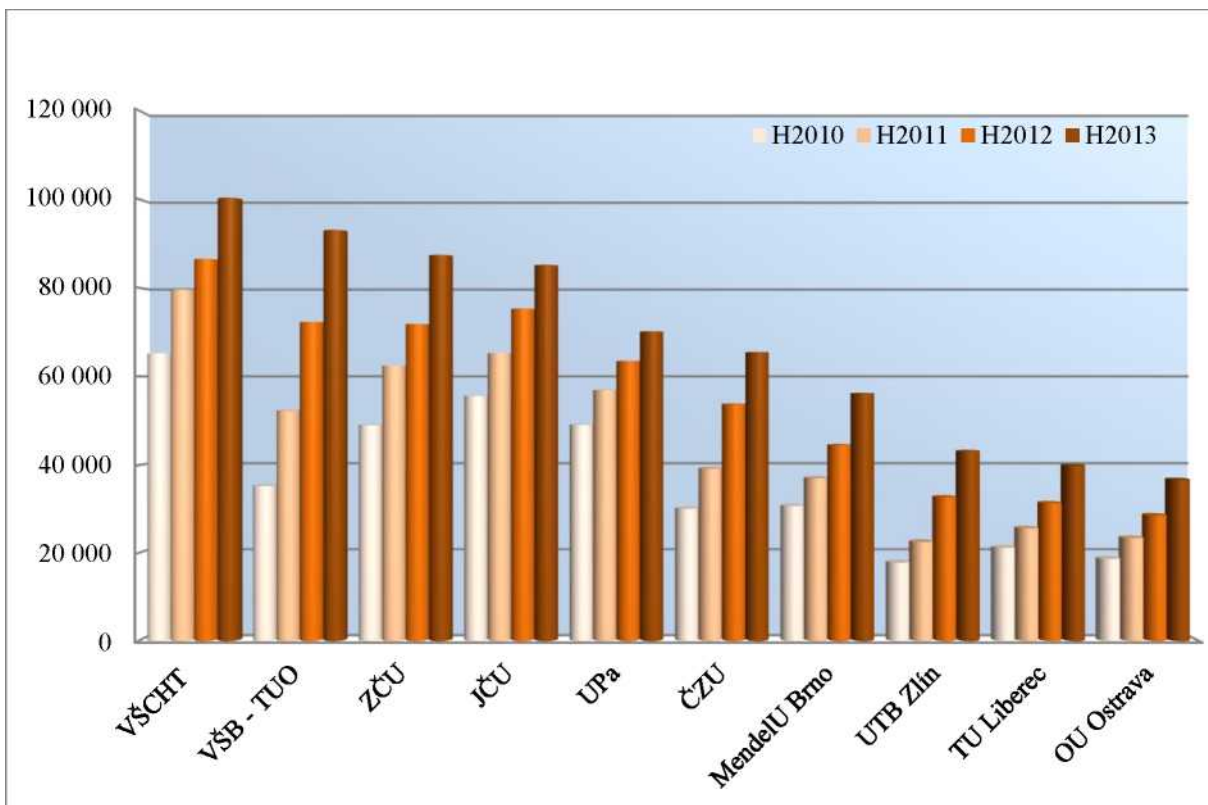
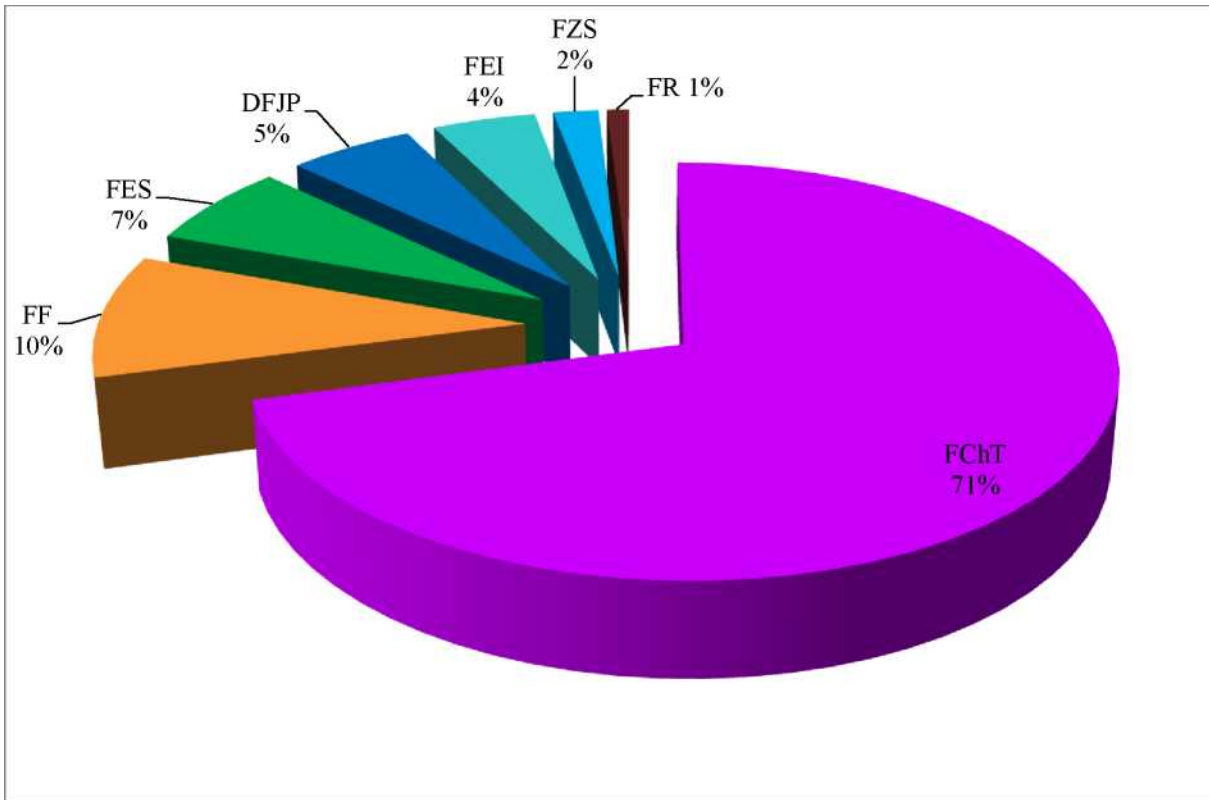


Figure 5 IRI points gained for selected PUs (6th to 15th place) for H2010 - H2013

The scientific performance of the University of Pardubice is predominantly ensured by the Faculty of Chemical Technology, whose share in IRI points is 71 percent (see Figure 6). The Faculty of Arts and Philosophy contributes 10 percent of IRI points, FES 7 percent, FTE 5 percent, FEEI 4 percent, FHS 2 percent to the University's scientific performance. A specific part of the University is FR, where scientific results are included in the IRI database (1 percent of the University's scientific performance) and artistic results are included in the RUV database (similarly to the FAP).



Obr. 6 Podíl fakult na zisku RIV bodů dle Hodnocení H2013
 Figure 6 - Faculties' share of the RIV points earned according to the H2013 Rating

The fact that the University of Pardubice is a stabilized university in terms of science and research is evidenced by the structure of IRI points. In the overwhelming majority of cases, these are points obtained in the first pillar, i.e. for results published in impact journals (Figure 7). From this point of view, there is no risk of excessive loss of points in future assessments due to a change in the methodology for scoring results in the third pillar.

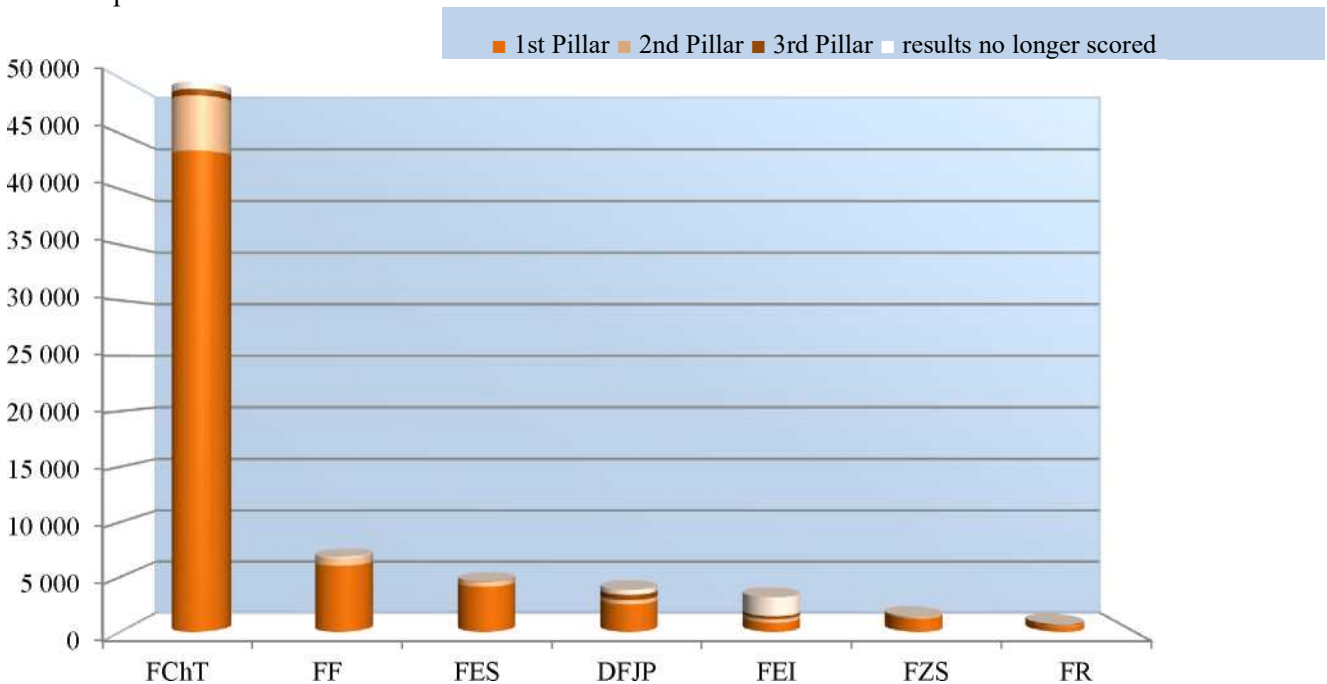


Figure 7 IRI points gained by the faculties in individual pillars (Evaluation 2013)

The quality of S&R results at the University of Pardubice is also evidenced by the gain of special-purpose funds from individual grant agencies (Figure 8). Although these are relatively good results, the trend in recent years is not very encouraging. It was partly influenced by a change in strategy and limited funding for S&R projects. Also, the distribution of successful projects is not even at the University.

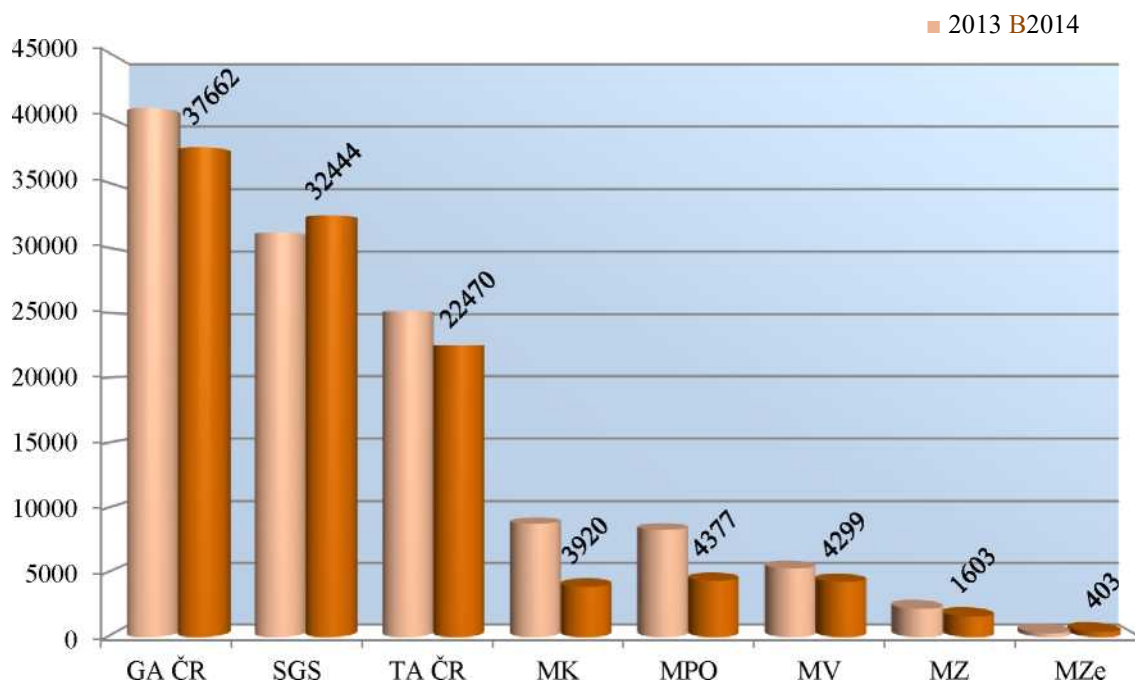


Figure 8 Special-purpose S&R funds (by providers of the Czech Republic, in CZK thousands)

In the field of science and research, the University is also involved in EU programmes, primarily in the Horizon 2020 programme. In 2014, a University's researcher received a prestigious project funded by the European Research Council, the so-called ERC Starting Grant. Since spring 2015, the University of Pardubice and its Faculty of Chemical Technology have become its host institution.

3. Development, Operational Programmes and Internationalization

The comprehensive development of the University includes the development and improvement of both the University's own educational, scientific research and creative activities, for which the tertiary education institution is established, and the development and securing of the conditions for their implementation, including, in particular, asset management, investment activities and the development of material and technical facilities for all parts of the University, improvement of the existing infrastructure and modernization of instrumentation, technical, technological and information equipment. In recent years, the University has made considerable efforts to raise funds for the preparation and implementation of large investment projects, as well as to raise funds for the development of academic activities. It intends to continue its efforts in the forthcoming period in such a way that saturation with financial resources creates conditions for improving the results of creative activities and the overall position of the University in the international environment.

Table 1 OP RDI Projects at the University of Pardubice

Name of Project	Started on	Completed on	allocated funds (in CZK)
CEMNAT - Centre of Materials and Nanotechnologies	1.4.2011	31.10.2015	96 230 063
UPa Centre for Technology and Knowledge Transfer (CTKT)	1.4.2012	31.3.2015	46 833 204
Chemical Electronic Information Sources for R&D (ChemEIS)	1.12.2012	31.12.2014	114 708 479
University IT for Education and Research - UNIT	1.1.2009	31.12.2013	266 731 258
Education and Research Centre in Transport (ERCT)	1.2.2011	30.4.2014	266 731 258
Educational Area Polabiny (EAP)	1.3.2013	31.10.2015	79 248 800

Total allocated funds for OP RDI projects: **CZK 870 483 062.**

Table 2 EC OP Projects at the University of Pardubice

Name of Project	Started on	Completed on	allocated funds (in CZK)
ARS REGIO CIVITAS - Civic Education for Culture, Region and Democracy	14.8.2012	31.10.2013	4 662 459
Gate Open to Knowledge - BRAVO	1.6.2012	31.5.2014	49 363 572
Gate Open to Knowledge II	3.3.2014	30.6.2015	24 208 776
DOCEO PRO CULTURA - Innovation of Educational Processes at the Faculty of Restoration	5.4.2013	30.9.2015	32 683 549
Grant Office - The Path to Successful Projects	1.8.2011	31.7.2014	26 559 605
ICT Development of Upa Employees and Support of Education Management	1.10.2010	30.9.2013	17 475 227
University Idea	1.1.2012	31.12.2014	28 819 911
Implementation of Modern Management Procedures with Emphasis on Quality Management and Development of Process Management	1.6.2009	31.5.2012	8 593 522
Innovation and Interdisciplinary Interconnection of Teaching in the Areas of Energy Materials and Construction	1.12.2011	30.11.2014	17 249 249
Innovation and Modernization of Physical Chemistry Lessons in Study Programmes of the University of Pardubice	1.3.2012	28.2.2015	17 852 342
Innovation of Integrated Language Learning Concept to Ensure Quality, Support Excellence and Internationalization (UNICOM)	1.1.2012	31.12.2014	50 477 539
Innovation of the Study Programme of the Historical Sciences of the Faculty of Arts and Fine Arts of the Faculty of Restoration of the University of Pardubice	1.6.2009	31.5.2012	17 332 554
Innovation of Study Programmes and Internationalization of the Faculty of Health Studies, University of Pardubice (Innovation and Internationalization)	1.7.2013	30.9.2015	20 247 068
Innovation of Study Programmes "Special Chemical Biology Fields" at the University of Pardubice	1.6.2009	31.5.2012	18 822 059

Innovation of Lessons of Chemical and Process Engineering and Environmental Protection at FChT of the University of Pardubice	1.10.2010	30.9.2013	13 444 772
Innovation of Lessons of "Economics and Management of Chemical and Food Enterprises" at the University of Pardubice	1.10.2010	30.9.2013	7 900 762
Integration and Innovation of Teaching within Study Programmes at the University of Pardubice (IN2).	1.2.2012	31.1.2015	52 758 253
Engineering Education as an Interaction of Theory and Practice	1.10.2010	30.9.2013	11 692 927
EVERYONE CAN BE A CHAMPION (Innovation of Sport Lessons in Study Programmes of the University of Pardubice)	1.3.2011	31.5.2013	8 676 227
LEARN (Improving the Quality of Bachelor's Degree Programmes at the Faculty of Electrical Engineering and Informatics of the University of Pardubice by Introducing Electronic Support into Lessons)	1.10.2010	30.9.2013	13 587 568
Partnership for Chemistry	1.2.2012	31.1.2014	27 910 168
Platform for Heritage Preservation, Restoration and Restoration	1.1.2011	31.12.2013	13 379 432
Support to Vocational Education and Development of the Scientific Research Team of the Material Research Centre Pardubice (MRC TEAM)	1.8.2009	31.7.2012	16 593 995
Strengthening Excellent R&D Teams at the University of Pardubice	1.4.2012	31.3.2015	99 995 375
POSTA – SUPPORT FOR INTERNSHIPS AND PROFESSIONAL ACTIVITIES IN THE FIELD OF TERTIARY EDUCATION INNOVATION AT FTE AND FEEI OF THE UNIVERSITY OF PARDUBICE	1.6.2011	31.5.2014	33 924 701
Restorers for European Practice - Innovation of the Bachelor's Degree Programme of the Faculty of Restoration	1.6.2009	31.5.2012	18 101 787
Development of Quality Scientific Research Teams at the University of Pardubice / ROUTER	1.7.2012	30.6.2015	37 244 213
Development of Pedagogical and Managerial Competences of Employees of the University of Pardubice	1.6.2009	31.7.2011	8 460 832
Development of Study Programmes, Didactic Methods and Innovation of Management Model in the Field of Combined Study	1.2.2011	31.1.2014	16 354 030
STUDY (Innovation of Bachelor's Study Programmes of the Faculty of Electrical Engineering and Informatics of the University of Pardubice by Increasing the Language Skills of FEEI Employees and Introducing Study Support in English into Lessons)	1.3.2012	28.2.2015	12 915 192
University of Pardubice and Campus Without Barriers	1.3.2012	28.2.2015	36 475 529
Science for Paper Artifacts	1.9.2012	31.8.2015	27 290 407
Research Team for Advanced Non-crystalline Materials (ReAdMat)	1.1.2012	31.12.2014	37 913 260
Medical Study Programmes in Innovation	1.4.2011	31.3.2014	8 600 879

Total allocated funds for EC OP projects CZK 837,567,741.

In both operational programmes, CZK 1,708,050,803 was obtained (according to the Grant Award Decision).

The University of Pardubice is continuously developing international and especially European cooperation

as a substantial dimension of its activities, supporting joint projects with similar institutions abroad, mutual recognition of studies and diplomas, exchange of academic staff and students.

The priority areas include, in particular, expanding and improving the offer of study programmes and courses taught in English, increasing mobility, offering foreign language teaching, developing cooperation with foreign partners, expanding the range of services offered to foreign students and foreign workers, and University's publicity. It is through its outgoing students, academics and researchers, visits by representatives of the management of the University and individual faculties to foreign partner institutions, active presentations at prestigious international science and education conferences and last but not least through press articles and multimedia presentations advertised in foreign journals and on websites that the University promotes its research activities, disciplines offered and other activities of interest.

In the field of education, the University's involvement in EU programmes, namely Erasmus+, remains a priority. The University of Pardubice received the Diploma Supplement Label certificate in 2009. In 2013, the University received the Erasmus Charter for Higher Education.

Table 3 Study programmes accredited in English - (B - bachelor, M - master, D - doctoral)

Faculty	Name of the study program	Degree	Length
FTE	Transport Technology and Communications	B	3
	Transport Engineering and Communications	M	2
	Technique and Technology in Transport and Communications	D	3
FEEI	Electrical Engineering and Informatics	D	4
	System Engineering and Informatics	B	3
FEA	System Engineering and Informatics	M	2
	Economics Policy and Administration	M	3
	Applied Informatics	D	4
	Economic Policy and Administration	D	3
	System Engineering and Informatics	D	4
	Specialisation in Educational Sciences	B	3
	Teacher Education for Lower Secondary Schools	M	2
	Historical Sciences	D	3
	Philosophy	D	3
	Analytical Chemistry	D	4
FChT	Chemical and Process Engineering	D	4
	Chemistry and Technology of Materials	D	4
	Inorganic chemistry	D	4
	Chemistry and Chemical Technology	D	4
	Organic Chemistry	D	4
	Physical Chemistry	D	4

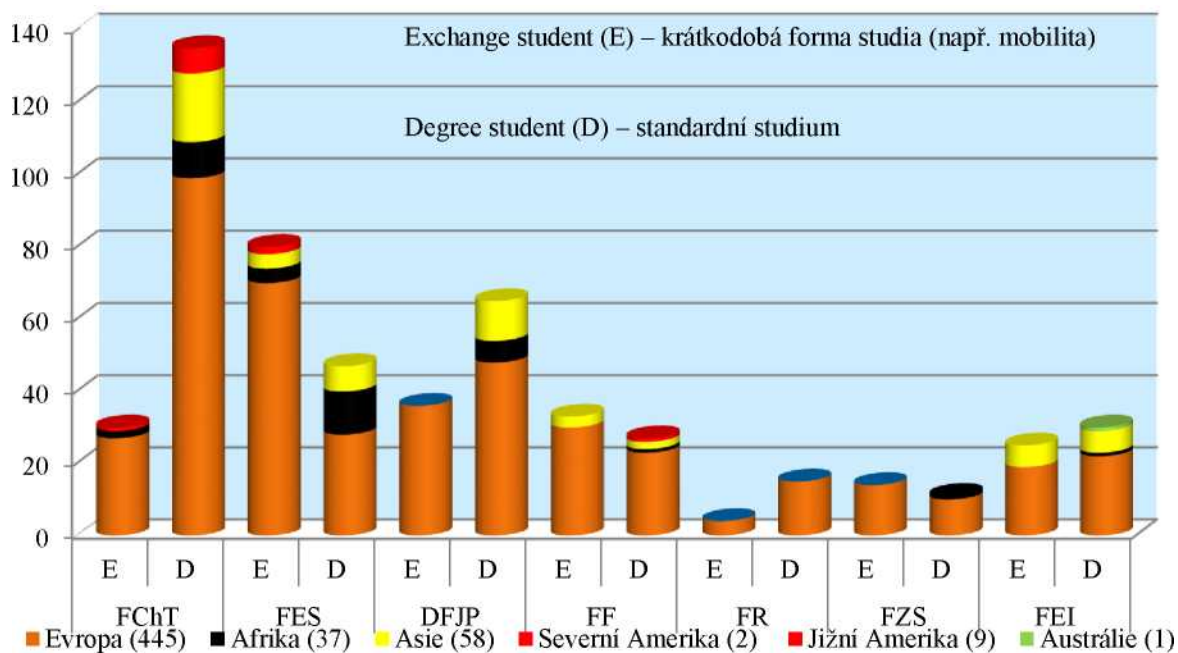


Figure 9 International students by continent (Exchange/Degree Students) - total 552 (E222/D330) as of December 31, 2014

4. Human Resources

The development and stabilization of human resources is one of the priority factors of UPa. Thanks to the motivation system set up at individual faculties, the qualification structure of academic staff is improved.

Table 4 Development of the number of employees at UPa (average full-time equivalent)

	2005	2010	2014
HRCS	89,8	77,7	73,7
UPa - non-pedagogical	359,3	413,3	442,1
UPa academic and scientific staff	458,2	567,9	634,5
UPa - total (HRCS excluded)	817,5	981,2	1076,6

The development of the number and structure of employees corresponds to the increase in the number of students and the need to ensure quality teaching and research at UPa, including support activities. The ratio between academic and scientific staff and other non-pedagogical staff is effectively influenced, in 2014 it was 58.9 percent to 41.1 percent in favour of academic and scientific staff.

Table 5 Development of qualification structure of academic staff and number of researchers (average full-time equivalent)

Category	2003		2005		2010	2014		
professor	38.9	11.17	46.6	10.77	57.4	10.66	58.3	10.76
associate professor	76.6	21.99 percent	94.7	21.88 percent	105	19.51 percent	109.8	20.27 percent
senior lecturer	144.9	41.60 percent	170	39.28 percent	188.7	35.05 percent	235.7	43.52 percent
lecturer, seminar leader	87.9	25.24 percent	121.5	28.07 percent	187.2	34.78 percent	137.8	25.44 percent
Total	348.3	97.26	432.8	94.44	538.3	94.79	541.6	85.36
researcher	9.8	2.74 percent	25.5	5.56 percent	29.6	5.21 percent	92.9	14.64 percent
Total UPa	358.1		458.3		567.9		634.5	

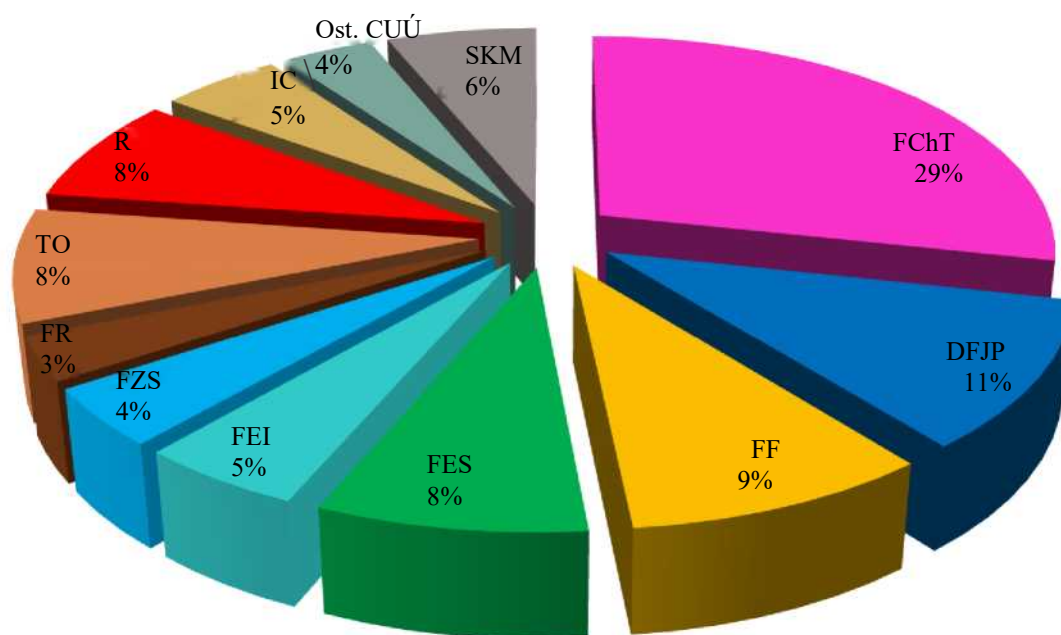


Figure 10 Employees by units (full-time equivalent as of December 31, 2014)

Table 6 Academic and research workers by faculty (full time equivalent as of December 31, 2014)

Academic and scientific staff (full-time equivalent - 2014)								
Faculty	Academic staff							TOTAL
	TOTAL	Professors	Associate Professors	Senior Lecturers	Lecturers	Seminar Leaders	Researchers	
FTE	89.9	7.4	23.2	41.5	17.8	0.0	3.7	93.6
FES	72.5	4.5	20.2	35.3	12.5	0.0	3.4	75.9
FEEL	41.2	4.4	3.6	16.7	16.5	0.0	2.0	43.2
FAP	81.4	5.6	14.3	40.2	21.3	0.0	6.1	87.5
FChT	166.8	31.3	40.5	83.2	11.8	0.0	71.4	238.2
FR	23.6	0.5	2.8	5.0	14.0	1.3	5.7	29.3
FHS	34.8	1.6	2.9	7.6	22.7	0.0	0.2	35.0
Other	31.4	3	2.3	6.2	18.9	1	0.5	31.9
Total	541.6	58.3	109.8	235.7	135.5	2.3	93.0	634.6

The qualification structure of academic staff corresponds to the requirements for individual accredited programmes at all faculties. A positive trend in the last five years has been an increase in the percentage of senior lecturers with a PhD degree at the expense of a decrease in the number of assistants and lecturers. The number of researchers, especially young ones, has also increased thanks to the acquisition of EC OP projects (e.g. POSTDOK, ROUTER, ReAdMat). At the same time, the percentage of foreign academics and researchers increased.

5. Economic Management

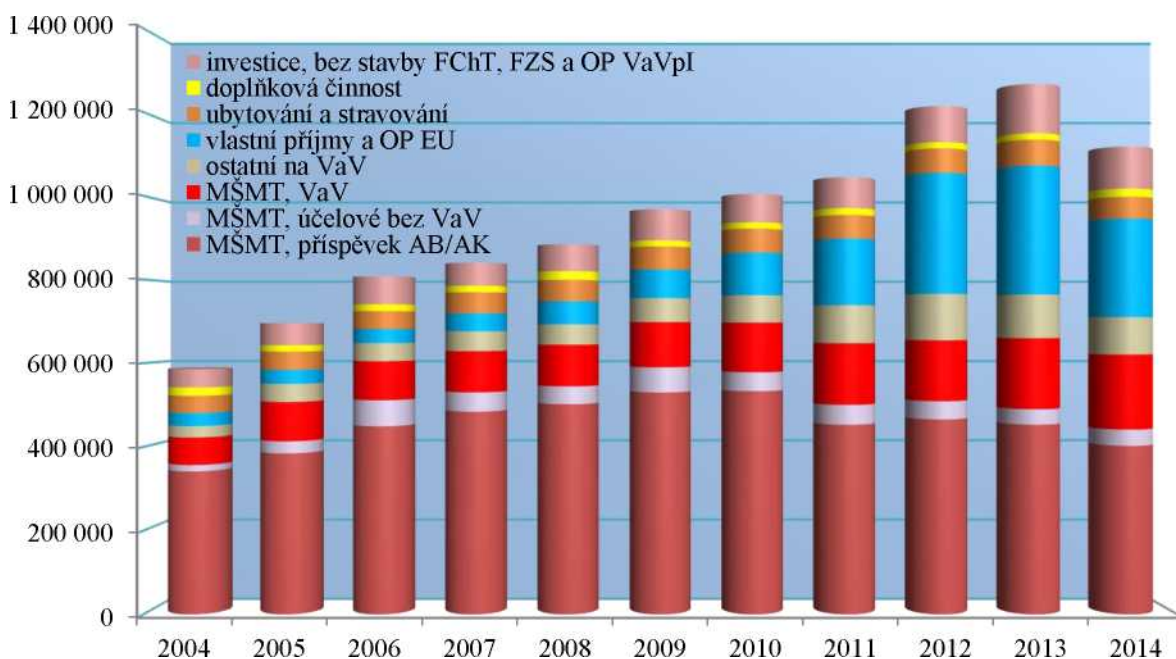


Figure 11 Structure of income (in CZK thousands)

The amount of institutional support for the University of Pardubice has been showing a downward trend since 2011. This decrease was successfully compensated by the EU OP revenues so that the total revenues of the University grew until 2013. In 2014, this trend was no longer maintained due to the decrease in revenues from both the EU OP and the institutional support.

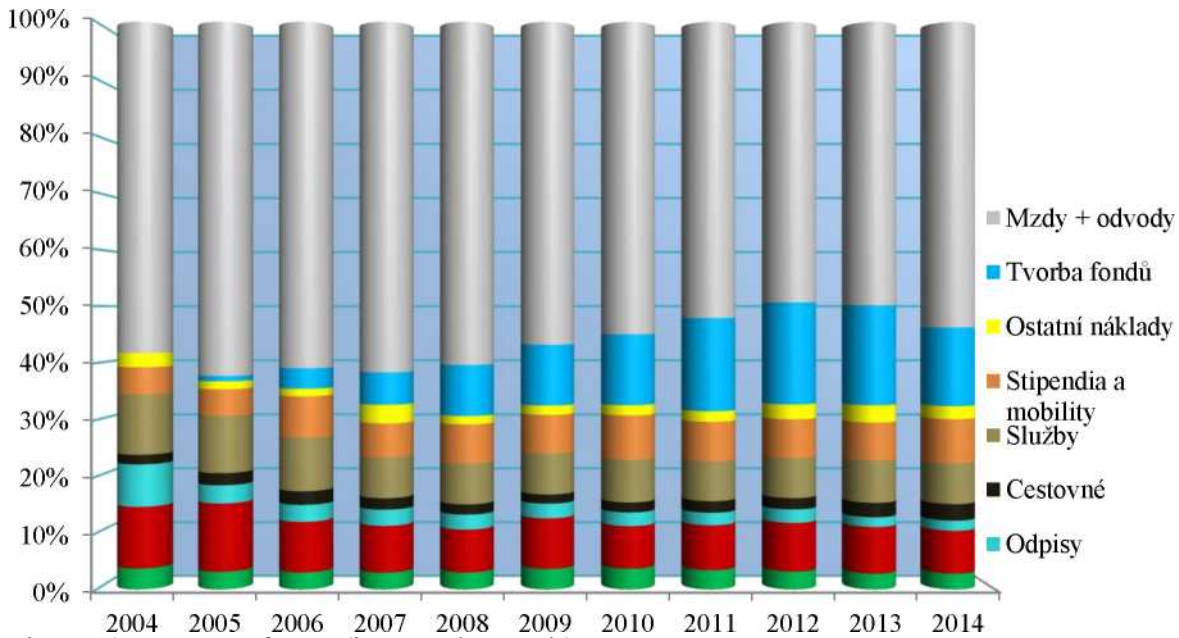
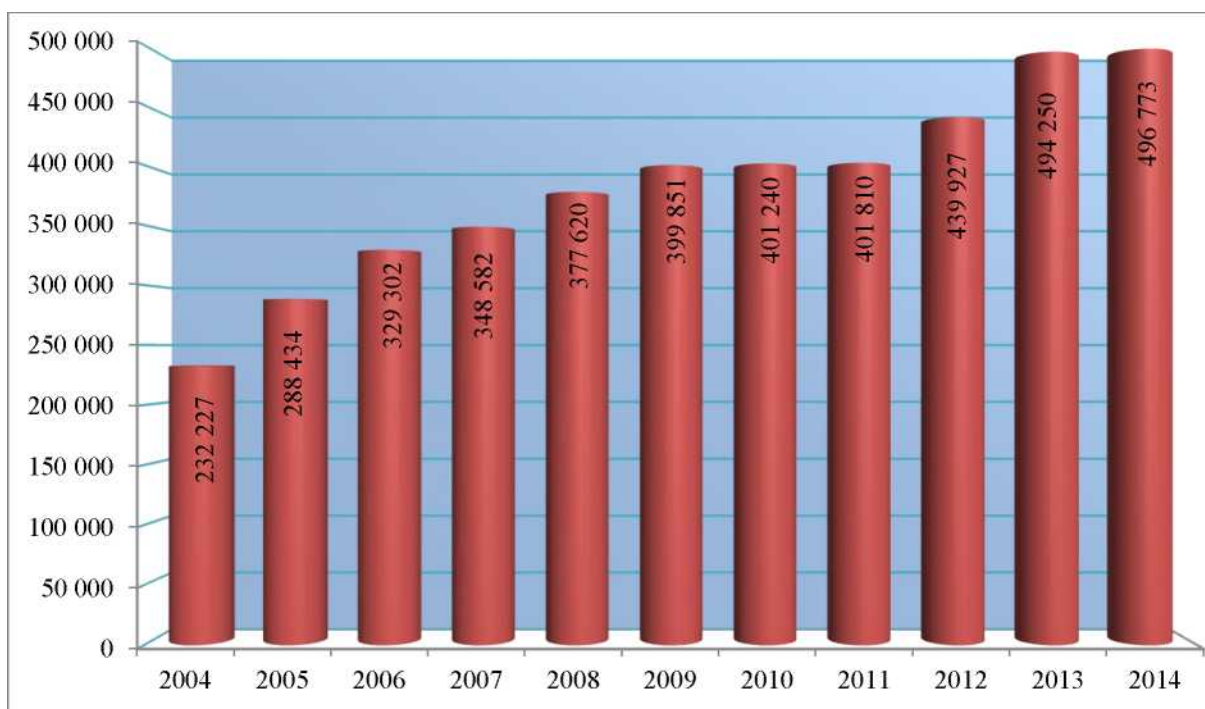


Figure 12 Structure of costs (in CZK thousands)

The structure of costs was positively influenced by EU OP revenues. Thanks to them, especially in the years 2008 - 2014, financial resources were saved from which the necessary reserves in the form of funds were created. The funds are used to co-finance EU OP projects, to sustain projects, to cover risks and to finance emergencies.



Obr. 13 Mzdové náklady (bez odvodů, v tis. Kč)

Figure 13 Wage costs (excluding levies, in thousands of CZK)

6. Strengths Analysis - Hopes and Challenges

- Distinguished scientists, recognized outside the Czech Republic and Europe.
- Solving socially preferred issues.
- Respect for most parts of the University in the professional community.
- Diversification of vocational focus of the parts of the University.
- High-quality scientific research and educational infrastructure.
- Good academic atmosphere at most parts of the University.
- Possibility to influence decision-making at central level.
- Potential for inter-faculty cooperation.
- Possibility to assert itself in interdisciplinary issues.
- Good economic situation of most parts of the University.
- Centralization of support activities.
- High-quality staffing of university-wide units.
- Potential to overcome threats in all areas.

Introduction

The Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016 - 2020 (the “Long-term Plan”) is its basic strategic development document, prepared in accordance with Section 21 of Act No. 111/1998 Sb., on Higher Education Institutions and on Amendment to Other Acts (Higher Education Act), as amended.

It is based on the Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities for Universities 2016 - 2020 of the Ministry of Education, Youth and Sports (the “MEYS Long-term Plan”) and other Czech and European key documents, in particular the European Higher Education Area (EHEA) and the European Research Area (ERA).

This Long-term Plan reflects the results achieved in its fulfilment in the period 2011 - 2015.

The University of Pardubice has identified seven development priorities for the following period:

- **Ensuring the Quality of Education** - improving the quality of higher education content at all levels.
- **Diversity and Accessibility of Education** - a diversified approach to education while respecting the needs, interests and opportunities of a wide student population.
- **Internationalization** - increasing the number of foreign students studying at the University, foreign academics and researchers, increasing the number of educational stays of the University's students abroad.
- **Relevance** - compliance of higher education with practice requirements and developmental trends in society.
- **Quality and Relevant Research, Development and Innovation** - deepening of scientific research activities in the area of basic research and their transfer to the area of application.
- **Strategic Management and Development of Support Processes** - improving the quality of strategic management oriented on the evaluation of achieved results, their use for concretization of tools to fulfil strategic goals.
- **Effective Financing** - the University's mission and vision can only be achieved in an environment of modern and functional material-technical infrastructure and by providing quality services. Emphasis is placed on economical spending of funds and high quality of the resulting benefit.

The above-mentioned areas work together as complements to achieve the individual priorities within these areas. Each priority has an objective, strategy and activities to achieve the objective.

An update of the Long-term Plan will be prepared for each year, accentuating the development tasks for the given year together with the determination of the composition of their financial coverage.

At the same time, the University's Long-term Plan is a starting point for elaborating long-term plans of individual faculties. The relationship of the long-term plans of faculties and that of the University is stipulated in Section 27, Subsection 1, Clause h) of Act No. 111/1998 Sb. on the Higher Education.

Key Areas and Priority Objectives

Priority 1: Ensuring the Quality of Education

Objective: To ensure the improvement of the quality of the content of higher education at the bachelor, master and doctoral level while increasing the number of gifted students studying at the University and developing their active involvement in professional activities. Maintain the number of students in study programmes in a structure consistent with the University's vision, while systematically linking the university education with research, development, innovation, artistic activity and application practice.

Strategy

- Improvement of educational activities at all faculties of the University of Pardubice.
- Innovation of education content in relation to new theoretical knowledge, development of social practice and labour market needs, teaching according to modern educational trends.
- Care for gifted students of bachelor and master degree programmes.
- Developing systematic work with PhD students in order to increase their participation in research projects.
- Support for the development of inter-faculty and inter-university cooperation, especially for doctoral students.
- Ensuring the consistency of the structure of education content with the required profile of graduates in relation to the descriptors of the relevant fields of education.
- Preventing plagiarism as a gross violation of ethics.
- Capacity building for quality assurance at the University of Pardubice and support to “academic leadership”.

Activities to Achieve the Objective

- Promotion of studies at the University of Pardubice at secondary and primary schools; development of systematic educational cooperation with secondary schools, offering activities supporting gifted pupils. Recruiting talented graduates from bachelor studies, not only from the University of Pardubice, but also from other universities, including foreign ones.
- Introduction of an internal quality assurance system - implementation of internal quality evaluation of teaching by students, graduates and external partners, evaluation of the study programme in cooperation with experts, graduates and the area of application.

- Complete and public description of study programmes using learning outcomes. Description of the specifics of degree programmes in cooperation with the area of application, ensuring good awareness about degree programmes through various sources.
- Support for the participation of gifted students of bachelor's and master's degree programmes in professional competitions and other events developing their professional orientation and skills.
- Teaching using appropriate modern and innovative teaching tools in connection with international teaching trends.
- Systematic support for interdisciplinarity and internationalization of doctoral studies in particular.
- Verifying the employability of graduates in the labour market or in further studies to obtain long-term and systematic feedback for further evaluation of educational processes at the University.
- Strengthening systematic cooperation with practice.
- Updating the focus and performance of scientific and research activities in relation to education according to the latest knowledge and world trends as well as to the needs of practice.
- Creating a communication and information platform for partners, graduates, employers and other institutions.
- Systematic education and guidance of students and staff of the University to combat plagiarism.

Priority 2: Diversity and Accessibility of Education

Objective: To fulfil the role of an open educational centre. To positively influence public attitudes to education and research activities and to involve young people in them as a prerequisite for the country's economic development.

Strategy

- Developing conditions for study and motivation of gifted students.
- Implementation of measures leading to the reduction of academic failure and supporting the completion of studies in standard time.
- Developing conditions for students with special needs, socio-economically disadvantaged groups and ethnic minorities.
- Providing information and counselling services on study, career, personal and social issues, expanding the scope and improving the accessibility of higher education counselling and assistance services.
- Encouraging the use of e-learning support for student education (including students with special needs).
- Developing cooperation with primary and secondary schools and other educational institutions in the region.
- Promotion of university studies and research activities

Activities to Achieve the Objective

- Popularization of educational and scientific research activities, communication of the latest knowledge from scientific disciplines and implementation of activities to systematically support the interest and motivation of young and gifted people to study and towards education in general, especially in technical and natural sciences.
- Targeted searching for gifted students and developing their talents in various forms of educational programmes, individual approaches and competitions with the possibility of using scholarship funds.
- Utilizing active media relations, promotional and marketing tools to inform about educational opportunities and a diversified offer of study at the University providing access to education for different population groups.
- Extending cooperation with lower education levels and educational institutions, their establishers, exchange of information and organization of events for them or joint events.
- Revision and adaptation of the learning environment for prospective students and actual students with an emphasis on persons with special needs, from socio-economically disadvantaged groups or ethnic minorities. Removal of obvious and hidden technical, health or social barriers.

- Extension of the offer of lifelong learning courses, counselling services and information and promotional activities for the lay and professional public and other groups of those interested.
- Support for additional pedagogical studies and development of programmes for further education of teachers at lower educational levels.
- Individualization of counselling activities, provision of study information using modern information systems and tools, and building an administrative and legislative environment leading to the reduction of academic failure and supporting the completion of studies in standard time.
- Use of publicly available open educational resources, including foreign ones.

Priority 3: Internationalization

Objective: To deepen the process of internationalization of the University. To increase the number of foreign students studying in accredited degree programmes and students on short-term study stays, as well as increase the number of educational stays of the University's students abroad. Improve the course of such studies by increasing its effectiveness and efficiency in relation to the required graduate profile. Further develop targeted scientific and research cooperation with foreign entities in order to expand and deepen research carried out by academics and young researchers.

Strategy

- Increasing the number of foreign students studying in accredited degree programmes and coming to the faculties for short-term study stays, making the offer of study for foreign students more attractive.
- The selection of partner foreign institutions and study programmes should be carried out in such a way that it is possible to recognize the credit points achieved and courses completed, both in terms of their quality and factual similarity.
- Support to and development of joint degree programmes - joint/double degree with foreign universities.
- Increasing student language skills as one of the necessary learning outcomes. Increasing language competencies of academic and non-academic staff of the University.
- Improving the quality of courses in English and creating an offer to study courses taught in English for Czech students, increasing the number and improving the quality of study supports linked to courses taught in English.
- Supporting the creation of “mobility windows” within selected semesters of individual study branches so that the course of mobility is an organic part of the standard study plan of the student.
- Extending foreign research placements of academic staff, young researchers and doctoral students.
- Strengthening research collaboration with foreign universities and other research institutions.
- Involvement of academics and doctoral and master students in international research programmes.
- Fully exploiting the potential of international students and academics for long-term and short-time stays. Foreign researchers working at the University.
- Expanding the bilingual environment at UPa - creation of full support and environment for foreign employees and students.
- Identification of strategic foreign partners and systematic development of cooperation with them, in the areas of education, science and research, as well as in the field of university management, development and improvement of administrative processes.

Activities to Achieve the Objective

- Significantly expanding the number of undergraduate and postgraduate study programmes intended for study stays or internships abroad and the associated adjustment of study plans so that mobility does not complicate completion of studies in standard time.
- Intensifying the promotion of opportunities for study and research activities at the University abroad, innovating and extending the forms and tools of such promotion.
- Concluding new framework agreements on cooperation with foreign universities, with an emphasis on their benefits and fulfilment.
- Making the offer of study for foreign students more attractive.
- Extending the range of study programmes/fields in foreign languages.
- Taking internationalization into account in the accreditation of study programmes - involvement of foreign academic staff, courses taught in a foreign language, involvement in international projects, joint/double degree.
- Deepening of international contacts, integration of visiting students into scientific and academic activities in the form of e.g. joint publications, targeted creation and deepening of strategic partnerships with prestigious universities in educational activities, etc.
- Further development of cooperation within the India Platform, European Industrial Doctoral School and similar targeted international platforms, continuation of cooperation with the USA, Japan and EU countries. Identification of territories for further partnerships.
- Creating a bilingual information environment at the University and improving the integration of foreign students and staff into academic life at the University (website and information service in English, improving the language competences of academic and non-academic staff, etc.).
- Utilizing foreign experience in the creation of strategic documents.
- Providing an increased care to international students and academic or non-academic staff to help them overcome language or cultural barriers.

Priority 4: Relevance

Objective: To reflect current social developments, the latest scientific knowledge and the needs of society. To cooperate with partners at regional, national and international level, with graduates, employers, scientific and academic institutions, public administration, the non-profit sector and the public. To expand applied research and interconnect it more intensively with innovative activities supporting the competitiveness of the economy and socio-economic development. To increase the level of active cooperation with the area of application. To ensure the maximum possible employability of graduates in practice and preference of the selection of graduates of the University of Pardubice by employers from the area of application.

Strategy

- Deepening cooperation between public, academic and application sectors, maintaining long-term knowledge-based competitive advantage.
- Emphasizing the relevance of educational activities in accordance with labour market needs.
- Focusing attention on language skills and other transferable competences of graduates.
- Improving the conditions for the development of lifelong learning at the University of Pardubice.
- Ensuring the readiness of infrastructure, space and material conditions, especially for vocational training (classrooms, laboratories, SW modernization, access to information resources).
- Developing conceptual work with external entities, employers, graduates and creating measures to reduce the percentage of unemployed graduates.

Activities to Achieve the Objective

- Processing of applications for accreditation and extension of accreditation of study branches taking into account the quality and relevance of higher education to the needs of the labour market and focusing on current and perspective directions of economic development. Profiling disciplines to acquire the appropriate knowledge, skills and competences required of graduates in practice.
- Consultations with employers, local actors and other external partners in the process of preparing study programmes/disciplines to reflect their requirements and needs for the graduates' qualification.
- Strengthening the relevance of all study programmes to the labour market.
- Design and use of specialized educational activities, teaching elements, workshops and modules in disciplines and courses to increase the employability of graduates in the labour market.

- Providing and exchanging information on examples of good practice and applied innovations of the University's educational, creative and other activities between the University and external entities, sharing it within the University.
- Ensuring systematic and contractual cooperation with employers and external partners, provision of information and counselling services to students and organization of activities in preparation for successful employment in the labour market through, for example, career centre services, student internships, competitions, student involvement in application tasks and more educational activities.
- Ensuring the improvement of students' language skills.
- Strengthening the positive perception of the University and its activities by the general public, both lay and professional, and other external bodies.
- Development of systematic cooperation with graduates both at the level of the University and its faculties and in the form of alumni clubs.

Priority 5: Quality and Relevant Research, Development and Innovation

Objective: To extend and deepen scientific research activities in the field of basic research. In the long term, to bring internationally relevant results of research and development that will be effectively transferred to the area of application.

Strategy

- Motivation to increase the productivity of academic and scientific staff while increasing the quality of research results.
- Building excellent workplaces and teams, supporting disciplines that accentuate national and international priorities. Initiating and developing multidisciplinary cooperation with domestic and foreign partners to create internationally competitive research results.
- Increasing the participation of young workers in research and enabling their career growth.
- Developing conditions leading to the strengthening of research teams by excellent domestic and foreign workers, joining international research networks.
- Increasing the success rate in obtaining projects from grant agencies of departmental, national, but above all international agencies with an accent on the motivation of academic and research workers to submit such projects.
- Support to short-term and long-term research fellowships, especially for young workers.
- Creating favourable conditions for the involvement of doctoral students and gifted students of master's studies in scientific work.
- Intensification of cooperation with entities in the area of application, especially in the field of applied research projects and contract research.
- Active use of the technology and knowledge transfer system and commercialization of science and research results.
- Raising students' awareness of the needs of industrial enterprises and increasing students' creativity and creative activities.
- Raising awareness of the lay and professional public, partners and application practice about scientific research, development and creative activities, the latest knowledge and scientific results of university workplaces.
- Increase in the percentage of funds raised from the EU Horizon 2020 Framework Programme for Research and Innovation (2014-2020), operational programmes and other foreign sources.

Activities to Achieve the Objective

- Identifying profile fields of scientific and creative work at individual faculties of the University, defining the main scientific trends and disciplines in which individual faculties achieve high-quality results.
- Gradually increasing the number of high-quality scientific outputs and their citation rate.
- Targeted support of academic and scientific staff leading to increased activity and success rate in projects of grant agencies, departmental ministries and thus increasing the percentage of revenues for research, development and innovation activities from public and private sources.
- Support of short-term stays and permanent work of foreign experts at the University (Postdok projects).
- Active work with human resources, application of systematic motivational rules in the remuneration of workers.
- Development of the existing infrastructure, improvement of facilities, reconstruction and modernization of premises and instrumentation, acquisition of new instruments and technologies (for the existing centres: CEMNAT, ERCT, UNIT, FChT Technology Pavilion and others).
- Building new centres, their comprehensive development (Centre for Research on Radio, Communication, Information and Control Technologies and Systems, Centre for Ethics, Political Philosophy and Social Responsibility).
- Project support and administrative support to the preparation of project applications.
- Organization of student professional competitions, support of student practical training.
- Development and improvement of services of the Centre for Technology and Knowledge Transfer.
- Long-term and intensive communication of the results of creative activities to various target groups and partners active in the area of application of scientific research results in practice.
- Popularization of science, disciplines and disciplines taught, including achievements, and support of cooperation with external entities by organizing professional and infotainment events, participation in presentation events and fairs and involvement in joint projects.

Priority 6: Strategic Management and Development of Support Processes

Objective: To permanently improve the quality of strategic management focused on the evaluation of achieved results in relation to the set goals and their use to concretize tools for meeting the strategic goals.

Strategy

- Improving the quality of strategic management of all activities at the University of Pardubice and introducing incentive systems for their evaluation and funding.
- Improving the processing, analysis and evaluation of data on the results of educational activities, research, development and innovation.
- Innovation of the information system with regard to changing legislative requirements and development of modern ICT services and infrastructure.
- Fulfilment of the University's Communication Strategy using innovative and modern tools and forms of promotion and communication.
- Coordination and administrative support to activities related to project preparation and work.
- Development of professional and language skills of academic and non-academic staff.
- Using elements of internal control system including internal audit as feedback of the management process.

Activities to Achieve the Objective

- Improving the system of internal evaluation of activities.
- Purposeful use of the University's internal control system.
- Regular data collection and evaluation, analysis to improve processes, infrastructure and services.
- Development and updating of internal systems (MIS - management information system, IS VERSO, PBD - personal bibliographic database and others) in connection with modern ICT trends and needs.
- Continuous provision of up-to-date and relevant information to target groups within the University, i.e. students, employees, including foreigners, for the performance of their activities, using information systems and modern communication tools.
- Updating internal regulations of the University and faculties to ensure the efficiency of the processes and activities performed.
- Improving the intranet user information environment for both students and employees.
- Improvement of support processes using the Institutional Development Plan.
- Preparation of personnel audit, especially for executives, and setting up a system of education of academic and non-academic staff.

Priority 7: Effective Financing

Objective: To obtain sufficient financial resources for the performed and development activities of the University and to ensure their effective spending that will enable the systematic and continuous development of the University in all areas of its activities.

Strategy

- Striving to obtain a higher share of institutional funding by improving quality indicators.
- Searching for alternative sources of funding for the university in order to reduce funding dependence on the state budget.
- Reducing operating costs and optimizing the energy performance of the buildings by efficient use of the University's infrastructure.
- Conducting analyses of subsequent financial sustainability of investment projects and development activities already in their preparation.
- Optimizing and streamlining public procurement processes.

Activities to Achieve the Objective

- Activities aimed at increasing the percentage of funds obtained from the EU Framework Programme for Research and Innovation Horizon 2020 (2014-2020), operational programmes, cooperation with industry entities in projects and contract research, obtained through additional complementary activities and from other national or foreign sources.
- Implementation of measures to increase the efficiency of energy use (development of facility management, reconstruction of buildings - thermal insulation, reduction of electricity consumption - use of new lighting technologies, etc., consistent preparation of public contracts for the selection of suppliers with an emphasis on price and quality of services, ...)
- Consistent assessment of requirements for financial sustainability of activities already at the stage of project preparation and focus on projects with low risk of sanctions resulting from breach of sustainability criteria.
- Enhancing the expertise of staff preparing public contracts; professional and immediate response to legislative changes; improving the public procurement system; improvement of contractual documentation.

Indicators of Fulfilment of the Objectives of the Long-term Plan of the University of Pardubice

The attached set of indicators serves as a means of monitoring the fulfilment of key aspects of the University's long-term objectives. The aim is to reach the set values by 2020.

Priority 1: Ensuring the Quality of Education

- The number of organized promotional events (or participation in them) for secondary and primary schools aimed at attracting gifted students to study at the University of Pardubice will increase by 15 percent.
- Introduction of a uniform university-wide internal quality assurance system.
- All study programmes/fields will be fully and publicly described through the learning outcomes to be achieved by their graduates.
- All study programmes / fields will be completely subject to content innovation in relation to new theoretical knowledge, social practice development and labour market needs.
- Teaching at all faculties will follow modern teaching trends.
- Participation of doctoral students in research projects will increase by 10 percent.

Priority 2: Diversity and Accessibility of Education

- Creation of other motivational factors for gifted students (e.g. scholarship funds, individual approach). The scholarship regulations will be revised to increase the scholarship for excellent study results.
- Identifying courses that are problematic for students and where failure leads to early school leaving.
- Developing measures to reduce the student failure rate (e.g. by introducing seminars to supplement knowledge in problematic courses): number of measures
- Maintaining the already established complementary pedagogical studies.
- Increasing the number of graduates of bachelor's studies who successfully complete their studies before the end of the standard length of study plus one year.
- Expanding the activities of the Academic Counselling Centre AACUP at the University of Pardubice.
- Expanding the activities of the Career Centre activities at the University of Pardubice.
- Modification of infrastructure for the needs of students with special needs - interconnection of the University's buildings with barrier-free entrances.

- Creating a personal assistance system for students with special needs (personal assistance courses)

Priority 3: Internationalization

- Increasing students' language skills - increasing the number of C1 and B2 English language courses.
- Continuous increase in the number of bachelor's and master's graduates sent for a study stay or internship abroad for at least 14 days.
- Continuous increase in the number of foreign students coming to the University of Pardubice for a short-term study stay for at least 14 days.
- Increase in the number of doctoral programme graduates who have been sent abroad for an academic trip with a minimum stay of one month.
- Increase in the number of study fields accredited in English by 3 fields.
- Increase in the number of students studying in degree programmes accredited in English by 20 percent.
- Increase in the number of courses taught in English by 40 courses.
- Increase in the number of degree programmes accredited as joint/double/multiple degree by 100 percent.
- Increase in the number of graduates of degree programmes accredited in a language other than Czech by 40 percent.
- Increase in the number of foreign academics by 20 percent.
- Increase in the number of foreign researchers by 25 percent.
- Completion of a comprehensive bilingual environment at UPa (web pages, documents, etc.).
- Performing an analysis of the functionality of the concluded international agreements.
- The number of events promoting the internationalization of the University (e.g. International Week, Erasmus Day, International fairs, etc.) will be increased by 50 percent.

Priority 4: Relevance

- Analysis of unemployment of graduates of the University of Pardubice.
- Analysis of the curriculum structure of individual study programmes/fields with regard to practical education.
- Revision of contracts with entities in the area of application.
- The number of practising experts involved in teaching vocational courses will increase by 10 percent.
- The number of practical training laboratories will increase by 5 percent.

- The number of student internships in entities of the area of application will increase by 10 percent.
- Increase in lifelong learning courses by 15 percent.
- Increase in the number of LLL courses participants by 10 percent.

Priority 5: Quality and Relevant Research, Development and Innovation

- Increasing the number of articles in impacted journals according to WOS by 10 percent.
- Increase the number of citations according to WOS.
- The number of newly created postdoctoral jobs will increase by 30 percent.
- The number of collaborating international scientific workplaces will increase by 35 percent.
- Increasing the percentage of contract research funding.
- Excellent research carried out with high social benefits - establishment of the Centre for Research of Radio, Communication, Information and Control Technologies and Systems with international participation.
- Development of an excellent international material science team within CEMNAT, modernization of infrastructure, acquisition of new instruments and technologies.
- Systematic development of the ERCT research team, modernization of infrastructure, acquisition of new instruments and technologies.
- Reconstruction and modernization of the FChT Technology Pavilion.
- Formation of an international research team of the Centre for Ethics, Political Philosophy and Social Responsibility.
- Expanding activities of the Centre for Knowledge and Technology Transfer.
- Increasing the number of scientific conferences (co-)organized by the University by 10 percent.

Priority 6: Strategic Management and Development of Support Processes

- Involvement in projects of the Research, Development and Education Operational Programme, or other operational programmes (Enterprise and Innovation for Competitiveness OP, Employment OP, etc.).
- Gradual revision of all UPa internal regulations - (number of revised regulations).
- Personnel audit.
- Number of professional and language courses for UPa employees.

Priority 7: Effective Financing

- Obtain in 2016-2020 at least the same amount of funding from the EU Horizon 2020 Research and Innovation Framework Programme (2014-2020), operational programmes and other foreign sources as in 2011-2015.
- Stop the negative trend of institutional financing by 2017.
- Increase in revenues for research, development and innovation activities - year-on-year for 2016 - 2020.
- Gradual reconstruction of all UPa buildings so that the energy class of buildings is at least C.
- Annual analysis and evaluation of electricity, gas and heat consumption.
- Setting up a project approval system with an assessment of funding-related risks.
- Continuous education in public procurement - training for PTA employees.

Abbreviations

AACUP Academic Advisory Centre of the University of Pardubice
B bachelor
Bc. Bachelor's degree
CEMNAT Centre for Materials and Nanotechnologies
CUU central university units
LLL lifelong learning
CR Czech Republic
CULS Czech University of Life Sciences Prague
D doctoral
D degree student (student enrolled in a study programme)
FTE Faculty of Transport Engineering
E exchange student (student on short term mobility)
EHEA European Higher Education Area
ERA European Research Area
ERC European Research Council
EU European Union
FEEI Faculty of Electrical Engineering and Informatics
FES Faculty of Economics and Administration
FAP Faculty of Arts and Philosophy
FChT Faculty of Chemical Technology
FR Faculty of Restoration
FHS Faculty of Health Studies
GACR Czech Science Foundation
ICT information and communication technologies
IS VERSO information economic system
IT Information Technology
USB University of South Bohemia in České Budějovice
M master
MendelU Brno Mendel University in Brno
MIS management information system
MC Ministry of Culture of the Czech Republic
MIT Ministry of Industry and Trade of the Czech Republic
MEYS Ministry of Education, Youth and Sports of the Czech Republic
MV Ministry of the Interior of the Czech Republic
MZ Ministry of Foreign Affairs of the Czech Republic
MZe Ministry of Agriculture of the Czech Republic
NMgr. follow-up postgraduate study
OBD personal bibliographic database
OP operational program
PTA UPa Public Tenders Administration
RDI OP Research and Development for Innovations Operational Programme
EC OP Education for Competitiveness Operational Programme
UO University of Ostrava
POSTDOK Project of Strengthening of excellent research and development teams at the University of Pardubice
GAB general administration building
ReAdMat Project of Research team for advanced non-crystalline materials
IRI Index of results information
ROUTER Project of Development of quality research teams at the University of Pardubice
SGC Student Grant Competition
HRCS Halls of Residence and Catering Service
TACR Technology Agency of the Czech Republic
TD Technical Division

TU Technical University
UNIT University IT infrastructure
UPa University of Pardubice
UTB Tomas Bata University in Zlín
S&R science and research
ITE Institution of Tertiary Education
VSB-TUO VSB - Technical University of Ostrava
ICT Institute of Chemical Technology in Pardubice
UCT University of Chemistry and Technology, Prague
ERCT Educational and Research Center in Transport
PU public university
WOS Web of Science (academic service providing access to output and citation databases)
UWB University of West Bohemia in Pilsen

The Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016 - 2020 was discussed by the Scientific Board of the University of Pardubice on October 5, 2015, the Board of Governors of the University of Pardubice on October 22, 2015 and approved by the Academic Senate of the University of Pardubice on October 13, 2015.