



UNIVERZITA KARLOVA
Lékařská fakulta
v Hradci Králové

STRATEGIC PLAN OF THE FACULTY OF MEDICINE IN HRADEC KRÁLOVÉ
FOR THE PERIOD 2021–2025

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Preamble:

The strategic plan of the Faculty of Medicine in Hradec Králové (LF HK) for the period 2021–2025 is a follow-up to the long-term objectives of the Faculty of Medicine from previous periods, as demonstrated by the Vision of the Faculty. At the same time, it specifies the strategic objectives of future development in line with the demands placed on the activities of the Faculty by the current times and the challenges of current social development.

The Faculty of Medicine in Hradec Králové is proud to be part of the Charles University. Our strategic plan develops the ideas of the University Strategy, complements them and specifies them for the LF HK conditions. It specifies eleven strategic priorities where all relevant activities in the period 2021–2025 are thematically captured.

An integral part of the strategic plan is the Annex in which strategic priorities are developed into objectives and measures to implement them. The resulting indicators and a description of the outcomes specify the objective towards which further development of the Faculty will be directed.

An update of this strategy and a clarification of the projects described will be carried out every year. In addition to the action plan, an evaluation of the procedures and results achieved will always be carried out at the end of the reference period.

The strategic plan lists the activities and actions we have been heading for over several years. In order to fulfil the strategic plan of the LF HK for the period 2021–2025, the persons responsible need to constantly consult, explain and also listen to all interest groups of those who are interacting with the activities of the Faculty and who need to be informed about the further developments at the Faculty. This will confront the strategy with the lived reality, and the strategy will be enriched further by additional impulses because only active people and their work can move the development of the Faculty forward.

Mission of the Faculty:

The teaching and education of future physicians and health professionals universally prepared for the exercise of their profession in the health sector. To act as a teaching, scientific and social centre of European importance.

Vision of the Faculty:

LF HK wants to be a Faculty that

- is educating graduates well prepared for practice;
- carries out scientific and research activities at an international level;
- creates a friendly and creative academic environment;
- supports internationalization in teaching and scientific activities;

- reflects the needs of society while respecting academic and democratic principles;
- is an integral and respected part of Charles University.

Strategic priorities of the LF HK:

- 1) High-quality, modern teaching and all-round education of students in accredited graduate and postgraduate study programs.***
- 2) Development of specialised education of doctors.***
- 3) Fulfilling the third role of the university and developing lifelong learning.***
- 4) High-quality research, seeking priority results and making effective use of current Faculty resources and capacities.***
- 5) Preparation and implementation of the next stages of the construction of the Charles University Campus in Hradec Králové (Mephared 2).***
- 6) Reinforcing international activities.***
- 7) Development and effective use of modern information technologies and systems in education, science and management at the Faculty.***
- 8) Efficient financial management, economic stability, cutting-edge infrastructure and modern strategic management.***
- 9) Systematic work with people, maintaining an academic environment pleasant for employees and students.***
- 10) Developing cooperation with strategic partners.***
- 11) Strengthening the public's positive image of the Faculty as a prestigious educational, research and professional institution of the Eastern Bohemia region.***

Strategic objectives within the LF HK priorities:

Priority No. 1: High-quality, modern teaching and all-round education of students in accredited graduate and postgraduate study programs (responsibility of Vice-Deans for Studies):

1. Systematic promotion of all accredited study programs offered by the LF HK having regard to the nature of the programs and geographical regions from which the potential applicants come
2. Fair and transparent admission procedures for all study programs

3. Development of options for different forms of admission procedures and the establishment of conditions for their use
4. Continuous changes in the format and content of curricula of all accredited study programs, depending on the required competences of graduates, reflecting current requirements of society, with a priority for Master's programs
5. Preparing the conditions for the establishment and accreditation of Bachelor's study programs according to current social and professional requirements, taking into account the possibilities for further development of the Faculty
6. Creating the conditions for all-round self-education and the development of pedagogical skills of all academics
7. Systematic work with all students from the entry to their studies to successful completion of their studies to reduce their learning failure; individualization and intensification of work with above-average students
8. Increasing the attractiveness and streamlining of doctoral programs, including the use of institutional support resources at University and Faculty levels

Priority No. 2: Development of specialised education of doctors (responsibility of the Vice-Dean for Specialised Education of Doctors):

1. Promoting the maintenance of the current distribution of specialised education among faculties of medicine and Institute of Postgraduate Education in Health Care
2. Standardization of the level of difficulty of requirements and conditions at all faculties of medicine in both the base subject and the attestation tests
3. Improvement and development of a system of specialised education of doctors and dentists in the basic disciplines of specialised education
4. Ensuring the continuity with graduate teaching at the Faculty of Medicine
5. Promotion of the professional growth of administrative staff providing specialised education of doctors
6. Ensuring the continuous digitalization of the archive of the files of individual trainees

Priority No. 3: Fulfilling the third role of the university and developing lifelong learning (responsibility of the Vice-Deans for Studies):

1. Positive impact of the LF HK on the general public
2. Improving the efficiency of the information and awareness-raising activities of the LF HK
3. Cooperation with regional institutions on socio-cultural and educational events
4. Working with the Charles University on social and awareness-raising activities
5. Organization of the Third-Age University
6. Systematic work with applicants for study at the LF HK (holiday courses)

7. Systematic cooperation with the LF HK graduates to achieve the vision of the development of the Faculty

Priority No. 4: High-quality research, seeking priority results and making effective use of current Faculty resources and capacities (responsibility of the Vice-Dean for Research and the Vice-Dean for Doctoral and Bachelor Study Programs):

1. Definition and promotion of scientific and research directions
2. Establishment of the LF HK scientific portal
3. Increase in publication performance in prestigious international periodicals in the Q1, Q2 categories
4. Establishment of a system of regular scientific and research evaluation of individual departments and academics at the LF HK
5. Improving the infrastructure for the effective support of the science and research activities of the Faculty
6. Continuous updating of requirements for academic qualification procedures (habilitation and professorship)
7. Improving the quality of study in DSPs and creating favourable socio-economic conditions for doctoral students
8. Increasing success in obtaining grant support for research projects
9. Support for the further development of student science and professional activities
10. Enhancing cooperation with prestigious foreign university institutions on research and education of doctoral students
11. Deepening the cooperation with faculties of medicine in setting up new Subject Area Boards and engaging in selected, already functioning Subject Area Boards, common to other faculties of medicine of Charles University and other universities

Priority No. 5: Preparation and implementation of the next stages of the construction of the Charles University Campus in Hradec Králové – Mephared 2 (responsibility of the Dean of the Faculty):

1. Preparation of the construction of the Charles University Campus in Hradec Králové
2. Acquisition of financial resources for the construction of the Campus
3. Construction of the Charles University Campus in Hradec Králové
4. Commencement of operation of the Charles University Campus in Hradec Králové

Priority No. 6: Reinforcing international activities (responsibility of the Vice-Dean for International Relations):

1. Improving the conditions for the development of study and scientific activities at an international level
2. Promoting employee involvement in international projects
3. Developing effective cooperation with Mayo Clinic.
4. Promoting sharing of quality priority learning materials within the framework of the 4EU+
5. Expanding cooperation with universities outside the EU
6. Organizational support for mobility
7. Presentation of carried out mobilities

Priority No. 7: Development and effective use of modern information technologies and systems in education, science and management at the Faculty (responsibility of the Vice-Dean for Technical Development and Informatics):

1. Systematic support for the creation and efficient use of high-quality multimedia learning materials.
2. Support for creators of study materials through the Center for the Support of Modern Teaching Methods, developing the Center for the Support of Modern Teaching Methods
3. Systematic support and further development of the Simulation Center and the effective inclusion of "simulation medicine" in practical training
4. Introduction of new teaching methods for the effective development of professional skills, communication and decision-making skills and graduate competences
5. Systematic modernization and effective management of technical means to ensure all forms of teaching and working in a "virtual office"
6. Optimization of administrative processes and related information systems
7. Ongoing updating of the Faculty web portals and their links to supported social media

Priority No. 8: Efficient financial management, economic stability, cutting-edge infrastructure and modern strategic management (responsibility of the Secretary):

1. Effective planning, use and analysis of financial resources in connection with the adopted strategy
2. Analysis of the use of existing premises after the construction of the Campus
3. Adaptation of buildings used also after construction of the Campus (follow-up to SO2)
4. Cooperation on building a teaching base at the University Hospital Hradec Králové, revitalizing the current teaching areas on the hospital grounds

5. Effective maintenance of the education and research facilities, which will be used by the Faculty until the new Campus is moved

Priority No. 9: Systematic work with people, academic environment pleasant for employees and students (responsibility of the Dean):

1. Profile of a manager
2. Processing of the system for recruitment and further development of staff at the Faculty
3. Promoting the upgrading of employees' skills
4. Establishment of a system of regular staff evaluation in connection with the strategic objectives of the Faculty
5. Updating employee motivation system
6. Cooperation with students and graduates
7. Support for internal Faculty communication

Priority No. 10: Developing cooperation with strategic partners (responsibility of the Dean):

1. Optimization of personnel policy, working time and workload of the staff at the LF HK and University Hospital Hradec Králové (FN HK) at clinical departments
2. Cooperation of the LF HK and University Hospital Hradec Králové in the area of science and research
3. Optimization of the structure of joint departments of the LF HK and University Hospital Hradec Králové
4. Deepening and stabilizing the cooperation of the LF HK and the Faculty of Military Health Sciences of University of Defence
5. Deepening the cooperation with the University of Hradec Králové
6. Cooperation with the Faculty of Pharmacy in Hradec Králové
7. Deepening the cooperation with contract hospitals (outside University Hospital HK)
8. Deepening scientific and research cooperation with commercial entities
9. Participation in development activities in favour of tertiary education within the region

Priority No. 11 Strengthening the public's positive image of the Faculty as prestigious educational, research and professional institution of the Eastern Bohemia region (responsibility of the Vice-Dean for International Relations):

1. Developing cooperation with the public media
2. Developing cooperation with regional cultural and educational organizations
3. Engaging in events to popularize science
4. Support for events promoting healthy lifestyles and prevention
5. Concept and strategic plan of the campaign to promote the Faculty
6. Setting the rules for a uniform visual presentation externally
7. Definition of activities and the further development of the Public Affairs and Communications Department
8. Promotional items

In Hradec Králové on 24th May 2021

Prof. MUDr. Jiří Mand'ák, Ph.D.

Dean of the Faculty

The strategic plan, including the Annex, was discussed and approved by the Faculty institutions as follows:

Research Board of the LF HK, 1st June 2021

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prof. MUDr. Jiří Mand'ák, Ph.D.

Dean of the Faculty

Academic Senate of the LF HK, on 7th June 2021

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prof. RNDr. Jan Krejsek, CSc.

President of the Academic Senate