

# Election of the Dean's candidate for the term 2024 – 2028

## A more detailed electoral program

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This text is a follow-up to the *General Theses of the Election Program*, in which I presented my basic vision of the development of the Faculty of Mathematics and Physics of Charles University (or “the Faculty”) in the next time period. In this document I would like to comment in more detail on *some other important tasks* that, in my opinion, the Faculty will face in the next four years. If I were to mention all the ideas and suggestions that were voiced during informal discussions within the Faculty management as well as at AS MFF UK meetings, this document would have many more pages and it would have grown to a length that could overwhelm itself with its size. However, I believe that not only during discussions with candidates for the Dean's office, but also on other formal and informal occasions, there will be an opportunity not only to discuss these topics but also many other topics in more detail.

### Teaching

- *Consequences of the amendment to the Higher Education Act (ZVŠ).* In connection with the expected amendment to ZVŠ, reset the conditions for study and funding especially for students of doctoral study programs. Innovate the concept of admission procedure for students of doctoral programs in the conditions given by the amendment to ZVŠ and the regulations of the Czech Academy of Sciences (CAS). Critically review cooperation with the institutes of the CAS. Actively participate in the preparation of the amendment to the Study and Examination Regulations of Charles University and the Scholarship Regulations of Charles University, which will respond to changes in ZVŠ.
- *Reducing the drop-out rate in studies.* Continue to help especially students of the first year of bachelor studies to adapt to university studies (using e.g., introductory course, study guides, tutors, group leaders), maintain and develop the offer of consultations and psychological support to all students.
- *Internationalization.* Optimize the timetable and admission process for foreign (especially doctoral) students. Prepare accreditation of further study programs in English. Continue preparation of joint programs especially under the 4EU+ Alliance. Continue to support international cooperation in doctoral studies through internships and cotutelle programs.
- *Pedagogical competences.* In accordance with the measures of the Rector of Charles University, complete the preparation of courses improving the so-called pedagogical competences, ensure the organization of their implementation including administrative support and start the whole process for those teachers who are subject to this obligation.
- *Micro-certificates.* Participate in the preparation of courses within Charles University strategy to obtain so-called micro-certificates – educational programs for increasing or changing qualifications.
- *Industrial student.* Continue the development of the so-called industrial student project in accordance with a respective Dean's measure.

### Science and Research

- *Amendment to the Science Act.* Actively monitor the situation regarding the preparation of an amendment to the Act on Support for Research, Experimental Development, and Innovation.

- *Evaluation of scientific output.* In connection with changes in the evaluation of scientific output at Charles University (used annually to construct a breakdown of the Charles University's budget for faculties) consider adjustments to the internal criteria for the evaluation of a scientific output used for the purposes of the Faculty's budget-making. Carefully prepare the so-called "big" five-year evaluation of scientific output, i.e., the evaluation of creative activity at Charles University during the years 2019 – 2023.
- *ERC and other major projects.* Evaluate and improve the functioning of the system of search, motivation, and administrative and professional support for ERC grant applicants. Based on this, extend this support to other Horizon Europe programs or even other major projects (where appropriate) in cooperation with the new Charles University Initiative "Refresh".
- *European Community Resources.* In view of the fact that no more Operational programs will be announced, focus attention on so-called European Community (directly managed and directly funded by the EU budget) programs such as Erasmus+, Horizon, LIFE, Digital Europe, REACT-EU or EU4Health, knowing that the number of ERC projects received and projects funded by European Community Resources will have an impact on the amount of funds received for institutional support of science.
- *Funding of scientific teams operating at MFF UK.* Discuss a system of support for scientific teams operating at MFF UK after reducing the subsidy for large research infrastructures. Seek government support for participation of MFF UK in research in large international facilities.
- *Reducing administration.* Try to reduce the administrative burden for grant and project solvers and staff of the Department of Grant and Project Support (OGAP) by making maximum use of available information systems. Collaborate with the University in creating new systems. After the expected transition from the centralized system to the Grants and Projects Record (GAP) of Charles University to the new system, start to use the University database of projects to a greater extent.
- *Applied research.* Continue to support applied research; pay more attention to legislative anchoring of so-called spin-offs.

## Large investments

- *Campus Albertov.* Continue to monitor the situation and actively participate in the realization of the construction of Campus Albertov. Actively participate in the creation of important documents related to the future operational conditions in the Campus (partnership contract, operating contract).
- *Menza Malá Strana.* Reconstruct the basement areas of the restaurant in the building in Malá Strana so that the Charles University Menza can start serving lunches there at the latest in the last quarter of 2024.
- *HPC and HTC.* Start and complete the construction of the already prepared projects for the building of a computing center (HPC) and hydrogen laboratory (HTC) in the Troja garage within the next few years.
- *Facades and a roof reconstruction No. 2.* Prepare and according to the Faculty's financial possibilities subsequently carry out the reconstruction of the facades and roof of the auditorium building in the premises of Troja.
- *Karlín:* In connection with the approaching date of termination of the lease agreement for the use of the premises in the Zirkon building (for the workplaces of employees of the School of Mathematics) prepare the reconstruction and start reconstructing some of the existing premises of the faculty building in Sokolovská Street in Karlín.
- *Attic built-ins.* With respect to the financial possibilities of the Faculty to realize the attic built-in in the building Ke Karlovu 3, or the second part of the attic built-in in the building in Malá Strana.

## Human Resources

- *Career Regulations and Staff Evaluations.* Start regular half-yearly evaluations of groups of academic and scientific staff according to the new Principles of Career Development of Lecturers, Academic and Scientific Staff at the MFF UK (the “Career Regulations of the Faculty”). Based on the obligation given by the Rector’s measure “Principles of Career Development of Technical-Economic Staff at Charles University”, prepare the corresponding measures of the Dean with effect from January 1, 2025, at the latest, and then start regular evaluations of this category of staff as well.
- *Code of Ethics, Ombudsman.* Together with the introduction of the MFF UK ombudsman and the adoption of the MFF UK Code of Ethics, strive to make ethical and inclusive behavior the norm at MFF UK.
- *Communication.* Continue to inform Faculty employees by means of information mails, creating further instructions and publishing them on the Faculty’s internal website; continue to meet dean’s office representatives with heads of departments, secretaries, and bursars of the departments as well as with the wider employee community. Organize workshops on the necessary topics.
- *Security.* On the basis of a study on the protection of the so-called “soft targets”, gradually implement the recommended security measures: instant information elements (installation of internal speakers, communication of pre-recorded messages via internet telephony, sending messages via e-mails and SMS), training of various groups of staff and students (for example during the gathering of students entering the first year of bachelor’s studies as part of their stay at Albeř), various types of alarms, creation of methodologies of procedures, etc.

## Faculty administration and management

- *Digitization.* Continue discussions on digitization of selected agendas in the working group on digitization, especially regarding its suitability for the given agenda and taking into account activities planned by the management of the University in this regard. Implement the modules arising from the discussion, concerning both the administration of the Faculty and selected study and non-study agendas.
- *Centralization of IT in an evolutionary way.* After thorough discussions in the Commission for Information Systems and Technologies (KIST) continue to centralize those IT activities, which are central by their nature, according to the plan, compiled by KIST and approved by the Faculty management. Keep local activities in the management of individual buildings and sections.
- *Common e-mail environment.* In cooperation with IT staff at Charles University (ÚVT UK), continue to support the migration of mailboxes from local e-mail systems to the M365 cloud with the address [xxx.yyy@matfyz.cuni.cz](mailto:xxx.yyy@matfyz.cuni.cz). Support implementation in the form of seminars for employees and by training responsible workers who subsequently conduct migration at the respective workplaces and departments.
- *Software support for tenders.* Complete the implementation of modules for job and function tenders at MFF UK: the first module (publishing advertisements for positions) has already been completed in the past period, the second of the four modules (applying for the position and uploading of all materials) is just before completion.
- *Internationalization of administration.* After all internal regulations have been translated into English, continue to translate other documents: the Code of Ethics of the Faculty, the Career Regulations of the Faculty and subsequently all important measures of the Dean and the bursar. Create all forms and instructions in both languages. Seek to recruit an English-speaking person in particular to the HR department, improve the knowledge of

the English language of the staff of the Dean's office, for example through training and language courses.

- *The website of MFF UK.* Although the website has undergone partial changes for the better, and its response has been accelerated, its status is still not ideal. It is necessary to continue its general restructuring, with an emphasis on preparing a functioning intranet structure that will build on the already existing page of instructions and methodological procedures. To clarify the list of Dean's and Bursar's measures using appropriate tags.

## PR

- *Social networks.* Focus on Faculty social networks and use of currently popular social networks not only to provide PR of the Faculty but also to communicate essential information. Implement Faculty communication on social networks according to the communication schedule of the academic year.
- *Study promotion.* Continue sociological surveys among applicants for study at the Faculty, including the possible preparation of thematically targeted surveys, use their conclusions to direct the Faculty promotion to the desired target groups. Regarding the growth of the demographic curve, target the best quality applicants and adapt the overall communication settings of the Faculty accordingly.
- *Lowering some promotional costs.* Based on the results of the internal audit, improve the system of support for summer and winter schools, seminars, competitions and camps, mainly targeting secondary school youth. Reduce the costs of Faculty promotion for MFF UK where appropriate, e.g. through participation of the External Relations Department of the RUK.
- *Third role.* Support the third role of the Faculty, both in the field of popularization of the Faculty's own disciplines and in a more general form of public discussion on issues on which our employees have something to say. Support trips of students and graduates to regions, especially to places where there are no so-called Faculty schools, with an emphasis on direct communication with talented applicants. Select suitable "communicators of science" and offer them to the media. Seek new forms of promotion not only of physics, but also of computer science and mathematics among high school students.
- *Matfyzpress.* In the publishing house Matfyzpress create a set of promotional items in a higher stock quantity, intended outside normal sales (e.g. for conference purposes). Properly support the production of promotional items, so-called "merch". Establish a cooperation between the publishing houses Karolinum and Matfyzpress for the distribution of English-language textbooks abroad.
- *Alumni.* Support the activity of the Matfyz Alumni, continue to organize so-called "golden graduations" for graduates of the Faculty, and excursions of appropriate thematic focus.
- *Celebrations.* Prepare celebrations of the 75th anniversary of the foundation of MFF UK in year 2027.

After mentioning the celebrations, this to-do list can be closed. With thanks to all those who read the full text,

M. Rokyta (partly using ideas of members of possible future Faculty management),  
March 31, 2024