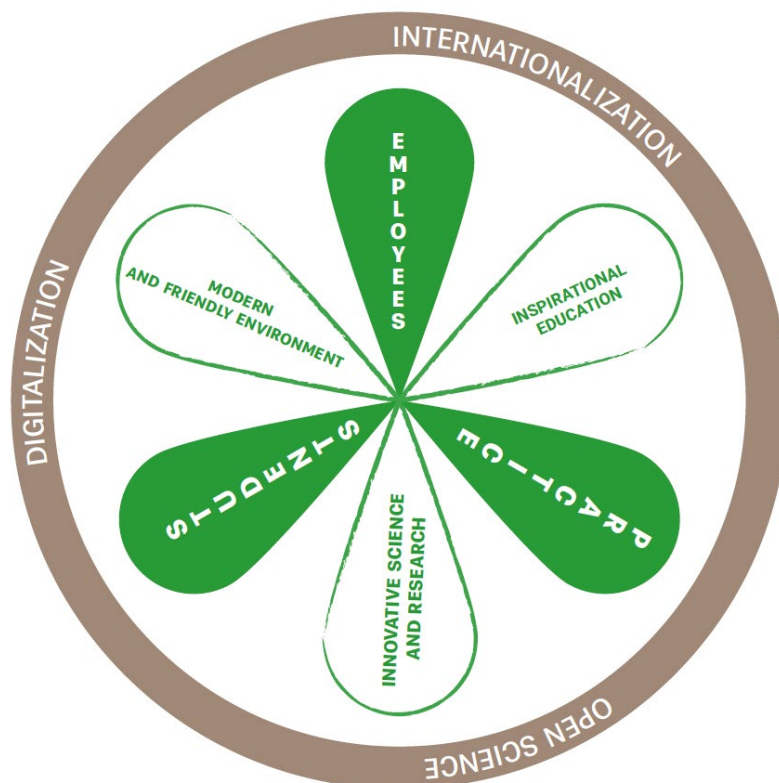


# Annual plan for implementation of the Strategic Plan for educational, creative and other activities of the Faculty of Forestry and Wood Sciences

Czech University of Life Sciences in Prague  
for the period from 2021

*(FFWS Strategic plan 2021+, FFWS SP 2021+)*



Approved by the Dean's Board of the Faculty of Forestry and Wood Sciences of the Czech University of Life Sciences in Prague on 4 of May 2021.

Discussed by the Scientific Board of the Faculty of Forestry and Wood Sciences of the Czech University of Life Sciences in Prague on 5 of May 2021.

Approved by the Academic Senate of the Faculty of Forestry and Wood Sciences of the Czech University of Life Sciences in Prague on 19 of May 2021.

For the Faculty of Forestry and Wood Sciences (FFWS), as well as for the entire CZU, 2021 has been the second year influenced by anti-pandemic measures. All activities at our Faculty will be significantly affected by the society-wide situation throughout this year. This does not change the fact that, despite this, we aim to consistently fulfil all our obligations as much as possible.

2021 will again be a significant milestone in infrastructure construction and reconstruction. The FFWS Warehouse will be completed in the area behind the Pavilion of Wood Sciences, which will create an adequate space for storing equipment used primarily in teaching. Simultaneously, the completion and reconstruction of the so-called "old FFWS building" will begin. This reconstruction is the last necessary investment that will ensure a safe and modern working environment for the growing numbers of Faculty staff. The vast majority (approximately 85%) of this investment will be contributed by the Ministry of Education, Youth and Sports via its investment programme for universities; the rest will be co-financed by the Faculty from its own resources. At the end of the year in particular we will have to have the necessary restrictions related to this reconstruction. Thanks to the pandemic period, however, we have learned to arrange many activities "at a distance", which will come in handy again during the reconstruction.

From the point of view of Faculty strategic management, it is necessary to strengthen and centralize key agendas in order to relieve the departments administratively. From this, we expect not only professionalization of some activities, but, above all, more time for academic staff for teaching and creative activities.

This year we will have the first graduates of the new wood science master's degree programmes, and students on the new bachelor's degree study programmes will complete their second year of study. Therefore, it is necessary to emphasize the ongoing evaluation of these programmes and then take appropriate measures. Given the institutional accreditation we have obtained in our field of education, it is not possible to underestimate these processes. The modernization of other study programmes continues. In the autumn, the first applicants will start the new master's programme Lesní inženýrství (Forest Engineering) and the new bachelor's programme Myslivost a péče o životní prostředí zvěře (Game management and care for game environment).

In the field of science and research, it is necessary to further promote the key parameters evaluated in the M17+ Methodology, which annually increases its share in financing science and research. Emphasis must be placed not only on the growing share and number of excellent publications in D1 and Q1 journals, as well as Nature Index, but also on the creation of outputs used by practice, ideally with an international dimension. To do this, Faculty management must outline further incentives to support better results.

In the context of using our outputs, it is necessary to increasingly support cooperation with practice. We must increasingly present solutions resulting from our research activities more actively and look for areas where the needs of practice and the Faculty meet. The international dimension must not be overlooked either. We are a Faculty with a significant share of foreign employees and PhD students, so the increase in internationalization within the Faculty must continue. An innovative Erasmus+ programme for student and staff mobility will be launched this year. It is an opportunity for the Faculty to better grasp upcoming opportunities and increase the number of travelling students and staff (both coming and going). An important event awaits us in October this year – co-organization of the annual EFI conference. We believe that we will impress all EFI members as a modern research and teaching workplace with the potential for quality cooperation.

# Quality strategic Faculty management

## Internationalized FFWS

- Run at least two summer schools (one abroad for our students and one for foreign students at FFWS).
- Organize a meeting for Erasmus+ coordinators from faculties/universities close to FFWS focus.
- Update the list of foreign partners and add more institutions for newly opened study programmes.
- Carry out an analysis of barriers that prevent students going on foreign trips and, subsequently, take further steps to improve the system.
- In cooperation with EFI, run the Annual Conference in Prague in October 2021. Create online presentation material (video) to support internationalization.

## Open Science at FFWS

- Have an analysis carried out in the field of data management (legal aspect, examples of good practice from other research organizations).
- Within a new call, systematically support the publication of outputs in the "Open Science" mode.
- Provide "Open Access" advice for staff and PhD students.
- Raise awareness in the field of "Open Science" and "Open Access" through communication with employees and PhD students. A brief plan and vision of the Faculty in these activities will be prepared and distributed, including a proposal for possible support from Faculty management.
- Prepare an analysis of the current state and opportunities for FFWS in processing research data in the form of data or text mining.

## Digitized FFWS

- During the year, create an analysis of FFWS's internal processes and identify areas where digitization is appropriate.

# 1 | INSPIRATIONAL EDUCATION

## 1.1 Promising candidates

- a) Promote FFWS studies at secondary schools and organize open days.
- b) Organize a summer workshop for secondary school students.
- c) Organize local, regional, and national rounds of the YPEF competition and promote FFWS studies there.
- d) Create a FFWS YouTube channel in English and promote study in English in a targeted way.
- e) Prepare promotional videos of study programmes at a professional level.

## 1.2 Students with inner motivation

- a) Organize at least two lectures for students aimed at increasing motivation to study.
- b) Involve the guarantors of all study programmes in the teaching of the Introduction to Studies in order to introduce first year students to the concept of the study programme, the continuity and importance of all subjects, and other important contexts.
- c) Carry out an analysis of study failure and take measures.
- d) Introduce a position of a study counsellor who will help students to deal with study problems (especially with regard to managing the psychological burden associated with studying).
- e) Modify the structure of teaching bachelor's thesis and diploma thesis subject and unify the requirements for granting credit.
- f) Organize at least one block course of a foreign professor, which students will be able to choose as an optional subject and will be recognized as part of their studies.
- g) Carry out an analysis in the field of international mobility and take measures to reduce barriers to participation in study stays abroad.
- h) For each study programme, select suitable universities and offer students specific universities, including subjects that will then be recognized as part of their studies.

## 1.3 FFWS graduates in practice

- a) Create videos with FFWS graduates about their employment.
- b) Involve graduates in lectures for students.

## 1.4 FFWS – a partner respected by practice

- a) Hold at least two meetings of the Board for cooperation with practice (Rada pro spolupráci s praxí) by the end of the year.
- b) Run Forestry Day and the second year of Wood Science Day.
- c) Prepare at least one Newsletter for practice, which will be an appendix to the Lesnická práce journal, and present other FFWS application outputs there.
- d) In the wider plenary (FFWS management + Dean's Board), define possible areas for lifelong learning courses and find a suitable partner for this area.

## 1.5 FFWS as a part of public awareness in forestry and wood sciences

- a) Organize two online (or hybrid) multidisciplinary discussions on selected topics (Forest and Art; Forest, Wood and Health; etc.).
- b) Financially support employees in outputs in media in the form of remuneration.
- c) Issue at least five press releases on forestry and wood science topics.
- d) Publish at least five professional or popular science articles in periodicals.

## 2 | INNOVATIVE SCIENCE AND RESEARCH

### 2.1 Support professional scientific outputs by FFWS employees

- a) Create a pilot call to support increasing the potential for applying FFWS results in practice.
- b) Participate in the preparation of at least four international projects.
- c) Announce a call for support of excellent teams at FFWS, whose activities will lead to excellent scientific outputs and outputs beneficial to society and practice (the aim is to support at least five such teams).
- d) Create conditions for recruiting prospective employees to scientific positions who have a high publication potential (e.g., within a call for support of excellent teams at FFWS or support in project submission where external experts will be employed).
- e) Provide counselling services in the creation of outputs that can be applied in the category of Social Relevance or Contribution to Knowledge within the M17+ Methodology (Module 1), both in the phase of their planning, implementation, creation, transfer of practice and society, but also their own justification within the selection of quality outputs.
- f) Create conditions for staff and PhD students in terms of access to tools that can help them in publishing (e.g., Grammarly for advanced correction of English texts).
- g) Create a tool that will quickly and easily display the AIS of a scientific journal to employees and PhD students.
- h) Prepare rules and recommendations for maintaining good research practice at FFWS (Code of Conduct for Research Integrity, Ethical Issues).

### 2.2 Quality PhD studies

- a) Carry out a thorough inspection of the publishing activities of all FFWS supervisors.
- b) Carry out an analysis of students who successfully completed their studies in relation to PhD students enrolled in the study for individual supervisors.
- c) Present the results of the above-mentioned inspections and analyses to the Departmental Boards and, on the basis of the obtained results, propose changes and set adequate measures.
- d) Announce new calls for PhD students to implement their own projects from the Internal Grant Agency and thus motivate them to independent creative activities.
- e) Announce a call for PhD students within specific research which will integrate them into the process of commercialization of FFWS outputs.
- f) Announce calls to support PhD student trips to (i) long-term internships abroad, (ii) conferences, and (iii) courses, seminars, workshops.
- g) Organize a special "Survival course" for new foreign PhD students.
- h) Check student activities thoroughly using the WorkIS app. Involve supervisors, heads of departments/workplaces and chairmen of Departmental Boards in this activity.
- i) Pay above-standard scholarships to active and talented students for extraordinary work activities of a PhD student (when fulfilling study obligations continuously).

## 3 | MODERN AND FRIENDLY ENVIRONMENT

### 3.1 FFWS as a progressive employer – employees with inner motivation

- a) Increase funds for incentive components of employee wages.
- b) Focus on socializing and employee meetings in an informal environment.
- c) Provide funds to support employee trips abroad.
- d) Organize at least one training event focused on the development of academic staff pedagogical skills.
- e) Allocate funds for extraordinary rewards in six pay periods.

### 3.2 Quality technical equipment at FFWS

- a) Start the reconstruction and completion of the old FFWS building in the first stage, i.e., build an extension.
- b) Build a FFWS Warehouse for the needs of practical teaching and field research.
- c) Allocate investment and non-investment funds from central sources for repairs, maintenance, and technical improvement of equipment.

### 3.3 FFWS as a good manager

- a) Create an internal regulation governing the management of contract research and ancillary activities.
- b) Provide funding for advice on commercialization.

### 3.4 Sustainable and socially responsible FFWS

- a) Limit non-recyclable waste at FFWS events.
- b) Create promotional materials from sustainable and ecological materials.
- c) Link FFWS activities with the support of companies and organizations helping handicapped people and organizations helping animals.