

Proposed Implementation for the 2021–2028 FSS Strategic Plan for 2023

(to be discussed at the Academic Senate of the Faculty of Social Studies meeting on 28 November 2022; not proofread yet)

1. Studies

1.1. To monitor the student workload of courses taught in undergraduate degree programmes (SP 2021–2028 1.2.).

- To work effectively with the ECTS concept and to meet its standards so that studies in all FSS programmes are comparable in terms of difficulty.
- To build a shared mechanism for determining credit load (ECTS numbers) across departments and programmes that will take into account the diverse learning objectives of individual programmes.
- To systematically communicate to students that studies at the FSS are (time) demanding.

1.2. To streamline the admission process for Bachelor's degree programmes and make it more accessible to potential applicants (new objective).

- To monitor the predictive value of existing testing for successful passage through studies.
- To discuss ways to simplify the entrance examinations.
- To re-establish consensus on the principles of admission without an entrance examination.

2. Internationalisation

2.1. To have established, numerically stable, and well-functioning English programmes at all levels of study (SP 2021–2028 2.1.).

- To continue to settle and make routine the admissions procedure to the Bachelor's degree programmes innovated in 2022.

2.2. To maintain a leading position within MU in the number of student mobilities; to achieve an increase in participation in foreign mobility programmes among academic and non-academic staff of the faculty (SP 2021–2028 2.3.).

- To further intensify the promotion of mobility opportunities abroad for academic and non-academic staff of the faculty in order to further motivate them to take work trips abroad.

2.3. To increase the number of foreign teachers working in departments on a long-term basis (SP 2021–2028 2.4.).

- To step up activities leading to the use of contacts to further develop cooperation with universities within the upgraded and expanded EDUC University Alliance.

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2.4. To have a robust, effectively working faculty infrastructure to support the achievement of objectives 2.1.–2.3. (SP 2021–2028 2.5.).

- To further reinforce the staffing of the Office for International Relations, to clearly define the areas of responsibility of its staff while ensuring their mutual substitutability. To provide opportunities to further develop their language, administrative, and organisational skills.
- To finalise the English version of the FSS MU website.

3. Research and Doctoral Studies

3.1. To search for interdisciplinary research topics across all FSS disciplines for future international and domestic grant competitions (new objective).

- To discuss topics being investigated in their departments with the heads of the units, identifying two or three common overarching research topics that can form the basis of future interdisciplinary projects.

3.2. To set common standards for the quality of supervisors' work and for communication between the supervisor and doctoral student (SP 2021–2028 3.5.).

- To promote the *Manual for Doctoral Studies*, which describes good practice in cooperation between the supervisor and doctoral student.
- To communicate with supervisors on the topic of good practice in the cooperation between the supervisor and doctoral student, and sharing experience among supervisors of different doctoral degree programmes.

3.3. Aiming to ensure that the financial income of each doctoral student from various faculty and university sources is such that it allows full concentration on doctoral studies without the need to earn extra income outside the academic environment (SP 2021–2028 3.5.).

- To introduce the practice of a potential supervisor meeting repeatedly (in person/online) with a prospective DDP candidate for whom they may be a supervisor before the admissions procedure. In addition to clarifying the form of the doctoral project, the aim of the meeting would primarily be to clarify mutual expectations regarding the cooperation.

4. Social Role

4.1. To be an active participant in societal debates directly or indirectly related to the areas of faculty expertise, and to cultivate public debate (SP 2021–2028 4.1.).

- To prepare our own content in the form of e.g. streamed faculty debates in response to current society-wide issues, as well as to actively support the presence of FSS experts in the media.
- To prepare a manual for academics giving them basic advice on how to speak in the media, including a training offer.

4.2. To link the research and educational activities of the faculty with practice – either by promoting the applicability of research results or by presenting these results in a way that appeals to experts and the general public (SP 2021–2028 4.2.).

- To develop faculty communication on previously neglected social networks (Twitter, LinkedIn).
- To create and set up a regime for media cooperation.
- To expand faculty activities for secondary schools and to create communication circuits for different types of secondary schools.

4.3. To foster long-term belonging among students, staff, and alumni based on shared values of dialogue, respect for and the pursuit of truth, and the desire to move our discipline and community toward these values (SP 2021–2028 4.5.).

- Greater role for FSS students and alumni in creating content on the faculty's social networks.
- Further support for informal gatherings of academic and non-academic staff.
- Communication of the faculty and university system to prevent sexual harassment and other inappropriate sexual behaviour.

5. Internal Culture and Administration of the Faculty

5.1. To be a prestigious employer with a shared internal culture and an open HR policy at the level of leading European faculties with appropriate HR management processes and tools (SP 2021–2028 5.1.).

- To finalise the steps leading to the retention of the HR Excellence in Research Award.
- To implement the new Implementing Regulations for the MU Selection Procedure Regulations.

5.2. To create a motivating environment by rewarding outstanding and exceptional work performance, providing equal opportunities and conditions for the individual development and career growth of employees, as well as promoting work-life balance. (SP 2021–2028 5.2.).

- A new system for determining performance and function premiums and management bonuses for senior faculty employees.

5.3. To strengthen the efficiency of faculty operations with the goal to achieve a paperless office (SP 2021–2028 5.3.).

- To continue the digitalisation of the administrative agenda.
- To deepen intra-faculty services leading to the maintenance and expansion of diversified funding sources.

5.4. To manage the development and renewal of faculty infrastructure in a sustainable and responsible manner so as to ensure adequate functional facilities for excellent research and quality teaching as well as a pleasant environment for students and staff (SP 2021–2028 5.5.).

- To finish the implementation of contactless unlocking of doors to classrooms and lecture halls.
- The first stage in the upgrading of the water and waste water systems.

- To continue with the IT upgrades (e.g. fibre optic network, new server room, adaptation of computer equipment with respect to the required higher standard of protection).
- To gradually renovate faculty premises in order to provide a pleasant environment for students and staff.

5.5. In line with the principles of sustainable development, to manage energy, water, and waste resources in a sustainable manner, to strengthen the informed management of the faculty's operations and to communicate examples of good practice to the public (SP 2021–2028 5.6.).

- To seek further paths leading to environmentally friendly management and a reduction in the energy consumption of buildings.