

## **Priorities for 2023**

# **Implementation Schedule of the Strategic Plan of the Faculty of Pharmacy**

**Faculty of Pharmacy MU**

Palackého tř. 1946/1 | 612 00 Brno, Czech Republic

[www.pharm.muni.cz](http://www.pharm.muni.cz)

## Strategic Goals and Planned Actions of the Faculty of Pharmacy for the Area of Teaching and Education

**Goal:** To reinforce [the importance of teaching as a prestigious academic mission](#) with a focus on [student success](#) in learning and in life, and to become a faculty characterized by [excellent teaching that is sought after by quality and talented applicants](#)

- Continuation of the development of **individual counselling** provided to students with the aim of reducing academic failure and early termination of studies due to failure to meet the conditions, with special attention to the course of study for students who started their studies under different conditions at the Faculty of Pharmacy, VFU Brno
- Preparation of the proposal and application for accreditation of the new study programme Cosmetology and Cosmetic Products (NMSP)
- Cooperation on the preparation of the proposal and application for accreditation of the new study programme Applied Health Economics (in collaboration with the Faculty of Economics and Administration, Faculty of Medicine, Faculty of Science and Faculty of Sports Studies), Virology (in collaboration with the Faculty of Science and Faculty of Medicine)
- Commencement of preparations for the reaccreditation of the Master's degree programme in Pharmacy

**Goal:** To ensure [flexibility of study travels](#) with the emphasis on [personalisation](#) of studies, [interdisciplinarity](#) of the curriculum and its [long-term applicability](#) and to strengthen [students' motivation](#) for self-development and learning

- **Implementation and realization of partial processes related to quality assurance** in study programmes implemented by the Faculty of Pharmacy
- Active involvement of the Faculty of Pharmacy in **applicant, student and graduate surveys** conducted at the university level and continuation of the **development of the concept of implementation** of their results in the development of the quality of educational activities
- Continued implementation of **alternative forms of admissions** (taking into account the results of talented applicants) and continuous evaluation of the admission process and results
- **Active support for the establishment and integration** of students and staff of the Faculty of Pharmacy into MU systems and processes related to teaching and

education (technical and administrative support for the course of study, education and counselling provided to students, academic and non-academic staff, etc.)

- **Continued cooperation in the implementation of shared (integrated) teaching** within the existing and newly emerging study programmes between the Faculty of Pharmacy and other MU faculties
- Support for the involvement of the Faculty of Pharmacy in the creation and expansion of the offer of courses of the so-called common university foundation
- Creation of a concept and support system for the creation of peer-reviewed study materials and teaching aids for students of the Faculty of Pharmacy

**Goal:** To develop progressive modern [teaching methods](#), [remote and online forms of education](#) and to [strengthen the participation of students and practitioners](#) in teaching and quality assessment

- Support for the development of **ICT literacy** of academic staff **for remote/synchronous learning**, including their support in the active use of available tools and support for the innovation of teaching in individual subjects in the form of "blended learning"
- **Regular evaluation of study programmes and thematic evaluations** in various areas of teaching in relation to university-wide quality assurance processes
- Support for **innovation** in the pedagogical process through support for the education of academic staff and students of doctoral programmes in the field of pedagogical competences and soft skills.
- Continuation of technical modernization of existing teaching spaces
- Support for internships and placement of students at domestic and foreign workplaces in the form of administrative assistance, consultations, recognition of study credits, etc.
- Continued involvement of practitioners in teaching and other educational and promotional activities of the Faculty

**Goal:** To enable [learning](#) for professional growth and personal development throughout the [life course](#) by providing relevant learning opportunities and [reinforcing the importance of lifelong learning](#)

- Continuing to develop a range of lifelong learning courses in both online and face-to-face formats, focusing on health, pharmaceuticals and related areas, including

# MUNI PHARM

interdisciplinary courses and the inclusion of selected courses in the system of lifelong learning for pharmacists

- Preparation and implementation of courses focused on special areas of pharmacy and target groups of practitioners – upskilling (cultivation and processing of cannabis, technology of pharmaceutical forms)
- Participation in MU activities in the field of lifelong learning aimed at the general public (e.g. U3V, MJUNI)

## Strategic Goals and Planned Measures of the Faculty of Pharmacy for Internationalisation

**Goal:** To perceive and further strengthen [internationalisation as an integral part of the study offer](#), curriculum, content and forms of teaching and services provided [at the Faculty of Pharmacy](#)

- Focusing on **increasing the number of foreign students** in the Pharmacy Master's degree programme (especially through targeted active marketing and cooperation with foreign agencies and cooperation with foreign graduates of the Faculty of Pharmacy), starting the preparation of the accreditation of the study programmes Cosmetics and Cosmetology.
- Increasing the professional **language competences of students and staff** of the Faculty of Pharmacy in all areas and activities of the Faculty (especially in teaching and scientific research)
- Strengthening **the integration** of the Faculty of Pharmacy **in the international environment** by developing cooperation with foreign institutions at the level of teaching, mobility, science and promotion
- Preparation of a project in the field of MSCA to support the exchange of academic staff with foreign institutions
- Linking teaching activities with research activities and identification of existing research cooperation with the possibility of linking it with teaching (with regard to QS ranking of the cooperating institutions), preparation of COIL and BIP activities, continuation of the update of Erasmus+ contracts, preparation and implementation of processes necessary for the functioning of the new Erasmus mobility administration model Without Paper
- Continued **cooperation with universities with appropriate international prestige and quality** of education (preferred cooperation with universities from the Top 300 according to QS ranking) and **motivating students and academic staff of the faculty** to choose these quality foreign institutions for their stay abroad (through informative promotional webinars during the semester)
- Targeted use of modern **marketing tools to promote** the Faculty of Pharmacy and studies at the Faculty of Pharmacy in a foreign language
- Creation and publication of comprehensive **information for foreign applicants** with previous foreign education on the website of the Faculty of Pharmacy and **provision of service** in the process of verification of admission to study according to the Higher Education Act

- Participate in the development of an interdisciplinary and interfaculty Liberal Arts degree program, with a focus on expanding the Sciences component, with the goal of creating a comprehensive Liberal Arts & Sciences in English for undergraduate study
- **Cooperation with foreign graduates** in order to use this potential to promote studies at the Faculty of Pharmacy and to recruit new students

## **Strategic Goals and Planned Actions of the Faculty of Pharmacy for Research and Doctoral Studies**

**Goal:** To strive for **excellence in the international research area** by developing research potential in the **field of pharmaceutical disciplines, establishing interdisciplinary collaborations, obtaining national and international grants** and **applying scientific research results**

- Continued development of the **project department** at the Faculty of Pharmacy
- **Supporting** strong and promising **disciplines, research teams** and **scientists**
- Supporting the **involvement** of research teams **in major infrastructures**
- **Participation in a comprehensive programme** to support the involvement of research teams in **Horizon Europe** and its implementation in cooperation with other MU faculties
- Launching the HORIZON-WIDERA-2022-TALENTS-01-01: **ERA Chairs**
- Enhancing **high quality scientific performance** with international acclaim
- Processing **bibliometric analyses** with a focus on citation rates and international cooperation
- Seeking and providing practical support for the establishment of interdisciplinary and multidisciplinary teams and projects across university departments and other **research institutes** and abroad
- Support for submission of **project proposals to external grant agencies**
- Proactive **search for potential partners from the application sphere**
- **PR of research teams** and scientists, strengthening active communication and **popularization of science and research**

**Goal:** To motivate and support **outstanding scientists and young researchers**, to create an **attractive research environment** also for **attracting excellent scientists from abroad**

- Aiming to attract scientists through the **MUNI Award in Science and Humanities Scheme**

- Implementation of an **internal grant scheme** to support junior scientists
- Motivation and **support of junior scientists** in submitting project proposals to external grant agencies (training, workshops, etc.)

**Goal:** To introduce **higher standards in doctoral studies** with the emphasis on the **quality of scientific results** of doctoral students, **gaining international experience** during doctoral studies and on the adherence to the timetable of studies in order to strengthen **students' motivation for successful completion of studies** and subsequent career

- Continuation of the **internal evaluation of doctoral study programmes** as part of the faculty's R&D evaluation
- Continuing to implement **new procedures and requirements in the admission process** to strengthen the selection of talented and motivated applicants in order to **prevent academic failure**
- Implementation of **draft recommendations and principles for individual elements of doctoral studies** (e.g. preparation and evaluation of individual study plans, international dimension of doctoral studies, completion of studies, development of supervisors' competences, etc.)
- Amendment of the **Guidelines for Doctoral Studies**
- Organization of the DSP Student Scientific Conference
- Continuing the creation of a **database of collaborating scientists** for the development of cooperation
- **Monitoring the success rate of PhD students at various stages of their studies**, analysing the causes of dropouts and following up on the results
- Supporting and guiding PhD students to **publish their research results in prestigious journals** in accordance with the qualitative requirements appropriate to their respective disciplines
- Expanding the **portfolio of training and development activities** for PhD students and supervisors (e.g. Professional seminars)
- **Strengthening the internationalisation** of doctoral studies (dissertations in English, presentations at international conferences, etc.)
- Training in Open Science and Data Management

## Strategic Goals and Planned Measures of the Faculty of Pharmacy for the Area of Social Roles

**Goal:** To develop a **faculty policy for fulfilling the social role**, its inclusion in the quality assessment and **motivation of employees and students of the Faculty of Pharmacy for fulfilling the social role** of the faculty

- Preparation of events aimed at increasing the literacy of the general public **in the field of medicines and cosmetic products**.
- Preparation of an annual plan of courses for the public in the field of lifelong learning and its publication on the faculty's website and promotion on social networks.
- Organisation of open days of the faculty.

**Goal:** To act as a **trusted and strategic partner** to other academic and non-academic institutions and the public

- Revision of the existing setup of **presentation and popularization of science and research**, completion of web presentations of departments.
- Development of cooperation **with the application sphere** with a focus on creating long-term partnerships.
- Involvement in university-wide activities aimed at popularising science.
- Creation and implementation of a promotion plan for the new Bachelor's degree Cosmetic Products programme.

**Goal:** To promote **altruistic initiatives of the staff and students of the Faculty of Pharmacy towards the public** and to develop social activities of the students and staff of the Faculty of Pharmacy

- Support of activities and cooperation with the **Union of Pharmacy Students**.

**Goal:** To strengthen the **belonging of students, graduates and staff to the Faculty of Pharmacy** and to build a **faculty community sharing common values** as a prerequisite for fulfilling all faculty roles

- **Strengthening relationships with prominent personalities** who are no longer in an employment relationship with the faculty (**emeritus professors, holders of major**



**awards**, etc.) and future and current graduates.

- Organisation of **faculty events held under the auspices of the Dean**.
- Continuation of the implementation of a **unified visual style** of the University
- Participation in university-wide activities aimed at building the image of the faculty as a full-fledged member of Masaryk University.

## Strategic Goals and Planned Measures of the Faculty of Pharmacy for the Area of Personnel Management and Employee Development

**Goal:** To be a **prestigious employer** with a shared internal culture and an open HR policy with appropriate HR management processes and tools

- Incorporation of regular evaluation of academic and non-academic staff into the faculty's personnel policy.
- Defining transparent procedures for recruiting researchers.
- Setting up an adaptation process for the existing academic and non-academic staff entering new positions at the faculty.
- Systematization of workplaces at individual faculty departments.
- HR Award – Implementation of Action Plan measures.

**Goal:** To create a **motivating environment** by rewarding outstanding and exceptional performance, providing equal opportunities and conditions for individual development and career growth of employees and supporting the reconciliation of work and personal life

- Preparation and submission of **applications for accreditation** of habilitation procedures and procedures for appointment as professor
- Creation of **training** and employee **development** offer
- Strengthening the importance of internal communication tools to increase the awareness of faculty staff.

## Strategic Goals and Planned Measures of the Faculty of Pharmacy in the Area of Faculty Administration and Infrastructure

**Goal:** To strengthen **strategic management** and ensure the **economic stability** of the Faculty of Pharmacy through responsible management with an emphasis on **funding clear priorities** in education and research as well as the creation of reserves through a **performance-based budget** linked to the strategic goals of the Faculty

- Implementation of incentive remuneration in the field of education.
- Continuation of stabilization of the budgets of the faculty departments.
- Revision of relevant internal regulations in relation to the Faculty's management of normative funding sources.

**Goal:** To manage **energy, water and waste resources in accordance with the principles of sustainable development** and to strengthen the **informed management** of the faculty operations to enable **efficient use of built facilities** and property management

- Implementation of energy saving measures.
- Collaboration on the implementation of the BioPharmaHub project on **energy, water and waste management strategies**, including the development of clear principles for efficient and responsible management.
- Compliance with the principles of socially and environmentally responsible procurement and innovation in public procurement.

**Goal:** To manage the **renewal, development and construction of faculty infrastructure** and the acquisition of related technologies and equipment **in a sustainable and responsible manner** in order to provide adequate functional facilities for excellent research and quality teaching as well as a pleasant environment for students and staff

- Collaboration on the implementation of the BioPharmaHub project concerning the relocation of the Faculty of Pharmacy within the MU Strategic Development Project.
- Preparation of documents for the planned instrumentation of the new building within the BioPharmaHub project.
- Collaboration across MU, faculty involvement in the instrumentation sharing system.