

<b>University of Chemistry and Technology, Prague</b>	
<b>Title</b>	<b>Internal standard No. A/N/961/3/2026</b>
Subject	<b>Indicators for Quality Management at UCT Prague</b>
Applicability	All university
Effective from	18 June 2026
Effective to	Indefinite
Revision	Every 5 years
Cancelled	<b>A/N/961/2/2020</b>
Prepared by	936 – Department of Quality Assessment of UCT Prague
Issued by	Prof. Ing. Milan Pospíšil, CSc.

*This translation is provided for convenience only. The Czech version is the legally binding version. In case of any inconsistency or ambiguity, the Czech version shall prevail.*

## Article 1

### Introductory provisions

1. The internal standard 'Indicators for Quality Management at UCT Prague' (hereinafter referred to as the 'Internal Standard') is issued for the implementation of the regulation 'Pravidla zajišťování kvality vzdělávací, tvůrčí a s nimi souvisejících činností a vnitřního hodnocení kvality vzdělávací, tvůrčí a s nimi souvisejících činností Vysoké školy chemicko-technologické v Praze' (Rules for assuring quality of educational, creative and other related activities and internal quality assessment of educational, creative and other related activities at the University of Chemistry and Technology, Prague), which is, in accordance with Section 17, Para 1 of Act No. 111/1998 Coll., on Higher Education Institutions and on Amendments and Supplements to Some Other Acts, as amended (hereinafter referred to as the 'Act') in connection with Art. 19 of the Statute of UCT Prague, an internal regulation, and follows from the Strategic Plan of UCT Prague. It establishes the basic principles and approaches to monitoring and assessing quality of educational, creative and support activity at UCT Prague using a set of key indicators.
2. Key indicators serve to support strategic management, monitor the fulfilment of the set strategic objectives and intents and enable identification of specific activities for improvement and development. They provide support for quality and risk management based on data and evidence. The indicators are useful for accreditation bodies, planning of internal audits and collaborating

partners, while at the same time providing employees and students with a tool for assessing their individual contribution.

3. Public comparison of selected indicators in various university rankings, their overall results are often only indicative, yet they provide important information about the methodology of assessment of indicators and qualitative trends in comparison with similar types of universities.
4. The following principles are used in devising and administering indicators:
  - a) blocks of indicators form the basic pillars of the quality management system and cover the main areas of activity of UCT Prague (educational, creative and support activity) and are further divided into specific indicators,
  - b) indicators are devised in accordance with the Strategic Plan of UCT Prague and selected metrics of international university rankings and recommendations of international evaluation panels,
  - c) individual indicators can be based on different types of data or its combination, in particular on quantitative (numerical), nominal (eg yes/no) and ordinal (eg increasing, stable, decreasing) data; these indicators are used to assess the effectiveness and quality of key evaluation, management, security and control documents and processes at the UCT Prague,
  - d) the evaluation of each indicator is entrusted to the relevant department of the Rector's Office, which, however, is not solely responsible for the status and development of the values of the given indicator; during the evaluation, the given department may cooperate with other departments of UCT Prague and with superiors,
  - e) key indicators serve to support the system of quality and risk management, the use of selected indicators is a source of information for strategic management of senior employees at UCT Prague,
  - f) indicators are regularly revised within the context of the changing internal and external environment and current requirements of UCT Prague,
  - g) the trend of the indicator development (increasing, stable or decreasing) is as a rule assessed in relation to the preceding year; if necessary, the evaluation can be extended to a longer period of time, the evaluation of the efficiency rate is always supplemented with a brief and factual commentary,
  - h) when calculating indicators related to faculties as monitored units, the evaluation can be extended to central university departments and/or the university institute (Technopark Kralupy).
5. List of individual areas and blocks of indicators:

**1. Indicators for evaluating quality of educational activity at UCT Prague**

Educational efficiency (1-1 to 1-8)

Internationalisation of education (2-1 to 2-2)

**2. Indicators for evaluating creative activity at UCT Prague**

Publication activity (3-1 to 3-5)

Grant activity (4-1 to 4-2)

**3. Indicators for evaluating Doctoral study at UCT Prague**

Doctoral study (5-1 to 5-3)

#### **4. Indicators of social role of UCT Prague**

Collaboration with the application sector and knowledge transfer (6-1 to 6-3)

Social impact and popularisation activity (7-1 to 7-2)

Lifelong learning (8-1)

#### **5. Indicators of related activities at UCT Prague**

Economic indicators (9-1 to 9-2)

Personnel matters and salaries (10-1 to 10-7)

International rankings (11-1)

## **Article 2**

### **Basic data**

Statistical data for quality assessment at UCT Prague

1. Number of studies as of 31 December of the evaluated year, of which Bachelor's, Master's, Doctoral.
2. Number of employees as of 31 December of the evaluated year, including academics, researchers, technical and administrative workers, FTE and HC separately (for academic staff, separately numbers including persons with and without concurrent Doctoral studies).
3. Income in the evaluated year from funds for research, development and innovation (RDI), of which funds for earmarked financial resources.
4. Income in the evaluated year from contractual research, licences, collaborative research (from 2027 onwards) and income from lifelong learning.

## **Article 3**

### **Indicators for evaluating quality of educational activity at UCT Prague**

#### **1. Educational efficiency**

##### **Indicator 1-1: Overall interest of applicants for Bachelor's studies**

Calculation method: share (%) of applicants taking the school leaving examination at secondary schools in the Czech Republic compared to the cohort of all people taking the school leaving examination at secondary schools in the Czech Republic in the given year

Description: the total for all Bachelor's study programmes taught in Czech is evaluated, the number of graduates does not take into account the subjects included in the school leaving exam (all those who successfully graduated from secondary schools in the Czech Republic), the year of the school leaving examination is the same as the year of the admissions procedure, one value for the entire university

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Education

Evaluated by: Department of Strategic Planning

Source of data: SIS, infoabsolvent.cz

Frequency of evaluation: annually as of 31 December

Area of application: quality management, internal and external communication, strategic management of faculties

#### **Indicator 1-2: Preference to study at UCT Prague in admissions procedure**

Calculation method: share (%) of people enrolled in Bachelor's studies in the period under evaluation compared to the cohort of people accepted to a study programme

Description: evaluated for each study programme separately, a person accepted to study is a person who scored among the best up to full capacity of the study programme (amount before verification of previously attained education), monitored at the level of study programme, faculty and central university department and the entire university

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Education

Evaluated by: Department of Strategic Planning

Source of data: SIS

Frequency of evaluation: annually as of 31 December

Area of application: quality management, internal and external communication, strategic management of faculties

#### **Indicator 1-3: Interest of applicants to study in Master's studies**

Calculation method: share (%) of students (persons) enrolled in Master's studies immediately after graduating from Bachelor's studies at UCT Prague relative to the number of all graduates from Bachelor's studies (persons) at UCT Prague in the previous academic year

Description: monitored at the level of university, numbers of natural persons, not studies, are monitored

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Education

Evaluated by: Department of Strategic Planning

Source of data: SIS

Frequency of evaluation: annually as of 31 December

Area of application: quality management, internal and external communication, strategic management of faculties

#### **Indicator 1-4: Educational productivity in Bachelor's studies**

Calculation method: share (%) of graduates from Bachelor's study programmes in the evaluated year (n + standard period of study + 1) related to the cohort of enrolled students;

Description: a cohort is a set of studies enrolled in year n (eg a cohort enrolled in 2020/21 must graduate no later than 2023/24 with a standard period of study of 3 years + 1 year), evaluated for each study programme

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Education

Evaluated by: Department of Strategic Planning

Source of data: SIS

Frequency of evaluation: annually as of 31 December

Area of application: quality management, internal and external communication, strategic management of faculties

#### **Indicator 1-5: Educational productivity in Master's studies**

Calculation method: share (%) of graduates from Master's study programmes in the evaluated year (n + standard period of study +1) related to the cohort of enrolled students;

Description: a cohort is a set of studies enrolled in year n (eg a cohort enrolled in 2020/21 must graduate no later than 2023/24 with a standard period of study of 3 years + 1 year), evaluated for each study programme

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Education

Evaluated by: Department of Strategic Planning

Source of data: SIS

Frequency of evaluation: annually as of 31 December

Area of application: quality management, internal and external communication, strategic management of faculties

#### **Indicator 1-6: Share of practical and laboratory classes**

Calculation method: share of credits from practical and laboratory subjects relative to the total number of credits in the programme's study plan

Description: evaluated for each study programme, practical subjects include also credits for internship and final thesis

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Education

Evaluated by: Department of Strategic Planning

Source of data: SIS

Frequency of evaluation: annually as of 31 December

Area of application: quality management

#### **Indicator 1-7: Share of Doctoral graduates and Bachelor's graduates**

Calculation method: share of Doctoral graduates relative to the number of Bachelor's graduates

Description: number of completed Doctoral studies in the calendar evaluated year relative to the number of completed Bachelor's studies in academic study programmes in the calendar evaluated year, incoming mobilities are not included, monitored at the level of faculties and entire university

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Education

Evaluated by: Department of Strategic Planning

Source of data: SIS

Frequency of evaluation: annually as of 31 December

Area of application: quality management

**Indicator 1-8: Graduate employability in the field** (to be monitored starting in 2027; conditioned upon data mapping from MEPS)

Description: graduate employment rate  
Calculation method: employment rate of Follow-up Master's graduates (started employment/postgraduate study/unemployed) 6 months and 2 years after graduation; monitored at the level of faculty and entire university  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Department of Strategic Planning  
Evaluated by: Department of Strategic Planning  
Source of data: questionnaire survey of UCT Prague (MS Forms; dotazniky.vscht.cz), Ministry of Labour and Social Affairs  
Frequency of evaluation: annually as of 31 May for surveys carried out in the evaluated year  
Area of application: quality management, third role of university

## 2. Internationalisation of education

### Indicator 2-1: Undergraduate students of UCT Prague abroad

Calculation method: number of outgoing mobilities of Bachelor's and Follow-up Master's students at UCT Prague in the evaluated year;  
Description: all mobilities within the framework of Bachelor's and Follow-up Master's studies are included, with a distinction between durations of up to 14 days and over 14 days; monitored at the level of the study programme; the number of outgoing trips and the percentage of the number of outgoing students relative to the number of studies in the given study programme as of 31 December of the evaluated year are monitored separately  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Department of International Relations, Department of Education  
Evaluated by: Department of Strategic Planning  
Source of data: SIS  
Frequency of evaluation: annually as of 31 December  
Area of application: quality management, internal and external communication, strategic management of faculties and internationalisation

### Indicator 2-2: Undergraduate self-paying students at UCT Prague

Calculation method: number of studies in Bachelor's and Follow-up Master's study programmes taught in English (with the exception of Erasmus+ programmes) at UCT Prague; the number of self-paying students relative to the total number of studies at UCT Prague is monitored separately  
Description: monitored at the level of the study programme, faculties and central university departments and the entire university, monitored for individual counties of citizenship, data are related to 31 December of the evaluated year  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Department of Education  
Evaluated by: Department of Strategic Planning  
Source of data: SIS

Frequency of evaluation: annually as of 31 December

## Article 4

### Indicators for assessment of quality of creative activity at UCT Prague

#### 3. Publication activity

##### Indicator 3-1: Publication performance

Description: ability of academics and researchers to publish in impact journals  
Calculation method: number of publications in impact journals in WoS and Scopus (calculated separately and total number) attributable separately to the number of FTE of academics and researchers excluding Doctoral students and separately to the number of Doctoral students as of 31 December of the evaluated year, per calendar year; evaluated for each faculty separately and for the entire UCT Prague (sums total for faculties are not equal to the sum total of the university)  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Research and Technology Transfer Office  
Evaluated by: Department of Strategic Planning  
Source of data: OBD, OKbase  
Frequency of evaluation: annually as of 31 May for the preceding year, FTE as of 31 December of the preceding year  
Area of application: quality management, budget planning

##### Indicator 3-2: Quality of publications

Description: ability of academics and researchers to publish in TOP journals (D1 and Q1)  
Calculation method: number of publications published in journals belonging to the first decile and first quartile according to IF (WoS) and CS (Scopus) in FORD, related to the number of all publications published in impact journals indexed in WoS and Scopus for a given calendar year; evaluated for each faculty separately and for the entire UCT Prague; interfaculty results will be counted for all participating faculties  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Research and Technology Transfer Office  
Evaluated by: Department of Strategic Planning  
Source of data: OBD  
Frequency of evaluation: annually as of 31 May for the preceding year  
Area of application: quality management, budget planning

##### **Indicator 3-3: Citation rate of publications** *(will be monitored from 2027; we are waiting for the possibility to transfer WoS API data to the results in OBD)*

Description: development of citation rate of publications of UCT Prague  
Calculation method: citation rate of publications with a UCT Prague author according to WoS and Scopus; publications for a period of 5 years and citations for the last 6 years are

counted (eg for the evaluated year 2027, publications from 2021–2025 and their citations in 2021–2026 are counted); monitored at the level of faculties and the entire university (the sum total for the entire university is not equal to the sums for the faculties)

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Research and Technology Transfer Office

Evaluated by: Department of Strategic Planning

Source of data: OBD, WoS, Scopus

Frequency of evaluation: annually as of 31 May

Area of application: quality management, budget planning

#### **Indicator 3-4: Publication outputs with international collective of authors**

Description: intensity of internationalisation of creative activity

Calculation method: share of the number of publications by UCT Prague in impact journals with an international collective of authors and the total number of publications by UCT Prague in journals indexed in WoS and Scopus in a given calendar year; calculated separately for WoS and for Scopus

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Research and Technology Transfer Office

Evaluated by: Department of Strategic Planning

Source of data: SciVal, InCites

Frequency of evaluation: annually as of 31 May

Area of application: quality management, annual report on activity, budget planning

#### **Indicator 3-5: Share of outputs with a corresponding author from UCT Prague** *(will be monitored from 2027; we are waiting for the mapping of API into the data warehouse)*

Description: share of outputs with a corresponding author from UCT Prague

Calculation method: share of the number of publications in impact journals with a corresponding author from UCT Prague and the total number of publications in journals indexed in WoS and Scopus; monitored separately for WoS and for Scopus for the given evaluated year

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Research and Technology Transfer Office

Evaluated by: Department of Strategic Planning

Source of data: SciVal, InCites

Frequency of evaluation: annually as of 31 May

Area of application: quality management, annual report on activity, budget planning

### **4. Grant activity**

#### **Indicator 4-1: Research projects with public support**

Description: number of projects that began in the evaluated year and their financial value

Calculation method: number of research projects the implementation of which began in the evaluated year, differentiated into Czech and foreign, according to the role of UCT Prague (recipient/co-investigator) and the amount of planned financial

volumes for UCT Prague for the entire duration of the project; monitored university-wide; projects of providers GAČR and TA ČR monitored separately

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Project Centre

Evaluated by: Department of Strategic Planning

Source of data: CEP

Frequency of evaluation: annually as of 31 March

Area of application: quality management, budget planning, annual report on activity

#### **Indicator 4-2: Leading role in projects**

Description: share of the number of projects in which UCT Prague is the main investigator and the financial volumes relative to all projects that began in the evaluated year

Calculation method: share of the number of projects with public support that began in the evaluated year where UCT Prague is the main investigator relative to the number of all projects that began in the evaluated year; share of the planned financial support for UCT Prague for the whole duration of projects where UCT Prague is the recipient relative to the funds for all projects; monitored university-wide; projects of providers GAČR and TA ČR monitored separately

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Project Centre

Evaluated by: Department of Strategic Planning

Source of data: CEP

Frequency of evaluation: annually as of 31 December

Area of application: quality management, budget planning, annual report on activity

## **Article 5**

### **Indicators for assessment of quality of Doctoral study at UCT Prague**

#### **5. Doctoral study**

##### **Indicator 5-1: Educational productivity in Doctoral studies**

Calculation method: share (%) of graduates from Doctoral study programmes in the evaluated year (n + standard period of study +1) related to the cohort of enrolled students;

Description: a cohort is a set of studies enrolled in year n (eg a cohort enrolled in 2020/21 must graduate no later than 2024/25 with a standard period of study of 4 years + 1 year), evaluated for each study programme, faculty and entire university

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Education

Evaluated by: Department of Strategic Planning

Source of data: SIS

Frequency of evaluation: annually as of 31 December

Area of application: quality management, internal and external communication, strategic management of faculties

#### **Indicator 5-2: Quality of publications of Doctoral students**

Description: ability of Doctoral students to publish in TOP journals (D1, Q1, Q2)  
Calculation method: number of publications in which at least 1 Doctoral student from UCT Prague participated published in journals belonging to the first decile and first and second quartile according to IF (WoS) and CS (Scopus) in FORD, related to the number of all publications published in impact journals indexed in WoS and Scopus for a given calendar year; evaluated for each faculty separately and for the entire UCT Prague; interfaculty results will be counted for all participating faculties  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Research and Technology Transfer Office  
Evaluated by: Department of Strategic Planning  
Source of data: OBD, SIS  
Frequency of evaluation: annually as of 31 May for the preceding year  
Area of application: quality management, budget planning

#### **Indicator 5-3: International experiences of Doctoral students**

Calculation method: number of international outgoing mobilities of Doctoral students at UCT Prague completed in the evaluated calendar year;  
Description: all mobilities of Doctoral student lasting at least 89 days and completed during the evaluated year are counted; monitored at the level of study programme, faculties and central university departments and the entire university; only independent and uninterrupted mobilities are counted  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Department of International Relations, Department of Education  
Evaluated by: Department of Strategic Planning  
Source of data: SIS  
Frequency of evaluation: annually as of 31 December  
Area of application: quality management, internal and external communication, strategic management of faculties and internationalisation

## **Article 6**

### **Indicators for evaluation of social role of UCT Prague**

#### **6. Collaboration with the application sector and knowledge transfer**

##### **Indicator 6-1: Commercial application of results**

Description: Number of concluded contracts on the use of research results, granting intellectual property (IP) licences, or possibly realised transfers/sales of IP. The indicator represents level of real commercialisation of research results.

Calculation method: number of licences granted/sales of IPH in the given year and the preceding year, relative to the preceding year

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Research and Technology Transfer Office, Project Centre

Evaluated by: Research and Technology Transfer Office, Department of Strategic Planning

Source of data: Internal register of the Research and Technology Transfer Office and the Project Centre

Frequency of evaluation: annually as of 31 December

Area of application: quality management, annual report on activity

### **Indicator 6-2: Spin-off companies**

Description: Number of newly established business entities (spin-offs) created to commercialise research results or know-how created at UCT Prague. This indicator reflects UCT's ability to transfer research results into the business environment and develop an innovation ecosystem. For the purposes of this document, a spin-off company is defined as a legal entity established by UCT Prague under Czech law for the purpose of commercialising the results of scientific work, regardless of its legal form.

Calculation method: absolute number of newly established spin-off companies in the evaluated year; total number of active spin-off companies in the evaluated year; in case of companies with an ownership stake of UCT Prague, the amount of UCT's ownership stake and their economic performance (*turnover, investment, exit; to be monitored from 2028*)

Efficiency rate: trend monitoring: increasing/stable/decreasing  
additionally: long-term sustainability of the spin-off (3+ years survival)

Guarantor of data: Research and Technology Transfer Office, Finance Department

Evaluated by: Research and Technology Transfer Office, Department of Strategic Planning

Source of data: Internal register of the Research and Technology Transfer Office, Commercial Register, financial statements of companies

Frequency of evaluation: annually as of 31 December

Area of application: quality management, annual report on activity, IEP evaluation, strategic management of innovation ecosystem

### **Indicator 6-3: Intensity of collaboration with practice**

Description: Income from contractual and collaborative research focused on creative activity. The indicator represents the level of collaboration with the application sector.

Calculation method: percentage share of the total volume of financial resources for RDI acquired by the university within the framework of contractual and collaborative research focused on creative activity, related to total income; monitored for the entire university

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Finance Department

Evaluated by: Finance Department, Department of Strategic Planning

Source of data: iFIS

Frequency of evaluation: annually as of 31 December

Area of application: quality management, annual report on activity, budget planning

## 7. Social impact and popularisation activities

### Indicator 7-1: Popularisation activities

Description: activities of UCT Prague focused on popularisation of science and communication with the public

Calculation method: number of popularisation events organised during the evaluated year, their impact expressed as the number of participants or persons reached, monitored for the entire university

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Communication

Evaluated by: Department of Strategic Planning, Department of Communication

Source of data: Internal register of the Department of Communication, EDA (Register of other activities, from 2028)

Frequency of evaluation: annually as of 31 March for the evaluated year

Area of application: quality management, annual report on activity

### Indicator 7-2: Involvement of employees at UCT Prague in professional, expert and social activities *(will be monitored from 2028, we are waiting for the restructuring of the register of employee activities)*

Description: Involvement of employees at UCT Prague in professional, expert and social activities

Calculation method: total number of selected activities registered in the EDA system in the evaluated year, monitored categories of membership in professional committees and councils, participation in advisory bodies of public and state administration, editorial boards of scientific journals, invited lectures, organisation of conferences; monitored for the entire university

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Lifelong Learning

Evaluated by: Department of Strategic Planning

Source of data: EDA (Register of other activities)

Frequency of evaluation: annually as of 31 March for the evaluated year

Area of application: quality management, annual report on activity

## 8. Lifelong learning

### Indicator 8-1: Development of offer of lifelong learning based on a contract *(will be monitored from 2027, we are waiting for the restructuring of the register of LLL courses)*

Description: number of newly implemented lifelong learning and further education courses for the application and public sectors in the evaluated year based on a contract

Calculation method: number of lifelong learning courses (cycles) that were created based on a contract and were first implemented in the evaluated year, monitored for the entire university

Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Department of Lifelong Learning  
Evaluated by: Department of Strategic Planning  
Source of data: Internal register of the Department of Lifelong Learning, SIS  
Frequency of evaluation: annually as of 31 March for the evaluated year  
Area of application: quality management, annual report on activity

## Article 7

### Indicators for evaluating quality of related activities at UCT Prague

#### 9. Economic indicators

##### Indicator 9-1: Investment funds for instrumentation

Description: volume of investment funds for instrumentation infrastructure  
Calculation method: sum of investment funds spent (ISPROFIN, EU structural funds, other special-purpose subsidies and contributions, own resources) for the renovation and expansion of laboratory and instrumentation infrastructure (as of 31 December); per institution in the evaluated year;  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Finance Department  
Evaluated by: Finance Department, Department of Strategic Planning  
Source of data: iFIS  
Frequency of evaluation: annually after the closing of financial statements of the preceding year, but as of 31 March at the latest  
Area of application: quality management, annual report, budget planning, Plan of Investment Activities – an annex to the Strategic Plan

##### Indicator 9-2: Income from commercial LLL courses

Description: development of income from commercial lifelong learning courses  
Calculation method: overall development of annual income from implementation of commercial courses within the framework of lifelong learning  
Efficiency rate: trend monitoring: increasing, stable, decreasing  
Guarantor of data: Finance Department, Department of Lifelong Learning  
Evaluated by: Department of Strategic Planning  
Source of data: iFIS  
Frequency of evaluation: after the closing of financial statements of the preceding year, but as of 31 March at the latest  
Area of application: quality management, budget planning

## 10. Personnel matters and salaries

### Indicator 10-1: Share of employees with the rank of professor and assistant professor

Description:	share of the number of professors and associate professors in the total number of academic workers
Calculation method:	percentage share of employees with the rank of professor and associate professor in relation to the total number of academic workers at the institution; % shares of average annual FTE and HC as of 31 December
Efficiency rate:	trend monitoring: increasing, stable, decreasing
Guarantor of data:	Personnel Department
Evaluated by:	Personnel Department, Department of Strategic Planning
Source of data:	OKbase
Frequency of evaluation:	annually, as of 31 March at the latest
Area of application:	quality management, annual report, HR management (HR Award)

### Indicator 10-2: Share of academics and researchers under 40

Description:	share of academics and researchers under 40 in the total number of academics and researchers
Calculation method:	percentage share of employees – academic workers, scientific and research workers (salary grade A, AV and V) aged 40 or younger in relation to the total number of such workers at the institution; % shares of average annual FTE and HC as of 31 December
Efficiency rate:	trend monitoring: increasing, stable, decreasing
Guarantor of data:	Personnel Department
Evaluated by:	Personnel Department, Department of Strategic Planning
Source of data:	OKbase
Frequency of evaluation:	annually, as of 31 March at the latest
Area of application:	quality management, annual report, HR management (HR Award)

### Indicator 10-3: Share of employees with the rank of professor and assistant professor under 45

Description:	share of the number of professors and associate professors aged 45 or younger in the total number of academic workers
Calculation method:	percentage share of employees with the rank of professor and associate professor aged 45 or younger in relation to the total number of academic workers at the institution; % shares of average annual FTE and HC as of 31 December
Efficiency rate:	trend monitoring: increasing, stable, decreasing
Guarantor of data:	Personnel Department
Evaluated by:	Personnel Department, Department of Strategic Planning
Source of data:	OKbase
Frequency of evaluation:	annually, as of 31 March at the latest
Area of application:	quality management, annual report, budget planning

**Indicator 10-4: Share of women among academic workers**

Description: Share of women among academic workers (%), in in salary grades A and AV

Calculation method: percentage share of women – academic workers in relation to the total number of academic workers at the institution; % shares of average annual FTE and HC as of 31 December

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Personnel Department

Evaluated by: Personnel Department, Department of Strategic Planning

Source of data: OKbase

Frequency of evaluation: annually, as of 31 March at the latest

Area of application: quality management, annual report, HR management (HR Award)

**Indicator 10-5: Share of women among employees in selected categories in total**

Description: share of women among employees (%) according to categories academics/researchers/others

Calculation method: percentage share of women in relation to the total number of employees at the institution; % shares of average annual FTE and HC as of 31 December

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Personnel Department

Evaluated by: Personnel Department, Department of Strategic Planning

Source of data: OKbase

Frequency of evaluation: annually, as of 31 March at the latest

Area of application: quality management, annual report, HR management (HR Award)

**Indicator 10-6: Share of foreigners among employees in selected categories**

Description: share of foreigners among employees (%) according to categories academics/researchers/others

Calculation method: percentage share of persons with other than Czech citizenship in relation to the total number of employees at the institution; % shares of average annual FTE and HC as of 31 December

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Personnel Department

Evaluated by: Personnel Department, Department of Strategic Planning

Source of data: OKbase

Frequency of evaluation: annually, as of 31 March at the latest

Area of application: quality management, annual report, HR management (HR Award)

**Indicator 10-7: Year-on-year development of salaries by category – average salary, median**

Description: a) year-on-year development of the average salary in individual categories (professor/associate professor/assistant professor/assistant/lecturer/scientific, research and development workers involved in teaching activities/scientific and research assistants/other

employees) in comparison with the values of the ISPV statistics results for comparable job positions

b) year-on-year development of the median salary in individual categories (professor/associate professor/assistant professor/assistant/lecturer/scientific, research and development workers involved in teaching activities/scientific and research assistants/other employees) in comparison with the values of the ISPV statistics results for comparable job positions

Calculation method: a) share of the average salary (in %) in a given year (excluding other personnel costs) related to the average salary in the preceding year in individual categories; for the institution in total

b) share of the median salary (in %) in a given year (excluding other personnel costs) related to the median salary in the preceding year in individual categories; for the institution in total

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Personnel Department

Evaluated by: Personnel Department, Department of Strategic Planning

Source of data: OKbase, Czech Statistical Office

Frequency of evaluation: annually, as of 31 March at the latest

Area of application: quality management, annual report, HR management (HR Award)

## **11. International rankings**

### **Indicator 11-1: Placement in international university rankings**

Description: placement among Czech public higher education institutions in QS WUR and THE WUR rankings.

Calculation method: ranking among Czech public higher education institutions according to current data and additional calculations

Efficiency rate: trend monitoring: increasing, stable, decreasing

Guarantor of data: Department of Strategic Planning

Evaluated by: Department of Strategic Planning

Source of data: QS and THE

Frequency of evaluation: annually as of 31 March for the evaluated year (eg for THE 2027 and QS 2027 the data is downloaded as of 31 March 2027)

Area of application: quality management, budget planning, annual report on activity

## **Article 8**

### **Final provisions**

1. This Internal Standard was discussed by the Academic Senate of UCT Prague on 16 June 2026.
2. This Internal Standard comes into force and effect on the day it is signed by the Rector of UCT Prague.

Prof. Ing. Milan Pospíšil, CSc., m. p.  
Rector of UCT Prague