

Plan element	Area	Objective (proposal plan)	Activities	Milestones
Internationalisation	Specific objectives for increasing the impact of the university’s research activity on the development of world science, especially in priority research areas with high development potential, in which the university plans to intensify its research activity.	Establishing a unique research environment by setting up Centers of Excellence based on priority research areas	1. Establishment of the Centers of Excellence and support for their activities	Establishment of Centres of Excellence (CD) and Scientific Councils of CD
				Preparation by the CD Scientific Councils of a plan of activity including objectives, activities and budget for a period of 6 years
				Recruitment of at least 5 external scientists to the Centers
				First scientific evaluation of the Centers
		Quality – and potential – driven selection of emerging fields, accompanied by considerable support thereof	2. Quality and potential-driven selection of emerging fields accompanied with substantial support for their activities	Identification of 4 additional emerging research fields
				Establishment of the International Advisory Committee and Scientific Councils
				Second internal competition to identify new Emerging Fields
				Annual monitoring Emergig Fields; final evaluation
		Employing new leaders by establishing attractive prospectives and working conditions for bringing world-class experts to NCU		
		Increasing research output and activity of every researcher at NCU	3. Publication strategies and continuous upgrading of research equipment, esp. in the Centers of Excellence and for the Emerging Fields	First internal competition for research equipment for the Centers of Excellence and Emerging Fields
				Second internal competition for research equipment
				Support offered for 50 papers in Q1 and Q2 journals
				Support offered for additional 100 papers in Q1 and Q2 journals

Internationalisation	Specific objectives for enhancing research collaboration with research institutions of high international reputation, especially in priority research areas.	Implementing peer review and evaluating scientific outcomes by scientists from top research institutions	4. Establishment of the International Advisory Body and scientific councils; increasing peerreview of the scientific outcomes	First internal evaluation of the university scientific performance, esp. Centers of Excellence and PhD schools
				Establishing the Advisory Board and scientific councils (months 37-42)
				Implementation of recommendations (months 37-48)
		Identifying, establishing and supporting high-quality research partnerships, esp. in the priority areas	5. Identifying, establishing, and supporting high-quality academic partnerships	Identifying most promising partnerships
				Increase of the annual number of applications to EU programs on average by 30%
				Attracting 3 external leaders for MSCA and ERC
		Increasing the staff mobility of senior academics (professors)	6. Creating and maintaining a mobility program program post-docs for professors	First internal competition for post-docs and professors, which will (months 1-12) be announced every year
				Mobilities of 100 professors and 40 postdocs (months 1-36)
		Increasing staff mobility at the post-doc level		Additional mobilities of 200 professors and 60 postdocs (months 37-72)
Interdisciplinarity	Specific objectives for improving quality of education provision for students and doctoral training, especially in fields of study and disciplines of science related to priority research areas, taking into account the need to include students and doctoral candidates in research activities and the need to compete effectively for the most talented applicants, including foreign ones, to study programmes and to doctoral schools. The objectives should also take into account implementation of a talent management system	Attracting talented candidates - summer schools, internships, dedicated fellowships, accreditations and academic partnerships with top universities from abroad	7. Establishment of study directions and courses in English, esp. in the priority research areas, and the increase in international collaborations in higher education	Preparation of 3 study directions in English
				Establishing 3 joint diploma programs
				Gaining 2 new international accreditations
				First internal competition for intenational internships and schools
		Implementation of project-oriented learning, mobility, and a talent management system	8. Establishing a talent-management system for students: research projects, advanced courses, international mobility, and co-op	First internal competition for mobilities and grants, repeated annually (months 1-12)
				First 100 students studying at least 1 sem. abroad (mon. 1-48)
				Establishing 3 advanced courses or study directions related to priority areas

		Implementing PhD schools with a flexible study organisation and strong research focus	9. Recruitment of top candidates for PhD schools and mobility support	First internal competition for mobility and cofunding of stipends, repeated annually (months 1-12) Recruitment of 5 highly-motivated PhD students from abroad with increased stipends
Integrity	Specific objectives for devising and implementing comprehensive solutions for the professional development of the university's staff, especially young scientists, in the meaning of Article 360(2) of the Law of 20 July 2018 on Higher Education and Science	Talent-management system for academic staff	10. Implementation of motivation and competence-building system for academic staff and code of conduct for the recruitment and evaluation	Competitions for individual researchers and research teams
		Comprehensive development for scholars throughout their career: soft skills, academic skills, and more; evaluation and code of conduct in recruitment		Full implementation of HR Excellence in Research
		Career paths and a motivation system for the administrative staff		Organisation of 4 interdisciplinary conferences (international)
			11. Implementation of a motivation, competence-building, and	Preparation of the internal legal acts
			First evaluation	
			Implementing the training scheme	
Integrity	Specific objectives for improving quality of university governance and management, including qualityenhancing organisational changes	Development of institutional integrity in internationalisation of research and education	12. Establishing new, integrated offices for internationalisation, grants, and human resources	Responsibilities of the new offices and job descriptions
			13. Establishing a university Think Tank and performing external evaluations	Recruiting new staff and trainings
				Establishing a Think Tank
				First evaluation by an external entity
Innovation	Other specific objectives to raise the international significance of the university's activities	Motivation and support system for employees to undertake implementation work following international standards	14. Creating the motivation, training, and support system to undertake implementation work	First internal competition for micro-grants
				Preparation of internal legal regulations regarding the introduction of a scientific career path based on the implementation of research results into business practices
				TRIZ trainings
		Fostering the collaboration between students companies and introducing processes leading to innovations	15. Boosting activities of the Academic Business Incubator	Organisation of the first editions of Startup Weekends and Hackathons
		Promotion of entrepreneurship - the spirit uplifting mission		
		Integration in innovation - expanding the role of the Academic Business Incubator		Hiring of scouts, project managers, and a broker of innovation