

**Long-term development plan of
Comenius University Bratislava,
Faculty of Law for the period
2021 - 2027**



INTRODUCTION

Comenius University in Bratislava, Faculty of Law (hereinafter also "FLAW CU" or "Faculty"), as the oldest and largest law faculty in Slovakia, with a long-term ambition to be a leader among Slovak law faculties, maintaining an atmosphere of mutual respect and cooperation, aims to be fully competitive within the European space and beyond its borders, as a founding faculty of Comenius University in Bratislava, it proudly adheres to the traditions of democracy, humanism and tolerance, from which the approach to education, scientific research and the provision of quality scientific legal information to the professional and wider public is based, aware of its co-responsibility for creating the atmosphere in society and the direction of the development of the legal order, supports a common future within the European Union, accentuates the need to protect the freedom of education, scientific research and expression based on the plurality of opinions, rejects the imposition of any ideologies and the intolerance stemming from them, highlights its decision to fight against the manifestations of extremism, after discussion in the Alumni Club of the Comenius University in Bratislava, Faculty of Law, after discussion in the Scientific Council of Comenius University in Bratislava, Faculty of Law, after approval in the Academic Senate of Comenius University in Bratislava, Faculty of Law, in accordance with the Long-Term Development Plan of Comenius University in Bratislava for the period 2021 - 2027, issues the Long-Term Development Plan of Comenius University Bratislava, Faculty of Law (hereinafter referred to as the LDP FLAW CU):

LDP FLAW CU for a six-year term follows from the Higher Education Act. In contrast to previous long-term plans, the present strategic plan is considerably more specific and focuses on the annual evaluation of the planned and achieved goals in the field of education and in science and research. The presented LDP FLAW CU follows the current long-term plan of the Comenius University, as well as the last update of the LDP FLAW CU for the years 2017 - 2024, while the proposed objectives and their indicators are elaborated on the basis of their individual specificities in both educational and scientific research activities at the FLAW CU.

The strategic goals of the Faculty of Law for the next period reflect the changes that have occurred in the higher education and society environment in Slovakia and worldwide. Their aim is to strengthen the position of FLAW CU and to become a sought-after partner in the international space of higher education and science. FLAW CU wants to be a faculty whose voice will have an important weight in the social events of the country.

FLAW CU considers the academic freedoms enshrined in the Constitution of the Slovak Republic, especially the freedom of education and scientific research, as well as autonomy and independence, to be the key principles of its functioning. Equally important is a strong academic self-government and the application of ethical principles in scientific and pedagogical work and in the management processes of the University. This is the only way to achieve the creative and free atmosphere necessary for the quality development of FLAW CU.

For the successful fulfilment of the goals of the long-term plan, it is crucial that the members of the academic community of FLAW CU adopt them and actively participate in

their fulfilment. However, the external, especially political and social conditions in which FLAW CU will develop in the near future are also very important.

Among the conditions for the successful development of the Faculty of Law of Comenius University is its internationalisation. We want to be open to foreign students, teachers and scientists and at the same time encourage our students and staff to gain teaching and research experience at prestigious foreign universities. Through mutual cooperation and dialogue with partners from all over the world, FLAW CU has the ambition to act as a faculty respected on a global scale.

At the same time, we are aware of the importance of close cooperation with other universities and scientific institutions in the Slovak Republic, especially with the Slovak Academy of Sciences, professional societies, state institutions, professional organizations and student associations. Only together can we face the great socio-political challenges and contribute to building an educational society in Slovakia.

We want to emphasize the creation of a positive image of the Faculty of Law and Comenius University by means of a professional communication strategy towards the public, but also inwards, towards individual departments and institutes, teachers, researchers and especially students. FLAW CU wants to participate in discussions on current political and social events and to use the intellectual potential of its highly qualified experts. It must emphasise in the public sphere the importance of academic values for the development of a modern democratic society. Its alumni working abroad also make a significant contribution to the reputation of PraF.

The management of the Faculty of Law of Comenius University Bratislava and the members of its academic community are aware of the binding fact that our Faculty of Law is the oldest law faculty in the Slovak Republic. Our goal is to maintain the reputation of the Faculty of Law, to continuously increase its prestige in Europe and in the world, to develop the quality of educational and scientific activities. An important task of the Management of FLAW CU is to create appropriate conditions for the development of departments, institutes and other components of the faculty. FLAW CU must serve all its employees, create a collegial, inspiring and inclusive environment, promote innovative ideas, improve the study and social conditions of students and employees. The management of FLAW CU must communicate effectively with the Academic Senate of FLAW CU and the Scientific Council of FLAW CU. The fulfilment of the long-term goal of the University requires the active participation of all 13 faculties.

MISSION AND VISION

The basic mission of FLAW CU is to develop and **disseminate education in society**. As a research university, it does so through creative pedagogical and scientific research work, which opens new horizons of knowledge. The University's mission is also the development of science, culture and education in the context of Slovak, European and world cultural heritage.

FLAW CU prepares its graduates to represent not only the highest degree of professional quality, but also moral integrity and humanism. In the long term, the Faculty aims to improve the scientific and cultural outlook of society and to contribute to its sustainable development. It critically perceives societal risks in their national and global context and strives to participate in their reduction. It initiates and engages in a large number of socially beneficial and philanthropic activities. FLAW CU professes the **principles of freedom and democracy** on its own campus. It also sees it as its mission to spread these principles throughout society. It defends academic freedoms and rights and its academic self-government and independence.

The following priorities can be identified within the activities of FLAW CU:

- modern interactive and interdisciplinary legal education based on its own scientific activity and the best domestic and world sources of scientific knowledge, going beyond the framework of the Slovak legal system, providing exceptionally high quality graduates with a unique position on the labour market and also focused on the acquisition of practical skills and abilities as a response to social demand, the aim of which is to prepare graduates of all study programmes who are able to use their education and skills in diverse areas of public life and who are able to respond to the dynamically evolving needs of society, including in cooperation with the highest quality state institutions, which complement the wide range of study opportunities at all levels of study,
- influence on the value orientation of its students through the teaching of legal ethics, which becomes a compulsory subject; other value-oriented compulsory subjects focused on legal philosophy, legal logic and the protection of fundamental human rights and freedoms are also included among the compulsory subjects; emphasis is also placed on the value orientation of students through other subjects with the aim of shaping not only the knowledge and skills of the graduates of the faculty, but also their human dimension,
- striving for inclusive access to education for students regardless of their age, gender, race, faith or religion, political opinion, disability, social origin, wealth or membership of a nationality or ethnic group,
- high quality scientific research in the field of law, carried out independently, which will ensure original scientific knowledge that will have a priority impact on Slovak legal practice, but also on the law of the European Union and the promotion of new legal scientific knowledge at the global level,
- systematic implementation of new knowledge in science and research, innovations and new technologies in all areas of faculty activities;
- active communication with the legal practice, influencing the development of the Slovak legal order and its application in order to convey knowledge, increase openness and potential for cooperation, present the results of its work and expert

opinions, and provide a moral compass, while the activities and intentions of the faculty are not associated with any political power, centre or direction,

- popularization of law and legal science and the Faculty of Law among the general public,
- Internationalization of the Faculty of Law of Comenius University,
- improving human and material resources,
- regular quality assessment and improvement to ensure that study programmes reflect the latest scientific knowledge and the requirements of practice.

STRATEGIC OBJECTIVES

- FLAW CU is **responsible for the quality of** education, research and other creative activities, while quality and the development of a quality culture at all parts and all levels of faculty management is a priority.
- FLAW CU **is constantly updating the contents and forms of education**, responding to current and new problems and challenges in society.
- FLAW CU systematically introduces and implements new trends in science and research, **innovations** and technologies **with an emphasis on the attributes of green and digital transformation** in all areas of its activities.
- FLAW CU actively seeks **cooperation with partners at home and abroad** - with students, scientific and scientific-pedagogical institutions, state and public institutions, territorial and interest self-government, employers, business entities, interest associations, non-profit sector.
- FLAW CU **actively communicates with society** - with the aim of transferring knowledge, increasing openness and potential for collaboration, presenting results, providing expert opinions and providing a moral compass.
- By its activities, the Faculty of Law of Comenius University consciously **contributes to the sustainable development of the whole society**.
- The Faculty of Law of Comenius University has the ambition to improve its position as **a major Slovak, as well as European law faculty** .

1 STRATEGIC OBJECTIVES IN EDUCATION

1.1 High quality of education provided

1.1.1. Responsibility for the high quality of the education provided

FLAW CU to ensure the high quality of the education provided:

- ensures the systematic application of a demonstrable and transparent system for the assurance and control of the quality of education in all its components, at all levels and in all its aspects, and its continuous development
- provides teaching of new reformed study programmes in law at the first and second level of study (Bachelor and Master study programmes) in Slovak language based on the following principles:
 - a) classification of subjects - in the 1st level of study all fundamental disciplines of the Slovak legal system as well as several theoretical disciplines and Roman law are taught; in the 2nd level in the Slovak language subjects developing deeper knowledge of the Slovak legal order, legal history and subjects focusing on international law and European law are taught; compulsory interdisciplinary subjects ensure the linking of broader contexts from individual branches of law, possibly crossing the "boundaries of law", and through the line of elective subjects the student can also choose a certain specialisation,
 - b) changing the content of several courses and developing new and interdisciplinary courses,
 - c) change in teaching methods - advocacy and full introduction of teaching through a system of model situations, cases; at the same time, several subjects of the Bachelor's degree retain their character of subjects focused for the most part on the acquisition of knowledge with an emphasis on memory, but most subjects are taught and tested using uncommented legal regulations. The emphasis in the examinations is mainly on theoretical knowledge, an overview of decision-making and practical solutions, orientation in the regulations and ways of reasoning when solving assignments.
- ensures the gradual availability of lectures in electronic form,
- align its internal system for quality assurance of education with the approved standards of the Slovak Accreditation Agency for Higher Education
- ensures the active participation of students, professional organisations, employers and other practitioners in the quality assurance of education
- motivates its students and staff to carry out activities that are subject to quality assessment according to internal, national and international standards
- regularly collects and evaluates student feedback on their satisfaction with the quality of education provided

Indicators

- Implementation of an internal system for quality assurance of education
- Criteria for evaluating the quality of study programmes in accordance with the Slovak Accreditation Agency for Higher Education Methodology for Evaluating Standards
- Periodic evaluation and quality assessment of study programmes - internal evaluation reports of the study programme
- Participation of student representatives in quality assurance structures
- Participation of professional organisations, employers and/or other practitioners in quality assurance structures
- Report on the evaluation of the level in educational activities approved by the Scientific Council of the Faculty of Law, Comenius University
- Collecting and evaluating student feedback on satisfaction with the quality of education

1.1.1 Providing a wide range of study programmes

FLAW CU in order to provide a wide range of study programmes:

- provides a wide range of quality, relevant and accessible education at all levels of higher education in Slovakia
- maintains and develops the necessary study programmes and specialisations in all forms of study
- identifies, supports and preserves study programmes and specialisations beneficial to the culture, education and foreign relations of Slovakia that are unparalleled in other Slovak law faculties
- supports the creation of joint study programmes of several faculties and interdisciplinary programmes, especially taking into account the need for real practice and the needs of the whole society
- supports the further development of the already established double degree programme in economics and law (or law and economics)
- innovates the curriculum offer to achieve greater permeability between disciplines and faculties and to make greater use of the multifaceted potential of the faculty for the benefit of both the preparation of students and their high competitiveness in the workplace
- continuously innovates the content within the individual courses of the study programmes in order to achieve greater interconnectivity between the individual subjects

Indicators

- Demanding conditions for graduation in the 1st semester and overall 1st year of study of Bachelor's degree programmes
- Total number of study programmes offered
- Number of study programmes offered by 1st, 2nd, 3rd level of education
- Number of unique study programmes
- Number of study programmes in a foreign language
- Number of foreign students studying in a foreign language
- Number of foreign students studying in Slovak language
- Number of joint study programmes of several faculties, universities and interdisciplinary study programmes, interdisciplinary programmes
- Development of the number of students by study programmes, academic years and the share of the number of students of FLAW CU to the total number of students at law faculties in the Slovak Republic

1.1.2 Provision of education linked to the scientific research activities of teachers and to the requirements of practice

FLAW CU in order to provide education linked to scientific research activities and the requirements of practice:

- systematically innovates bachelor's, master's and doctoral study programmes, by regular review and evaluation it ensures the linking of the content of study programmes with the scientific and research activities of teachers and with the requirements of practice
- bases its teaching on its own scientific activity, on drawing on the best domestic and world sources of scientific knowledge and in an interdisciplinary approach to problem solving
- supports the involvement of students of all study programmes in research activities, organises student scientific conferences and supports the participation of students in domestic and international scientific and practice-oriented competitions; in particular, it supports the development of legal thinking through the organisation of the Student Scientific Professional Activity (ŠVOČ) at the faculty and the involvement in the Czech-Slovak round and the search for opportunities to participate in international rounds
- Encourages regular participation of students in international rounds of moot court competitions, with consistently higher and higher quality results

- innovates the curriculum offer to reflect the most current trends and needs of society, especially with regard to Agenda 2030, the emergence of new professions, the need for new skills, technological progress, and labour market needs
- involves eminent practitioners in the process of curriculum development and in the teaching process
- places emphasis on improving the quality of practical training and professional practice of students
- maintains and develops good relationships with partner organisations in which or in collaboration with which students undertake practical training
- provides modern interactive and interdisciplinary legal education, going beyond the framework of the Slovak legal system
- supports the building or development of simulation centres, simulation and modelling processes in teaching (e.g. Clinical forms of legal education are a common part of education (especially the Student Legal Clinic in cooperation with the Slovak Bar Association, emphasizing the expansion of existing internship programs and cooperating institutions, and the Community Legal Clinic focused on legal education in primary and secondary schools, dealing, among other things, with the fight against extremism), ranging from clinics working with more complex simulated cases through international competitions in simulated disputes (the so-called "simulated litigation"), and the moot courts to working with "live" cases.
- extends the teaching of clinical subjects (e.g. internships, mock trials, student counselling, etc.) in the master's programme, including in compulsory subjects; teaching and examination in many subjects, including the state examination, will be carried out using any sources of legal information, which will be matched by the difficulty of the assignments. Case simulations will be substantially closer to practice, students will be guided to prepare more complex legal analyses, submissions and contracts, they will be practised in detailed argumentation and so on.

Indicators

- Number of student scientific conferences and number of papers presented at them
- Number of students involved in scientific teams
- Practice as part of the study programme or practical elements in teaching (especially clinical and applied subjects), amount of credit endowment for practice, ratio of credits for practice to the total number of credits according to the degree of study and field of study

- Number of teaching practitioners, also evaluating practitioners participating in the teaching process also on the basis of cooperation contracts
- Number of simulators and simulation activities used in practical teaching
- Students' satisfaction rate with practical teaching and professional practice

1.1.3 Systematic improvement of the quality of doctoral studies

FLAW CU with the aim of systematically improving the quality of doctoral studies:

- supports the internationalisation of doctoral studies and the international mobility of doctoral students
- establishes joint doctoral programmes with renowned foreign universities
- emphasizes the professional and scientific quality of supervisors, involves top foreign scientists in the education and evaluation of PhD students
- will introduce a faculty system for evaluating the quality of doctoral studies
- introduce a faculty system for evaluating the quality of doctoral students' publishing activities
- Ensures that the individual doctoral study programmes are strengthened in the study part on a common basis in terms of the methodology of science and the methodology of the pedagogical process, in order to reduce the total number of compulsory electives and elective courses that will be part of several study programmes, thus again strengthening interdisciplinarity
- ensures that the number of supervisors is gradually increased so that there are no more than 2-3 doctoral students per supervisor, which is also intended to strengthen the quality of supervision of doctoral students
- Ensures that trainers also receive ongoing training to perform their roles to the best of their abilities.
- increases the participation of PhD students in research projects
- systematically prepares PhD students for publication in prestigious journals and publishing houses
- strengthens the soft skills of PhD students, especially in the area of project preparation and presentation of research results
- improves the overall quality of care for doctoral students
- creates postdoctoral positions

Indicators

- Number of joint doctoral programmes with major foreign universities in fields where appropriate
- Number of academic mobilities of doctoral students
- Reports on the evaluation of the quality of doctoral studies
- Number of top international scientists involved in the training and evaluation of PhD students
- Number of PhD students per 1 supervisor (average and maximum number)
- Number of publications with a significant impact on the development of the legal field, as well as the number of responses to the publication activity of doctoral students

1.1.4 Preparing quality and in-demand graduates

FLAW CU with the aim of preparing quality graduates who are in demand on the labour market:

- makes effective use of tools to ensure research integrity and to prevent and address plagiarism and other academic fraud
- moulds its students to become critical thinkers and tolerant personalities with a high level of professional knowledge and transferable competences, capable of assuming responsible functions in society
- ensures that graduates of the Faculty of Law of Comenius University have not only reliable professional knowledge, but also a high level of ethical, social and communicative competences

Indicators

- Number of graduates by study programmes, academic years and the share of FLAW CU graduates in the total number of graduates at law faculties in the Slovak Republic
- Employment rate of FLAW CU graduates in practice
- Employers' satisfaction rate with the achieved outcomes of education of FLAW CU graduates in practice
- Number of unemployed FLAW CU graduates according to the statistics of the Slovak Office of Labour and Social Policy
- Graduate profile including professional knowledge and social, communication, management and ethical skills

- Internal regulation governing procedures for preventing and dealing with plagiarism and academic fraud
- Proportion of proven academic fraud out of the total number reviewed, of which the number/proportion of plagiarism and the number/proportion of disciplinary proceedings (expulsion, reprimand, etc.)
- Percentage of first-year students who dropped out of their studies, by reason (expulsion for failure, dropping out, change of study programme)

1.1.5 Ensuring sufficient count of professionally qualified educators

FLAW CU in order to ensure a sufficient number of professionally qualified teachers:

- ensures that teachers have a demonstrable track record of creative activity at an appropriate level, practical experience, pedagogical skills and transferable competences and the necessary language **skills**
- creates conditions and encourages career and qualification development of teachers
- ensures the sustainability of the staffing of the educational offer in terms of the professional and age structure of teachers
- defines tools for evaluating teachers' pedagogical performance and identifies indicators of excellence in teaching, supports excellent and innovative teachers
- ensures that teachers develop their professional, linguistic, pedagogical, digital skills and transferable competences
- encourages innovative forms of education by supporting the professional development of teachers
- supports the career development of its academic staff

Indicators

- Number and qualification structure of teachers
- Number/length of foreign stays of teachers
- Percentage of contact teaching (including student support) in total teacher workload (in hours per week)
- Age of teachers providing profile subjects (average age and range)
- Number and quality of teachers' publications overall and in the last 6 years
- Number of responses to teachers' publications overall and in the last 6 years
- Number of students per 1 teacher

- Number of theses supervised by one thesis supervisor (average and maximum number)
- Level of student satisfaction with the quality of teachers
- Number of educational activities completed by teachers
- Individual teacher education plans
- Number of excellent and innovative teachers awarded

1.1.6 A proactive approach to the promotion of studies at the Faculty of Law

FLAW CU with the aim of a proactive approach to the promotion of studies at FLAW CU

- actively promotes study opportunities at the Faculty of Law for Slovak and foreign applicants
- publishes all necessary information on the training provided; information is easily accessible, clearly structured and presented also in English
- carries out promotional activities in secondary schools in the Slovak Republic
- supports talented secondary school students
- is presented to the public and especially to potential candidates at regular events (Open Day, VAPAC Fair, in the context of studying in English also at fairs abroad), as well as at irregular events organised on an ad hoc basis in cooperation with external partners (simulated sessions of the European Parliament, thematic lectures by national and international experts and public figures); cooperation with student associations (ELSA Bratislava, Debate Society) is also important in this respect - the presentation system has been improved in the past period by the greater involvement of student volunteers in the presentations themselves as well as in the accompanying events, and this trend should be continued and further deepened; our students are active in secondary schools through the so called "student volunteers", who are involved in the presentation of the European Parliament . The Our University magazine is also being used to good effect to present the faculty and its activities at home and abroad (student participation in moot courts).
- presents FLAW CU as an inclusive faculty that provides space for students with specific needs

Indicators

- Number of presentations at education fairs
- Number of activities in secondary schools

- Number of applicants for study in the respective academic year (Slovak, foreign)
- Percentage of enrolled students out of all registered prospective students in the respective academic year
- Percentage of students admitted from other universities in the 2nd and 3rd cycle of education.
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1.1.7 Offering lifelong learning opportunities

FLAW CU in order to offer opportunities for the development of lifelong learning within the framework of the lifelong learning system:

- plans to regularly innovate and expand the range and content of formal and non-formal lifelong learning programmes;
- will organise further education in the field of diplomacy and international relations through the Diplomatic Academy and the Karol Rybárik Institute of International Relations in cooperation with the Ministry of Foreign and European Affairs of the Slovak Republic, focusing on:
 - Establishment of the Academic Council composed of representatives of the Faculty and the Ministry of Foreign and European Affairs as a collective body dealing with conceptual issues of the Academy;
 - Creation of a complete two-year study schedule that has an internally consistent and interrelated sequence of courses with emphasis on teaching foreign languages and in foreign languages and on the practical aspects of the subject matter, meaningful and uniform hourly endowment, creation of a timetable with a pre-announced teaching schedule;
 - Establishing a system that allows students to undertake internships at the MFAEA according to predetermined and transparent selection criteria;
 - implementation or arrangement of several excursions (Embassy of the Slovak Republic in Vienna, European Parliament in Brussels and Strasbourg);
 - working to develop cooperation (not only) with embassies and diplomats.
- will provide lifelong learning in accredited and non-accredited educational programmes; it will focus on professional and language education of staff and applicants/students of the Faculty of Law of Comenius University as well as the public, on continuing education of teaching staff, as well as interest education of all age groups;
- will organize additional educational activities such as lectures, seminars, courses, etc., implemented by both face-to-face and distance methods, using e-learning

and webinars not only for staff and students of the University, but also for the general professional and lay public;

- support the development of special competences with a focus on digital skills, information security, Industry 4.0 and the development of language competences of UK employees and interested members of the public;
- will provide education not only to Slovak but also to foreign students, the public and Slovaks living abroad;
- support project-based learning under the Erasmus+ programmes, which will be used for professional work mobility, internships, exchange of experience and good practices, as well as building new partnerships with universities abroad.
- cooperates with ministries and their directly managed institutions, NGOs, schools, educational institutions and their founders, or other institutions in the processing of educational activities on the basis of currently published project calls;
- Provides training and lecturing assistance to schools and educational establishments in the context of refresher training or other training requirements.

Indicators

- Number of accredited lifelong learning programmes offered within FLAW CU
- Number of non-accredited lifelong learning programmes offered within FLAW CU
- Number of programmes offered by the University of the Third Age
- Number of professional, functional, innovative and continuing education programmes offered
- Number of language education and language and vocational training programmes for foreign students and expatriates
- Costs and benefits of lifelong learning
- Number of graduates of individual educational programmes FLAW CU

1.2 Taking students' interests into account

1.2.1 Ensuring the effective participation of students in the education and governance of the faculty

FLAW CU with the aim of enabling the most effective participation of students in the education and management of the faculty:

- ensures the participation of student representatives in the self-governing bodies of the University
- ensures the participation of student representatives in structures providing for the design, approval and evaluation of new and modifications to existing study programmes

Indicators

- Rate of representation (number of representatives) of students in the structures of the internal system for quality assurance of education
- Regularly collecting and evaluating feedback on student satisfaction with all aspects of their studies and taking corrective action

1.2.2 Continuous improvement of the quality of activities with regard to the needs of students

FLAW CU with the aim of continuously improving the quality of its activities with regard to the needs of students:

- ensures that all information on study programmes, teaching methods, forms and assessment criteria is known to students in advance
- supports modern student-centred-learning approaches.
- systematically obtains and evaluates feedback from students at each level of study and graduates through surveys and questionnaires and uses it in measures to improve the quality of education
- regularly evaluate and revise the rules, forms and methods of teaching, learning and assessment in order to take account of the diversity of learners and their needs and to identify and improve ineffective forms
- uses modern educational methods and the computerisation of education (extended offer of on-line courses)
- supports the creation and updating of study literature and the expansion and rationalisation of the range of information resources available, including the promotion of internationally recognised teaching texts, databases and licences.
- innovates the admissions procedure with the aim of minimising the administrative burden on applicants and maximising the use of electronic forms

- emphasises the continuous improvement of students' social conditions
- supports the development of counselling and study support, especially in times of crisis during studies, in the form of the development of a counselling centre with psychological and specialised counselling activities, also based on the requirements formulated by the student part of the Academic Senate of Comenius University; also makes greater use of the possibilities of information systems in doing so
- by awarding scholarships and prizes to outstanding students, it supports the motivation of students to achieve excellent academic results and to represent the faculty in extracurricular activities as well
- supports existing student organisations, foundations, societies and initiatives and the creation of new ones

Indicators

- Collecting and evaluating student feedback on satisfaction with the quality of education
- Percentage of students who participated in the evaluation of the quality of teaching and teachers out of the total number of students
- Level of student satisfaction with the quality of teaching and teachers
- Number of student submissions
- Rate of computerisation of the admission procedure
- Number of scholarships and awards to students for outstanding academic performance and representation of the University in extracurricular activities
- Number of staff with a focus on student support (study and careers advisers)
- Study guidance and support services through the information system
- Number of activities to support existing and new student organisations

1.2.3 Developing contacts with alumni

FLAW CU in order to develop contacts with alumni

- maintains contacts with alumni, in particular supports the formation and development of alumni clubs
- invites alumni to participate in talent searches for the university, in educational innovation processes and in career guidance for new graduates

Indicators

- Collecting feedback from alumni
- Number of communication activities
- Existence of alumni clubs
- Number of contacts established with FLAW CU alumni in order to cooperate in talent search for the university or in career counselling for new graduates

1.2.4 Developing care for students with specific needs

FLAW CU to develop care for students with specific needs

- strengthens its profile as an inclusive institution that has an open space for students with specific needs, building a universally accessible academic environment
- introduces new tools to open access to and successful completion of studies to students with disabilities
- expanding the availability of coordinators for students with special needs and maintaining close contact with special schools and institutions in the area

Indicators

- Number of students with specific needs
- Offering services to students with specific needs
- Satisfaction rate of students with specific needs
- Number of new tools opening access to learning for students with disabilities
- Number of coordinator hours offered for students with specific needs
- Number of partnerships with special schools and institutions educating students with specific needs

1.2.5 Systematic improvement of material and technical provision of education

FLAW CU with the aim of systematic improvement of material and technical provision of education:

- provides a suitable university environment for quality work and study
- significantly modernises its academic information system
- takes care of the necessary equipment of the academic library, access to databases, open access access, maintains the repository of FLAW CU

- ensures the equipment of classrooms, study rooms and practical teaching spaces; in doing so, it strives to improve the material provision of classrooms and their number so that they can be small enough teaching groups with an individualised approach of teachers (ideally 16 students in a group for compulsory and compulsory elective subjects), providing all classrooms with high quality modern teaching technology,
- ensures teaching through modern digital technologies and teaching aids, provides the necessary hardware, software and technological equipment
- ensuring the appropriate scale and quality of rest and relaxation areas

Indicators

- Collecting and evaluating feedback on student satisfaction with the material and technical provision of education
- Electronic and other services offered for students and educators
- Securing access to databases
- Implementation and building of the FLAW CU repository
- Number of open access in the UK academic library
- Equipment of classrooms, study rooms and spaces for practical teaching

1.3 International scope

1.3.1 Targeted deepening of internationalisation study

FLAW CU with the aim of targeted deepening of internationalisation of studies:

- creates and deepens strategic partnerships with prestigious foreign universities in the field of education, especially within the ENLIGHT university alliance
- actively participates in European and non-European programmes
- invites speakers from abroad
- encourages and rewards the participation of students and teachers in international competitions

Indicators

- Number of strategic partnerships with prestigious foreign universities in the field of education
- Number of implemented projects within strategic partnerships with prestigious foreign universities in the field of education
- Percentage of teachers with experience at a foreign university or research institution abroad, especially if the experience is longer than 1 year
- Number of European and non-European programmes in which FLAW CU is actively involved
- Monitoring the use of all forms of internationalisation at home
- Number of students and teachers participating in the international competition

1.3.2 Increasing the number of international students

FLAW CU with the aim of increasing the number of international students:

- makes studying at FLAW CU more attractive for foreign students
- implement the European Credit Transfer and Accumulation System (ECTS) to improve transparency and recognition of studies for international students
- supports the implementation of new subjects in the teaching of individual study programmes with a view to achieving equivalence and recognition of education in the European area
- expanding the range of study programmes taught in a foreign language, particularly English, at all levels of study; in this context, an English-language study programme focusing on international law and European Union law was introduced at the second level of study; through compulsory elective courses, specialisation is made possible either in international commercial law or in law in

terms of diplomacy and international organisations; the ambition of this study programme is both to attract students from abroad and to provide Slovak students with the opportunity to learn transnational law and thus fill a gap in legal education, where many multinational (not only legal) companies as well as public institutions need precisely this type of graduates; almost all doctoral study programmes are accredited in English as well.

- Targeted promotion of study opportunities at CU for foreign applicants
- improves the web presentation of UK and faculties in English
- improves conditions for the admission of international students and staff by improving services (friendliness, professionalism) and infrastructure (guidance)
- actively supports the admission of foreign students to study in the Slovak language

Indicators

- Implementation rate of the European Credit Transfer and Accumulation System (ECTS)
- Number of study programmes offered in a foreign language (1st, 2nd, 3rd level)
- Percentage of open study programmes in languages other than Slovak in the academic year out of their total offer
- Number of applicants with citizenship other than Slovak
- Web presentation of the Faculty of Law of Comenius University on the possibility of studying in English
- Number of active promotional activities to promote study at FLAW CU at home and abroad
- Number of presentations of FLAW CU at education fairs
- Number of followers on social networks
- Number of offers of scientific topics for foreign students coming in the framework of exchange programmes
- Number of newly implemented subjects in the teaching of study programmes with the aim of achieving educational equivalence in the European area
- Percentage of international collaborative online courses in the total number of online courses delivered
- Collecting and evaluating feedback on international student satisfaction

- Satisfaction rate of international students
- Number of foreign students studying in Slovak language

1.3.3 Increasing student and staff participation in international academic mobility programmes

FLAW CU with the aim of increasing the level of involvement of students and staff in international academic mobility programmes:

- strengthens the openness of the educational process through mobility programmes for students at all levels of study, as well as for university teachers and researchers
- considers international mobility to be an important part of the qualification process
- supports the involvement of FLAW CU departments in international academic mobility programmes
- strongly supports mobility, in particular within the Erasmus+ programme, but also in other mobility programmes and is gradually introducing the electronic exchange of mobility-related administrative documents (Erasmus without paper - EPW) with partner universities within the programme
- uses all available tools, including personal contacts of teachers abroad, to obtain mutually beneficial Erasmus+ cooperation for students and staff at leading universities around the world
- embeds a 'mobility window' in curricula to facilitate the physical accessibility of academic mobility or for virtual mobility
- supports the development of virtual academic mobility (online courses) using international cooperation

Indicators

- Number/proportion of students/teachers/staff on mobility abroad out of total number of students/teachers/staff
- Number/proportion of students/teachers/staff recruited on mobility from abroad to the total number of students/teachers/staff sent abroad

2 Strategic research objectives

2.1 Principles of free and creative research

2.1.1 Responsibility for the high quality of scientific research activities

FLAW CU in order to achieve the highest possible quality of the implemented scientific research activities:

- bears institutional responsibility for the quality of scientific research and other creative activities and for their continuous development
- applies policies for quality assurance of scientific research activities and systematically evaluates quality in terms of the university's internal quality assurance system
- implements, develops and regularly evaluates its internal quality assurance system for science and research
- outputs of creative activity are evaluated according to the established criteria - originality, rigor, impact of the output as well as the level of quality
- ensures high quality scientific research in the field of law, which will provide original scientific knowledge that will have a priority impact on Slovak legal practice, but also on the law of the European Union and the promotion of new legal scientific knowledge at the global level
- is responsible for the production of fundamental scientific works containing original scientific knowledge that will be applicable in practice; these scientific works will be presented in Slovak and Czech scientific journals and proceedings of scientific conferences, which, if published by the Faculty of Law, will be accessible on the Internet
- will focus on the shaping of Slovak legislation (both by targeted proposals based on current scientific knowledge, and by engaging in commenting procedures of generally binding legislation through the Slov-Lex system) and application practice, but also on the shaping of legislation and application practice at the level of the European Union
- seeks to influence the decision-making of public authorities, for example by commenting on draft case law
- prepares legal opinions (generally formulated, not in the form of legal advice on a specific problem) for the needs of legal practice in the private sphere, as well as for the needs of public authorities, on the basis of requests from third parties in the framework of applied research, thus fulfilling its mission (to engage in public debate on social and ethical issues and on the formation of civil society, to create theoretical models for the development of society, the economy, culture and the arts, in particular for the needs of public authorities, municipalities and higher

territorial units, and to cooperate with public authorities, municipalities, higher territorial units and institutions in the field of culture and economic life).

- contributes to well-presented scientific research through the scientific legal journal in Slovak language ACTA FACULTATIS IURIDICA and since 2017 also through the scientific legal journal in English language Bratislava Law Review
- scientific research on topics is targeted interdepartmentally and interdisciplinarily and also through grant activities; interdisciplinarity of scientific research must be manifested not only between law disciplines but also more broadly, in cooperation with other scientific disciplines (especially history, philosophy, computer science, economics, medicine)

Indicators

- Implementation of an internal system for quality assurance of scientific research and creative activities related to education and its continuous development
- Regular internal evaluation report on scientific research and other creative activities approved by the scientific councils of Comenius University and faculties

2.1.2 Free choice of targets for research

- While emphasizing important issues and problems of knowledge and challenges of social and economic practice, the Faculty of Law of Comenius University focuses on and supports research in the following areas:
 - Sustainable energy and advanced materials, nuclear waste disposal (sustainable energy and energy) - in legal terms
 - Global climate change and minimising its impacts on humans and the environment - in legal terms
 - Earth's ecosystems in space and time, with special reference to biodiversity conservation - in praxis
 - Information and Communication Technologies - in legal terms
 - Business development and management systems of organisations - in legal and economic terms
 - Social and ethical challenges and human rights - in legal terms
 - Cultural heritage and historical memory (Protection of natural and cultural heritage) - in legal terms
 - The impact of digital technologies on the educational/rehabilitation/therapeutic process - in legal terms

- Issues of minority groups and communities with different linguistic-cultural traditions - in legal terms
- The development of the Slovak legal order and the development of European Union law (in particular the enforceability of law, the ethical dimension of law, the algorithmization of law and its limits),
- Legal means of environmental protection

Indicators:

- Evaluation of the level of creative activity of the Faculty of Law of Comenius University in the given areas
- Number of outputs of creative activity of top international quality
- Number/proportion of creative workers in the given areas in the total number of creative workers
- Number/proportion of projects in the following areas in total projects
- The volume/share of financial support for research in the following areas in the total volume of financial support for science and research at FLAW CU
- Number of projects and volume of funding commissioned by social and business practice
- Number of outputs commissioned by social and business practice

2.1.3 Creating optimal conditions for basic, applied and multidisciplinary research

FLAW CU in order to create optimal conditions for basic, applied and multidisciplinary research

- ensures optimal material and organisational conditions for maximising the contribution of key researchers and their teams to research activities (IT, library, statistics, etc.)
- supports the implementation of interdisciplinary research projects
- builds and maintains centres of excellence in research
- establishes a system for planning the purchase of costly instruments, technologies and other working resources needed for scientific research and their use by multiple research teams
- provides legal advice in project activities and comprehensive professional service necessary for the implementation of project activities

- develops activities to promote the acquisition of grants and funding from EU operational programmes
- promotes the protection of the intellectual property of its creative workers

Indicators

- Collecting and evaluating feedback from creative workers on their satisfaction with the material and organisational conditions for their creative activity
- Number and quality of top research centres of FLAW CU
- A plan for the purchase of costly instruments, technologies and other work equipment needed for scientific research
- Number of project centres functioning to support the project activities of creative workers
- Number of licences/patents in the fields where it is common
- Amount of financial support received from domestic and international grant schemes and other competitive sources
- Number of supported projects
- Number of projects solved
- Number of creative workers
- Number of jobs created as a result of the projects awarded and number of creative workers working on the projects in question

2.1.4 Developing and maximising the use of creative human potential

FLAW CU in order to develop and maximize the use of creative human potential

- supports outstanding young researchers in their career development and in their long-term stabilisation in the university environment
- creates new researcher posts for the best graduates of doctoral programmes
- create the conditions for the implementation of the European Charter and Code for Researchers
- is actively engaged in supporting student science at undergraduate and postgraduate level with the aim of renewing and developing human resources
- supports the use of the existing internal grant scheme of the young UK, as well as scientific grants from Slovak grant schemes (APVV, VEGA)

- focuses on obtaining and subsequently increasing the number of acquired and implemented foreign and international scientific projects (especially Horizon 2020) by actively searching for grant calls, supporting project researchers and applicants for grant projects by providing methodological guidance
- strives for a top ranking in the Academic Ranking and Rating Agency (ARRA) in the area of grant success
- supports habilitation and inauguration procedures of academic staff meeting the requirements for qualification advancement within and outside FLAW CU
- implements, develops and regularly evaluates its internal quality assurance system for habilitation and inauguration procedures

Indicators

- Number of 3rd cycle students in study programmes to which habilitation and inauguration courses are assigned
- Number of supervisors in study programmes to which habilitation and inauguration courses are assigned
- Number of approved proposals for the award of the title of professor in the Scientific Council in the current year
- Number of approved proposals for the award of the title of Associate Professor in the Scientific Council in the current year
- Number of habilitation and inauguration procedures (procedures initiated, not approved by the Scientific Council, withdrawn by the candidate or otherwise terminated) in the current year
- Regular internal evaluation report on the quality of habilitation and inauguration proceedings approved by the Scientific Council of the Faculty of Law of Comenius University
- Number of postdoctoral positions
- Multiannual internal grant scheme
- Number and volume of grants awarded under the internal grant scheme

2.2 Excellence in science and research

2.2.1 Promoting excellence in creative activity

FLAW CU to promote excellence in creative activity

- purposefully assesses and enhances its potential for excellent research with a view to linking and integrating it into cutting-edge international research or into cutting-edge research of international quality
- identifies and supports top research teams as well as the formation of new top research teams
- focuses on publishing in the most important scientific and professional journals and in renowned publishing houses with a significant impact on the development of the legal field
- supports the organisation of cutting-edge scientific events at the University
- strives for inclusion of professional and scientific journals of its departments in renowned international databases
- introduces motivational tools to attract university graduates to a professional scientific career

Indicators

- Number of outputs of creative activity of top international quality
- Number of publications in renowned international journals, scientific proceedings and number of scientific monographs
- Number of citations
- Number of peer-reviewed journals published by PraF in Bratislava
- Number of top scientific events organised by university staff

2.2.2 Promoting scientific collaboration with other top centres of excellence

FLAW CU in order to promote scientific cooperation with other top research institutes:

- promotes cooperation in excellent research with the SAS and other research universities and research institutes
- concluded a Framework Agreement on cooperation with the Institute of State and Law (Slovak Academy of Sciences) as an external educational institution in the implementation of doctoral study programmes in the field of study 30. law

Indicators

- Number of joint research outputs
- Number of partnerships with external research institutes
- Number of PhD students and graduates studying in study programmes implemented in cooperation with the Institute of State and Law ([Slovak Academy of Sciences](#))

2.2.3 Promoting innovation

FLAW CU to support innovation

- Identifies and promotes the exploitation of opportunities for interdisciplinary collaboration and interdisciplinary research programmes
- takes account of progressive trends in research, supports patenting and innovation activities
- supports the integration of the scientific research capacities and activities of especially in relation to joint projects and the University Science Park (USP)

Indicators

- Number of interdisciplinary research outputs
- Number/proportion of interdisciplinary research projects
- Number of joint projects of FLAW CU and USP
- Number of innovations

2.2.4 Promoting international research and cooperation

FLAW CU to promote international research and cooperation:

- increases the involvement of staff and students in international research projects, especially in the European Research Area through inter-faculty partnerships, international research centres, international research teams and projects
- motivates its creative staff to participate in large international grant schemes and projects with the condition of involving researchers from several countries
- increases the attractiveness of the environment for international researchers by creating the conditions for the implementation of the "European Charter and Code for Researchers" and the "Human Resources Strategy for Researchers" with a view to applying for the "HR Excellence in Research" award
- setting up, coordinating and participating in European Virtual Research Centres

Indicators

- Number of international research teams
- Amount/proportion of financial support from international grant schemes
- Number of staff and students participating in international research projects and producing international scientific outputs
- Number of concluded inter-faculty partnerships
- Number of European virtual research centres in which the UK participates
- European Charter and Code for Researchers
- Achieving "HR Excellence in Research"

2.3 Coordination of knowledge transfer into practice

2.3.1 Communicating the acquired knowledge to students

The Faculty of Law of Comenius University imparts the acquired knowledge to its students:

- in the framework of the pedagogical activity of creative staff
- in the framework of the pedagogical activity of doctoral students
- development of textbooks and teaching materials
- recommending relevant outputs of creative activity for extended study
- giving professorial lectures

Indicators

- Number of textbooks and teaching texts

2.3.2 Promoting knowledge transfer into social practice

FLAW CU with the aim to support the transfer of knowledge into social practice:

- take measures to promote open access to publications and data generated by publicly funded research
- supports activities to monitor the social and economic impact of research
- supports the organisation of scientific conferences, seminars, symposia, workshops and other scientific and professional meetings of students, faculty staff, professionals and the general public; in particular, it organises two annual all-faculty international scientific conferences, the Bratislava Legal Forum for

legal scholars and practitioners from Slovakia and abroad, and the Milestones of Law in Central European conference for PhD students and young legal scholars.

- supports the organisation of panel discussions on topical to pressing issues and departmental conferences and discussions with practitioners

Indicators

- Number of measures taken and applied to promote open access to publications and data generated by publicly funded research
- Number of organized scientific conferences, seminars, symposia, workshops and other scientific and professional meetings of students, FLAW CU employees, professionals and the general public
- Number of presentations by creative staff of the Faculty of Law, which were given at scientific events
- Number of expert public appearances, contributions, articles in the media and on social networks

2.3.3 Presentation of the results of creative activity to the wider public

FLAW CU in order to present the results of their creative activities to the wider public:

- engages in events with a broader societal impact in the form of public appearances in the national media as well as popularization lectures
- through publications for the wider public (e.g. methodological materials, textbooks for lower levels of education - primary and secondary schools - , teaching resources and tools, popularisation articles, blogs
- cooperates with the media, informs about the latest scientific findings
- supports the modern appearance of the faculty externally, comprehensive web presentation, Facebook and other means of communication such as mobile applications

. Popularization of law and legal science among the general public, raising legal awareness and the good image of the Faculty of Law of Comenius University: two basic lines: - within the Faculty's website, we created the professional and popularization journal ComenIUS, which was launched in the spring of 2017; subsequently, a spontaneous increase in interest in publishing in it can be noted, and we have been successful in increasing the volume of its professional content, which is written in an engaging and comprehensible style, the articles comment on current legal and legal-societal issues. Once the journal is stabilized, it is necessary to consider expanding and diversifying its sections in the future, including those that can be a space for "lightening" legal topics and forming a "faculty spirit" - organizing expert and popularization lectures and plenary discussions, published online and

subsequently accessible on the Internet via a telepresence solution available in the Amphitheatre of the Faculty of Law of Comenius University. Considering the experience from some events, e.g. the expert discussion "Legal aspects of the abolition of amnesties," where we had more than 5000 online accesses during the broadcast, this is a suitable form of low-cost faculty promotion and it is desirable to use it in the future as well. The concept of mass online courses available to the masses is also a future consideration. 4.) Active cooperation with the media and commenting to them on legal issues:

- the main activities of the faculty's promotion to the public include publishing information about the study programmes of the Faculty of Law of Comenius University in the annexes on the offer of higher education studies. We mainly use supplements in large daily newspapers (SME, Pravda) according to the current offer, taking into account economic costs and reaching the largest possible group of secondary school students. This method of presentation seems to be appropriate and it is desirable to continue it in the future. We are particularly positive about the cooperation with the daily Hospodárske noviny, which is interested in mapping legal education and presenting it in a realistic way. We foresee further cooperation in this area, - a number of faculty employees appear in electronic and print media. Under the influence of the coordination between the Vice-Dean and the deputy heads of the departments, it is possible to see an increase in public statements or a "coming together" even of employees whose public statements were not customary in the past. At the same time, reporting on these activities is required to ensure that a link to the recording is posted on the faculty web site.

Indicators

- Number of publications for the wider public authored by pedagogical and research staff of FLAW CU
- Number of textbooks/teaching materials produced for different levels of education

2.3.4 Creating partnerships

FLAW CU with the aim of creating partnerships.

- links activities in the areas of science, research, education, knowledge and technology transfer and cooperates with other faculties at research universities to increase the attractiveness of the university environment in Slovakia
- Strengthens cooperation between academia and application practice, in particular through partnerships with employers, businesses, non-profit organizations, local and local government, and public institutions
- supports the creation and operation of spin-off and start-up projects

Indicators

- Partnerships with other faculty at research universities
- Partnerships/collaborations with employers, businesses, non-profit organizations, local and special interest governments, and public institutions.
- Number of spin-off and start-up projects and other projects created in collaboration with practice.

3 Strategic objectives in the areas of governance, human resources and infrastructure

3.1 Quality management

3.1.1 Applying elements of strategic management within academic government

Elements of strategic management within the academic self-government of FLAW CU are applied in the following way:

- FLAW CU is managed autonomously by the academic self-government
- The long-term development plan of the faculty constitutes the basic strategic management tool
- FLAW CU develops communication between the Academic Senate of FLAW CU, the Scientific Council of FLAW CU, the Quality Council of FLAW CU, the management of faculty and the management of individual departments and institutes
- FLAW CU ensures an efficient vertical and horizontal flow of information between all parts of the faculty

Indicators

- Long-term development plan of FLAW CU and its concretization
- Regular evaluation of the implementation of the long-term objective

3.1.2 Responsibility for the quality of all activities at all components

The responsibility of FLAW CU for the quality of all activities at all units is reflected in the following areas:

- development of quality culture at all components and levels of the faculty is ensured by formulated policies, established structures and set processes forming a comprehensive internal system for quality assurance ("internal system")
- the internal system complies with the approved standards of the Slovak Accreditation Agency for Higher Education; with the compliance of the internal system is externally assessed and accredited
- the implementation, functionality and timeliness of the internal system is regularly monitored, evaluated and measures are taken for its continuous development
- the internal system is sufficiently resourced (organisational, competence, human, financial, information resources)

- the internal system has an established and updated database of quality indicators

Indicators

- Internal legislation - internal quality assurance system - and its compliance with accreditation standards
- Organisational arrangements for internal system processes
- Financial security of the internal system
- Regular internal evaluation report on the implementation of the internal system
- External accreditation of the internal system
- Database of quality indicators

3.1.3 Improving the performance of administrative activities

FLAW CU in order to improve the performance of administrative activities:

- improves and streamlines the activities of the dean's office, departments and institutes so that researchers and teaching staff can devote themselves to their core business
- increases the degree of computerisation of administrative activities

Indicators

- Number of measures taken, or applied on a long-term basis, to reduce the bureaucratic burden in internal processes
- Collecting and evaluating feedback on student, faculty and creative staff satisfaction with the quality of administrative activities
- Satisfaction rate of students, teachers and creative workers with the quality of administrative activities

3.1.4 Effectiveness of planning and allocation of financial resources

FLAW CU in order to streamline the planning and allocation of financial resources:

- compiles multi-source (subsidies, grants, entrepreneurial activity) funding in accordance with the priorities of the Faculty and Comenius University in Bratislava, including regular evaluation of the cost-effectiveness of resource spending
- Ensures that the financial budget covers the needs of the faculty as well as its development priorities

- continues to optimise public procurement processes

Indicators

- Multi-source financing
- Regular evaluation of budget execution and cost-effectiveness of spending
- Collecting and evaluating feedback from departments and institutes regarding satisfaction with procurement processes

3.1.5 Promoting effective cooperation between the different components and professional units of the Dean's Office

FLAW CU in order to promote effective cooperation between the individual components and professional units of the dean's office:

- maps, categorises and streamlines internal processes in relation to core activities
- Improve mutual information and communication between departments, institutes, as well as all other components of the faculty
- remove barriers to the vertical and horizontal transfer of information
- systematically reduces the bureaucratic burden in internal processes
- supports the computerisation of administrative processes at the level of the faculty in relation to applicants, students and staff
- Plan for the implementation of modern information and communication technologies (ICT) in internal processes in the long term and accelerate the adaptation to modern trends, regularly assessing the status

Indicators

- Process audit of main, support and service activities
- Selected provisions of internal rules ensuring the flow of information
- Long-term action plan for the implementation of modern ICT
- Regular assessment of the state of implementation of modern ICT in relation to the plan

3.2 FLAW CU as a caring employer

3.2.1 Creating optimal working conditions

FLAW CU in order to create optimal working conditions:

- ensure that the rights of the employee are respected
- takes care of the compliance with the Code of Ethics by the staff and students of the Faculty of Law of Comenius University and to this end has established the Ethics Council of the Faculty of Law of Comenius University
- implements a transparent and merit-based remuneration system; ri applies a differentiated approach to the remuneration of academic staff, mainly on the basis of pedagogical and creative performance
- provides a hygienic and safe working environment for its employees
- ensures adequate equipment of buildings, offices, working areas and employees with office furniture, information and communication technologies, modern computer technology including software, office supplies, access to data sources, etc.
- implements measures to strengthen family-friendly employers
- systematically collects and evaluates employee feedback

Indicators

- Collecting and evaluating feedback on employee satisfaction with working conditions
- Employee satisfaction rate
- Activities of the Ethics Council of the Faculty of Law of Comenius University
- Internal rules or provisions of internal rules on staff remuneration

3.2.2 Ensuring the development and care of human resources

FLAW CU to ensure the development and care of human resources:

- supports the career and skills development of staff, including the use of mobility stays abroad
- supports the improvement of language competences of all categories of staff and students
- develops training plans
- provides employees with employee benefits

- uses the social fund for holiday, recreational or team-building activities

Indicators

- Qualification structure of teachers, creative and administrative staff
- Number of courses offered to support the career and skills development of employees
- Number of staff who have received training to support career and skills development
- Number of staff and students attending language courses
- Number of measures implemented to reconcile work and family life of employees and students
- Use of social fund, form and number of supported activities, employees
- Overview of employee benefits provided

3.2.3 Targeted building of affiliation to the Faculty of Law of Comenius University among employees and students

FLAW CU in order to purposefully build affiliation to the faculty among staff and students:

- purposefully builds faculty identity, including building a unified visual identity and branding of the faculty in accordance with modern communication standards, respecting the historical roots and tradition of the faculty and its components
- articulates commonly shared values,
- consciously and purposefully builds a pleasant atmosphere of cooperation, collegiality and professionalism
- Formulates and adheres to the Code of Ethics for Employees and Students
- Supports faculty-wide professional, sporting and cultural activities to strengthen relationships

Indicators

- Design manual for FLAW CU outputs
- Staff turnover rate: average length of service of staff recruited in the last 3 and 5 years
- Number of faculty-wide professional/sports/cultural/teambuilding activities

3.3 Responsible asset management

FLAW CU with the aim of responsible management of its assets:

- create a concept for the disposal of FLAW CU immovable property
- introduces ie modern property management FLAW CU
- make use of university property for its renovation and development
- plans investment actions over the long term, prepares them and implements them progressively

Indicators

- Concept of disposal of FLAW CU immovable property
- Long-term plan of investment actions of FLAW CU
- Implementation of the gradual passporting of UK immovable property
- Implementation of partial investment actions

4 Strategic objectives in the area of corporate social responsibility

4.1 Knowledge sharing and dissemination

FLAW CU with the aim of sharing and disseminating knowledge:

- consciously contributes to the sustainable development of society as a whole through its activities
- is visible in addressing societal and regional issues, uses its potential to communicate key issues and public attitudes, provides relevant opinion-forming, professionally informed information and public statements
- carries out targeted awareness-raising activities, disseminates scientifically based facts and prevents the dissemination of false or fabricated information
- supports educational and scientific activities aimed at addressing current global environmental challenges and challenges in the national economy
- will increase the awareness, knowledge and knowledge of its students and staff in the field of environment, nature conservation and the relationship of man to living and non-living nature, including in study programmes that are not directly focused on research or conservation of the landscape sphere
- will deliberately reduce the energy intensity of its premises

Indicators

- Projects and activities for the popularisation of science
- Number of media outputs by staff
- Number of staff participations in public expert discussions

4.2 FLAW CU as a reference point in public space

- enhances the education and culture of society as a whole by actively disseminating the latest research and scientific results to the general public
- strengthen and improve the presentation of its scientific and pedagogical results and activities in the media
- within the framework of its business activities, it will offer state and non-state organisations and all other interested parties professional, expert and expert activities at the highest level for the immediate needs of the company

Indicators

- Number of popularisation outputs
- Number of expertise offered/implemented
- Financial income from business activities
-

4.3 FLAW CU as an open partner for dialogue and cooperation

- initiates and promotes collaboration with the external environment and practice

Indicators

- Number of partnerships with external stakeholders and practitioners

