

PROGRAMME STATEMENT
„VISION OF THE FUTURE OF THE FACULTY OF MEDICINE AND DENTISTRY,
PALACKY UNIVERSITY IN OLOMOUC“

prof. MUDr. Milan Kolář, Ph.D.
a candidate for the position of the Dean

Motto: „Mente et Corde“

Dear members of the academic community of the Faculty of Medicine and Dentistry at Palacky University in Olomouc,

Dear colleagues,

Let me address you as a candidate for the position of Dean at the Faculty of Medicine and Dentistry at Palacky University in Olomouc (hereinafter referred to as LF UP). In my program statement, I would like to answer the following four basic questions:

- Why am I running?
- What can I offer?
- What are my goals?
- How to achieve my goals?

Why am I running?

I consider it appropriate, to begin with, this question, which I asked myself first. The main reason is my conviction that I can be of service to our alma mater in the position of the Dean. I am a graduate of LF UP, specifically of the General Medicine program, which I studied during 1982-1988. After my graduation, I joined the Department of Microbiology as an assistant professor and I consider my decision to connect my professional career with LF UP as one of the most important and best decisions of my life. I can honestly say that our shared faculty has become an integral part of my life and has an important place not only in my mind but above all in my heart. I am convinced that in my role as the Dean I can give our faculty the best of my experience, vision, enthusiasm, optimism, and, above all, concrete work. I would like to offer everything to ensure the positive development of our faculty in its full range of activities.

I consider it necessary to emphasize with great humility that not everything has been accomplished at our faculty and there are, of course, problems and unimplemented projects. I am referring to, for example, the unresolved staffing of some departments, including the age structure, and the insufficient salaries for the LF UP employees. I am fully aware of these problems and I would like to do everything I can to resolve them successfully.

What can I offer?

Of course, goodwill or enthusiasm is not enough to perform the function of the Dean. I know from my own experience, or rather from the execution of the position of the Dean of LF UP in the period 2011-2019, that this role requires a large range of necessary abilities and at the same time great commitment. I believe that I can meet these requirements. Below are some facts of which I am humbly convinced.

To our faculty and the entire academic community, I offer above all:

- continuous knowledge (I am convinced that it is very deep) of the faculty's operation in crucial areas of its activities, including the relation to processes within Palacky University in Olomouc (hereinafter referred to as UP),
- knowledge and my own professional experience with a very important and integral part of life at LF UP, namely with the area of hospital activities within the nearest partner of the faculty, i.e. the University Hospital Olomouc (hereinafter referred to as FNOL); I believe that it is an indisputable advantage if the Dean of LF UP is oriented in the areas of healthcare activities and their management, including specialization training of doctors,
- experience with the function of the Dean of LF UP from the period 2011-2019,
- experience in senior positions, grant agencies, scientific boards of academic institutions, and working committees at the level of the Ministry of Health of the Czech Republic and the National Accreditation Bureau,
- a rational and calm approach to solving work tasks and potential problems,
- communication skills and the ability to find a compromise,
- a lifelong dedication to the faculty I hold dear to my heart,
- optimism and I believe I have plenty of it.

I had the honor of serving as the Dean of LF UP for two mandates, i.e. for 8 years, and this work was very fulfilling for me. If re-elected, I will perform this function with dedication, great responsibility, and great pleasure. Not because I am fond of the position as such and the dean's neck chain, but because I see deep meaning and significance in this work. LF UP has given me a lot in my life, and I would also like to give our faculty everything I can offer.

What are my goals?

Here, I consider it appropriate to state at first that I perceive our faculty as a complex of three key areas, namely pedagogical, scientific, and research, and medical and preventive within the FNOL, which must be approached with high responsibility. Below I list the most important goals in the basic areas of the Dean's office, which I would like to commit myself to and, if elected, to fulfill through systematic work.

Students' Affairs

- improving the quality of teaching and its focus on gaining practical experience,
- expansion of practical teaching within independent clinical practice,
- ensuring sufficient and high-quality training on simulators,
- construction of a new building for the LF UP (which will also serve the Faculty of Health Sciences) and meeting all the requirements for the spatial arrangement of a modern and high-quality medical faculty,
- ensuring the construction and opening of a new canteen with sufficient capacity for the academic community of the faculty,
- full support for the involvement of undergraduate students in all forms of research and teaching activities,
- close and open cooperation with student organizations active at the faculty, including financial support,
- regular meetings of students and teachers with the faculty management,
- supporting evaluation of teaching by students and graduates and addressing legitimate requests promptly,
- recognition and support of outstanding teachers in the faculty,
- the implementation of English study programs in General Medicine and Dentistry, with the number of students in these programs not exceeding 20% of the total number of students.

HR management

- increasing the salaries of the faculty staff by increasing the tariff component of the salary,
- regular meetings of LF UP management with the entire academic community of the faculty,
- support for habilitation and professorial procedures under defined conditions,
- active recruitment of young prospective employees, including graduates within the Graduate Program of FNOL/LF UP,
- actively recruiting experienced staff (both local and foreign) for teaching, research, and management positions,
- compliance with the retirement of staff from management positions after the age of 65, while maintaining distinguished professors and associate professors over the age of 65 at the faculty,
- regular meetings of senior staff in close cooperation with the Executive Director of FNOL.

Legislation

- compliance with and respect for all legal standards,
- equal approach to all employees and students of the faculty, including avoiding both positive and negative discrimination,
- maintaining and enhancing the principles of academic self-management,
- continuous updates of legislative regulations and standards of LF UP by the development of internal regulations and standards of UP and general legal standards of the Czech Republic/EU,
- an active approach to the elaboration of new legislative norms necessary for the proper functioning of LF UP.

Long-term economic stability

- transparent financing of LF UP based on the performance principle with the guarantee of a solidarity system,
- the implementation of rational management in funding, including a clear definition of the competencies and responsibilities of senior staff,
- support for obtaining funding from non-normative sources, especially science and research resources,
- ensuring the autonomy of senior faculty staff to manage their respective departments to maintain positive and motivating development, e.g. transferring all funds received for scientific research activities to the respective teams and departments without any deduction to the central funds of LF UP.

Scientific and research activities

- increasing the quality of scientific research activity at the faculty and further investment in prosperity and excellence,
- motivating and actively supporting students in doctoral programs,
- close and open cooperation with the Scientific Board of LF UP (a critical condition for the implementation of the faculty's management objectives),
- supporting cooperation with high-quality scientific research teams at UP,
- close cooperation with other medical and biomedically oriented faculties, institutes of the Academy of Sciences of the Czech Republic, and leading foreign institutions,
- support for contract research and cross-sectoral collaboration with healthcare institutions and industries,
- supporting joint research projects of LF UP and FNOL, joint strategy in reporting results,
- rationalization in the faculty's management of science and research, limiting central management to the necessary level by the relevant legislative requirements.

International cooperation

- supporting foreign internships of teachers and students of LF UP, as well as visiting distinguished teachers and researchers at the faculty,
- cooperation within the UP for the implementation of internationalization with regard to the interests of LF UP,
- cooperation with other institutions, especially within the EU
- extending international cooperation beyond the Erasmus+ program, for example, internships within the International Federation of Medical Students' Association,
- maintaining AMSE accreditation.

Cooperation with the academic community and the Academic Senate of LF UP

- open and complete communication with the academic community of the faculty on all matters of LF UP,
- close and open cooperation with the Academic Senate of LF UP (a critical condition for the implementation of the faculty's management objectives),
- guaranteeing a responsible approach to the discussion and suggestions of the whole academic community of the faculty.

Cooperation with the Faculty Hospital Olomouc

- full support of the cooperation between LF UP and FNOL (an important condition for the successful development of both institutions),
- mutual coordination of procedures in all areas of activity,
- close cooperation on staffing issues of the joint departments under the relevant legislative standards.

Public relations

- full support of faculty promotion and cooperation with the media,
- maintaining quality relations with the faculty's alumni, for example by supporting the Alumni, Students, and Teachers Meetings of LF UP (Radices/Roots), gold and diamond graduation ceremonies,
- friendly cooperation within UP while defending the legitimate interests of LF UP,
- cooperation with external healthcare institutions in teaching and research.

How to achieve the goals?

I intend to achieve the stated goals primarily through consistent and responsible performance of the Dean's function based on objective, rational, and direct conduct. I consider it essential to establish a functional vice-dean team that will be united, efficient, and will always fully defend the legitimate interests of LF UP. I see it as necessary to gain the trust of the entire academic community and the academic bodies of the faculty, i.e. the Academic Senate and the Scientific Board of LF UP.

At LF UP I will promote rational and clearly defined procedures to reduce all administration that can be considered unnecessary.

I intend to work very closely with the management of the FNOL and will always be firm in my opinion that it is necessary to defend the common interests of both friendly organizations in the case of joint departments.

In conclusion:

In my opinion, it is very important to handle everything calmly and constructively, to find time to exchange views, to understand each other, and to define the best solution, always from the perspective of the entire faculty. From the bottom of my heart, I wish that LF UP will continue to be a prosperous faculty, where three quality platforms - modern teaching, successful scientific research activities, and top-quality healthcare and preventive activities within the FNOL - will successfully intertwine. At the same time, I would like all students and teachers to consider the faculty as a matter of their hearts, of which they are rightfully proud.

I will do everything in my power for the above. I believe that I will not disappoint your trust.

With many thanks for your work on behalf of our common alma mater and with deep respect Yours
Milan Kolář

In Olomouc on 15 March 2023