

**CANDIDATE PROGRAM FOR THE POSITION OF DEAN OF THE  
FACULTY OF PHARMACY, CHARLES UNIVERSITY FOR THE TERM  
STARTING FEBRUARY 1, 2026**

**doc. PharmDr. Jaroslav Roh, Ph.D.**

Dear Colleagues,

Dear Members of the Academic Community of the Faculty of Pharmacy, Charles University.

First of all, allow me to thank you for your work in developing our faculty and for your cooperation in its leadership and setting the further direction. It has been an honor to lead our faculty over the past four years, and it would be an honor—if I gain the trust of the senators—to continue leading it in the next term.

Allow me to begin with a brief look back at the past period, which will also form the basis for some of my plans. Four years ago, when I ran for the position of Dean, I could start my program with nothing other than the Mephared 2 project, i.e., the planned construction of our new campus. At that time, the project was at the stage of obtaining a building permit and preparing documentation for selecting a contractor. I expressed concern that the unprecedented post-COVID surge in construction material and labor costs could lead to project co-financing exceeding acceptable limits. At that moment, few could have imagined that Russia would soon invade Ukraine and that war would break out in Europe.

Although various external and internal problems and complications associated with such a large-scale project are not yet fully resolved, the construction of the campus is currently proceeding according to schedule, with the completion expected in June 2026 in accordance with the requirements of the Recovery and Resilience Facility funds.

Another area requiring intensive attention was the stagnating interest in the key master's program in Pharmacy, low academic performance, and economic pressure from the university to increase student numbers and improve study outcomes. I am pleased that, with the contribution of many of you—staff and students alike—we have succeeded in raising awareness of the faculty, pharmacy, and laboratory diagnostics among the public, through numerous educational and outreach events, partnerships with secondary schools, organization of excursions, and various PR activities. All these time- and effort-intensive activities over the past four years have resulted in a steady increase in interest in our programs.

The issue of low academic performance led us to prepare a new accreditation for the Pharmacy study program. This includes the elimination of the continuous state exam system, a reduction in the number of mandatory courses within the limits set by legislation, and increased opportunities for internal profiling of graduates through elective courses. The curriculum for this year's first-year students already reflects the proposed changes, and I believe that during this academic year, the revised accreditation of the Pharmacy study program will be approved.

High interest in lifelong learning programs focused on medicinal plants led to the preparation of a bachelor's program in Medicinal Plants and Nutraceuticals and the subsequent master's program in Phytochemistry, which received accreditation just a few days ago. This academic year, we were able to admit the first cohort of students in the Medicinal Plants and Nutraceuticals program, which also allowed us to reduce the number of students admitted to the Pharmacy program, thereby raising the admission threshold.

I continue to take great pride in the outstanding achievements of our students and graduates in doctoral programs. We consistently maintain one of the highest rates of academic success, and our graduates regularly receive prestigious awards. A significant step in doctoral education was the accreditation of five joint programs with the Faculty of Medicine in Hradec Králové (three of which are entirely new programs for the Faculty of Pharmacy), which, together with the move to shared facilities in the new campus, will further strengthen our collaboration.

In the area of research and projects, I must mention the NETPHARM project, which brings not only collaboration with excellent institutions and partners but also significant financial resources to the faculty. In addition to NETPHARM, we have been successful in other calls and grant competitions, for which I would like to sincerely thank all proposers and project leaders.

Of course, I am also aware of many problems that have affected and continue to affect both students and staff, and which we will seek to address and work on in the coming years. If I do not mention them in the points below, I will be happy to discuss them during the introduction of candidates or at other opportunities.

## **UNDERGRADUATE STUDIES, STUDENT AFFAIRS, STUDY IN ENGLISH**

The priority remains the development of our “flagship” Pharmacy program and the long-established and successful (Bioanalytical) Laboratory Diagnostics in Healthcare program. In the Pharmacy program, we will work on the prompt submission and approval of the new/revised accreditation, which I mentioned in the introduction. The goal is to partially reduce the academic workload and move toward higher academic success.

In connection with this, changes to the rules governing study organization will also be necessary. We plan to partially relax the rules for progression between years (study phases), which would reflect, among other things, the introduction of commission-based exams for main courses. Unlike state exams, commission-based exams will be credited and thus treated as standard exams that cannot be postponed “indefinitely.” In the event of failure, the course can be re-enrolled, and the exam completed later. We must be prepared for this so that a potential failure in a credit-rich, commission-based exam does not automatically result in major complications for continuing studies or worse consequences.

I am pleased that, after years of intensive negotiations between pharmaceutical professional societies, the Czech Chamber of Pharmacists, and other pharmaceutical stakeholders, a legislative change was achieved that allows part of the mandatory six-month internship to be completed outside a pharmacy, for example, in hospital clinical pharmacy departments. In the upcoming period, we will enter negotiations with the Czech Society of Clinical Pharmacy, the Association of Clinical Pharmacy Departments, and other relevant entities to discuss possibilities for expanding internships, including their locations and related expertise.

I would also like to continue working on the idea of opening another new bachelor's/master's pharmaceutical program, primarily for students interested in pharmaceutical sciences who are not necessarily aiming for healthcare careers. There is potential for a program focused on drug development and manufacturing, general pharmaceutical sciences, and regulatory affairs—i.e., a program educating pharmaceutical experts with employability in research, the pharmaceutical industry, clinical trials, the public sector (Ministry of Health, UZIS, SÚKL), etc. Even one motivated student cohort would allow for a higher quality selection of pharmacy students, and a reduction or more efficient management of the teaching workload for first-year instructors.

For the English-taught Pharmacy program, we must continue to diversify the portfolio of countries and regions from which international students come. This year, we have established cooperation with five new agencies from different countries, and identifying new destinations and countries whose students would find studying Pharmacy at our faculty attractive will remain a priority. At the same time, we must ensure a proper admissions process that evaluates not only knowledge of chemistry and biology but also proficiency in English. Despite intensive efforts, it has been difficult to attract students to the M.Sc. Pharmaceutical Sciences program. Future efforts will continue to focus on promoting both English-taught programs.

I must also mention ongoing efforts by students to engage in fraudulent behavior during assessments and exams. I would like to thank everyone who conscientiously reports each violation to the disciplinary committee, which reviews all cases and has already imposed sanctions, including expulsion. I will continue to advocate for this rigorous approach.

## **SCIENCE, RESEARCH, GRANTS AND PROJECTS, DOCTORAL STUDIES**

I will begin with doctoral studies, which are and must continue to be our flagship. The introduction of guaranteed income will, on one hand, improve conditions for our students, but on the other, complicate matters for the faculty and supervisors in securing sufficient resources. Nevertheless, I would like to continue developing the current system, in which the faculty contributes to each doctoral student both a fixed amount and an additional contribution based on the supervisor's success. These contributions will need to be regularly adjusted, in line with increasing guaranteed doctoral salaries, but the supervisor/group co-contribution must always be taken into account. I am aware of the initial complexity of the loan and savings system, but I am convinced that this system—unique across the university—will help supervisors in long-term planning of doctoral funding. I believe it will gradually settle in and may be modified based on the experience gained.

In evaluating research activity, which is linked to the allocation of funds from the Cooperatio program, I intend to continue following the established methodology. A larger portion of funds should continue to be distributed according to the university methodology (bibliometrics, citations, grant income), while a smaller portion should be based on the highest-quality publications, according to the so-called “quality pillar.” Direct support from the Dean's fund will continue to be designated for newly arriving staff, colleagues returning from maternity leave, support for projects of early-career researchers (e.g., PRIMUS), and postdoctoral positions (e.g., Junior Fund).

What has not been achieved in the past period is the faculty's participation in larger international consortia within programs such as Horizon or other European calls. It is important to recognize that after the completion of large OP JAK projects, European projects will practically be the only significant source of funding for basic and pre-applied research. In the next period, I would like to further support research groups and ideally inter-group collaboration in preparing these applications (a system of rewards for submitting such projects is already in place), either as principal applicants or as co-applicants with foreign partners. The faculty must provide the best possible conditions and comprehensive support for project leaders, and we will also need to consider external advisors and specialized agencies.

## **FACULTY PRESENTATION AND EXTERNAL RELATIONS**

Presenting the faculty and our programs has been one of my priorities, as I mentioned in the introduction. I believe that the continuous increase in applicants and the more than 1,400 visitors during this year's Researchers' Night are visible results of these efforts. I would like to continue this trend and at least maintain the level, number, and organization of established promotional events and collaborations with secondary schools, particularly within the Faculty Schools project. At the same time, I would like to introduce a system of rewards for colleagues who engage with secondary school students, for example, in preparing student research projects (SOČ) and other activities aimed at high school students.

We should also work even more actively with our alumni, informing them about faculty developments, inviting them to faculty events, utilizing their experience in designing and updating curricula and study programs, and, on the other hand, publishing their profiles, stories, and notable achievements both in the Czech Republic and abroad, thereby increasing awareness of the faculty and interest in studying here.

Special attention should be given to our students going abroad. In the coming year, I would like to establish a Student Internationalization Fund and provide a financial contribution for each month of a student's study/research abroad or foreign internship under the faculty's auspices. In addition to faculty resources, we would also make use of support programs from pharmaceutical and other companies, which include support for student mobility.

## **INTERNAL AFFAIRS, PERSONNEL DEVELOPMENT**

Unfortunately, the number of core positions in the departments has long been under-resourced. To reach what could be considered an optimal state, we would need, on average, about 2 FTEs more per department. The situation is similar at the Dean's Office, where, despite increasing administrative workload, there have been no significant changes, with the exception of "GRO" office, where most positions are funded directly from the projects managed by the respective person. We will likely continue to struggle with this situation in the coming period, as it is unrealistic to expect a significant increase in funding from the Ministry of Education for the university sector. Nevertheless, despite the fixed salary scales set by the university's internal wage system, we will continue to work with the variable components of salaries, whether personal bonuses, performance-based incentives from projects, or from the Cooperatio program, and seek sources for their adjustment.

## **MEPHARED 2 PROJECT**

In the coming calendar year, the construction of the campus is planned to be completed, and we will move all units from the buildings on Akademika Heyrovského Street to the new

facilities. In connection with this, numerous negotiations regarding the final allocation of financial co-participation still lie ahead, as this matter has not yet been resolved. However, I can assure you that I will not agree to any solution that would expose the faculty to excessive or unfair financial burdens.

At present, the situation has developed such that, due to significant delays in the construction of the Biocenter Albertov, the completion of our campus guarantees all resources from the Recovery and Resilience Facility allocated to the university for both campuses, including those used for the construction of the Biocenter Albertov. This gives us both a moral and substantive claim to a share sufficient to cover all eligible project costs of the faculty buildings, excluding the mandatory co-financing.

Simultaneously, we face the task of establishing an enormous number of new processes, administration, and operations for both faculties in the new buildings. Therefore, 2026 will be a very hectic year, culminating in the relocation—most likely during the summer months—and the start of teaching in the new premises from the 2026/2027 academic year. Although we will inevitably encounter many initial issues typical of newly constructed buildings, I believe that the benefits of the new modern facilities will more than compensate for any challenges. We have much to look forward to.

## **CONCLUSION**

Dear Colleagues,

I believe that over the past few years, you have had the opportunity to get to know me well, whether in official meetings, social events, or informally, both at the faculty and outside it, and to observe the way I lead the faculty and how I would continue to lead it if re-elected. I will continue to strive to act as transparently as possible, making key decisions after broad discussion and careful consideration. And, of course, I will not hesitate to admit any mistakes and learn from them.

Sincerely,

Jaroslav Roh