

**FACULTY OF KINESIOLOGY
JOSIP JURAJ STROSSMAYER UNIVERSITY OF OSIJEK**



SELF – EVALUATION REPORT

Osijek, January 2023

Josip Juraj Strossmayer University of Osijek
Faculty of Kinesiology Osijek
Drinska 16a
31 000 Osijek

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2020

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I. SHORT DESCRIPTION OF THE FACULTY OF KINESIOLOGY OSIJEK

INTRODUCTION

The Faculty of Kinesiology Osijek is a new constituent unit of Josip Juraj Strossmayer University of Osijek (further in the text: the Faculty; KIFOS) established by the [Decision of the Senate of Josip Juraj Strossmayer University of Osijek on 27 May 2020](#). It took over the accredited university study programmes: Undergraduate University Study Programme of Kinesiology and Graduate University Study Programme of Kinesiology Education from the Faculty of Education of Josip Juraj Strossmayer University of Osijek.

However, tradition of higher education and research in kinesiology in Osijek dates back to the last century, as outlined on the Faculty web page in the section referring to History. Considering the recent history of educating students in kinesiology, it is necessary to mention that the determined the need to establish the study of Physical Education. After the accreditation of the Undergraduate University Study Programme of Kinesiology, the mentioned study programme started with realisation in the academic 2017/2018 at the Faculty of Education of Josip Juraj Strossmayer University of Osijek. The Graduate University Study Programme of Kinesiology Education was approved on 28 February 2018. Based on the [Elaboration on the establishment and organisation of the Faculty of Kinesiology Osijek within Josip Juraj Strossmayer University in Osijek](#), on its session held on 27 May 2020, the Senate of Josip Juraj Strossmayer University of Osijek determined that the conditions for establishment of the Faculty of Kinesiology Osijek were fulfilled and justified, thus reaching the [Decision on the establishment of the Faculty of Kinesiology Osijek](#). Establishment of the Faculty of Kinesiology started with the transfer of existing Undergraduate University Study Programme of Kinesiology and Graduate University Study Programme of Kinesiology Education from the Faculty of Education, as well as with the organisation of lifelong learning programmes for managers of sports and recreational activities and for managers of physical conditioning. At the session held on 20 July 2020, the Senate of Josip Juraj Strossmayer University of Osijek [appointed Full Profesor Vesnica Mlinarević as an acting dean of the Faculty of Kinesiology](#), and on 7 July 2021, the Faculty Council of the Faculty of Kinesiology Osijek elected Prof. Dr. Vesnica Mlinarević for a dean [Election of the Faculty of Kinesiology Dean](#). The election of the dean was confirmed by the Senate of Josip Juraj Strossmayer University of Osijek on 13 July 2021 [Decision of the Senate on confirmation of the election of the Faculty dean](#).

[The Agreement on mutual rights and obligations between Josip Juraj Strossmayer University of Osijek, the Faculty of Education of Josip Juraj Strossmayer University of Osijek and the newly established Faculty of Kinesiology of Josip Juraj Strossmayer University of Osijek](#) dated 21 July 2020 regulates mutual rights and obligations referring to transfer of accredited undergraduate and graduate university study programmes, transfer of students and staff, archives, resources, financial means, equipment and books to the new Faculty of Kinesiology, as well as the usage of premises and equipment. [Based on the Decision of the Commercial Court of Osijek](#) issued on 3 August 2020, the Faculty of Kinesiology Osijek was entered in the court register with the following

data: Josip Juraj Strossmayer University of Osijek, Faculty of Kinesiology Osijek, with the seat in Osijek, at the address Drinska 16/a. On 11 September 2020, the Ministry of Science and Education of the Republic of Croatia issued the [Licence for Performing Higher Education Activity for the Faculty of Kinesiology Osijek](#). Following the Agreement on mutual rights and obligations between Josip Juraj Strossmayer University of Osijek, the Faculty of Education of Josip Juraj Strossmayer University of Osijek and the newly established Faculty of Kinesiology of Josip Juraj Strossmayer University of Osijek, and following the functional integration of the University of Osijek with respect to human resources, the newly established Faculty of Kinesiology Osijek was assigned 21 employees, of whom 13 teachers and associates, and 8 employees for professional, administrative, technical and support job positions.

Teaching, scientific and professional activities at the Faculty of Kinesiology Osijek started in the academic year 2020/2021, i.e. on 1 October 2020, at Drinska 16a in Osijek, for 196 undergraduate university students of Kinesiology and 37 students of the graduate university study programme of Kinesiology Education, counting together 233 students. Undergraduate and graduate university study programmes are innovative and aligned with European trends in higher education, yet adapted to individual needs of students when it comes to acquiring of competencies that are in demand on labour market.

In the academic year 2020/2021, the Faculty of Kinesiology Osijek was managed by Acting Dean, Prof. Dr. Vesnica Mlinarević and the temporary Faculty Council, which was constituted on 21 December 2020 in accordance with the [Provisional Statute of the Faculty of Kinesiology Osijek](#). The full-term Faculty Council of the Faculty of Kinesiology Osijek was constituted on 21 May 2021 in accordance with the [Statute of the Faculty of Kinesiology Osijek](#). During the first year of its activities, the Faculty of Kinesiology Osijek had no appointed vice-deans, no departments, chairs or a library.

Since the academic year 2021/2022, the Faculty has been organised in accordance with the Statute of the Faculty of Kinesiology Osijek as follows: the Faculty of Kinesiology Osijek is represented by the Dean and three Vice-Deans: Vice-Dean for Education and Student Affairs, Vice-Dean for Science and International Relations, and Vice-Dean for Development, Professional and Business Affairs. Together with the Dean [Dean's decisions](#), the Faculty is governed by the Faculty Council which consists of teaching staff, representatives of non-teaching staff and student representatives. As of present, the Faculty Council consists of 18 members, of whom 12 teachers appointed into scientific-teaching grades, 1 representative of assistants, 1 representative of staff appointed into teaching grades, 1 representative of non-teaching staff, and 3 student representatives.

Referring to the structure of employees of the Faculty of Kinesiology Osijek in the academic year 2020/2021 (as of 30 September 2021), there were 16 teachers and associates and 15 employees at professional, administrative, technical and support job positions.

In order to ensure an open and transparent way of formulating attitudes on issues important for activities and development of the Faculty, the Faculty Management Board regularly holds its meetings usually before sessions of the Faculty Council ([Minutes of the Faculty Management Board in the academic year 2021/2022](#)).

Mission of the Faculty of Kinesiology Osijek

The mission of the Faculty of Kinesiology Osijek is to enable the highest academic standards in scientific and teaching activities and to ensure that students acquire competencies in accordance with the needs of sports, society and national development.

We contribute to the development and social inclusion of creative and competent professionals, scientists and students in all areas of kinesiology and related scientific disciplines by respecting the needs of the labour market and of society as a whole. By cooperating with related domestic and international higher and public institutions, institutes and sports federations, the Faculty of Kinesiology Osijek promotes sports and encourages advancement of teachers and students by joining the European Higher Education Area through international cooperation and exchange of students, researchers and teachers.

Vision of the Faculty of Kinesiology Osijek

The Faculty of Kinesiology Osijek strives to improve the quality of higher education and shall develop study programmes, projects and lifelong learning programmes in accordance with the needs of society and sports as global universal values.

The Faculty of Kinesiology Osijek strives to create new knowledge in the area of kinesiology, sports and related scientific disciplines based on the competence approach, learning outcomes and principles of lifelong learning, as well as to encourage and strengthen an innovative interdisciplinary culture and excellence in research.

The organisational values promoted by the Faculty of Kinesiology Osijek are knowledge, responsibility, identity, professionalism, flexibility, inventiveness, creativity and cooperation. The Faculty of Kinesiology significantly contributes to the improvement of sports, sports recreation, physical education of students and the quality of active life and health of citizens.

Organisation of the Faculty of Kinesiology Osijek

Organisational units of the Faculty are departments, chairs, administration office and library [Decision on the organisation of the Faculty of Kinesiology Osijek](#). The governing bodies of the Faculty are the Dean and the Faculty Council.

The Dean is assisted by the vice-deans. The Vice-Dean for Education and Student Affairs acts as a substitute in case of Dean's absence or inability for perform duty. Vice-deans are elected by the Faculty Council on the Dean's proposal. The Dean, the vice-deans and the Faculty Academic Secretary join into Faculty Management Board. The Dean can extend the Faculty Management Board by inviting heads of organisational units or experts in specific areas.

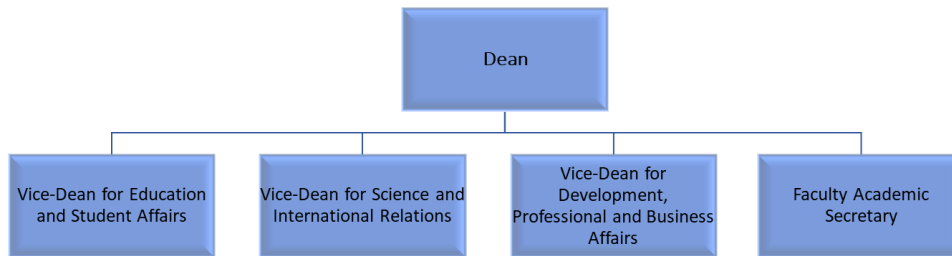


Figure 1 Management Board of the Faculty of Kinesiology Osijek

The Faculty Council of the Faculty of Kinesiology Osijek is a professional council consisting of all full professors with tenure, full professors, associate professors and assistant professors; 1 representative of teachers appointed into teaching grades; 1 representative of associates appointed into associate grades who are employed by the Faculty based on the employment contract; 1 representative of other employees employed by the Faculty based on the employment contract; student representatives who make at least 15% of the total number of the Faculty Council members, and the Faculty Academic Secretary who participates in the Faculty Council without the right to vote. The Dean and vice-deans are members of the Faculty Council by virtue of holding respective offices. The Faculty Council meets usually once a month, and their sessions are chaired by the Dean.

The Faculty Council appoints standing boards and committees: Committee on Verification of Fulfilment of Advancement Criteria; Education and Students Committee; Committee on Bachelor's and Master's Theses; Ethics Committee; Publishing Committee; Quality Assurance Committee. The Faculty management structure allows students and employees to participate in decision-making process at the Faculty. Students are members of certain boards and committees of the Faculty.

Dean of the Faculty of Kinesiology Osijek

Dean of the Faculty of Kinesiology Osijek represents the Faculty, acts as its leader and has all rights and obligations as defined by the [Statute of Josip Juraj Strossmayer University of Osijek](#) and the [Statute of the Faculty of Kinesiology Osijek](#). The Dean is responsible for the legality and Faculty-level implementation of the Statute provisions and decisions made by the University.

The Dean is responsible to the Rector, the Senate and the Faculty Council. At least once a year, the Dean is obliged to submit an activity report to the Faculty Council and the Senate.

Vice-deans of the Faculty of Kinesiology Osijek

Vice-deans assist the Dean in performing the duties and are appointed by the Faculty Council on the Dean's proposal. There are three (3) vice-deans at the Faculty: Vice-Dean for Education and Student Affairs, Vice-Dean for Science and International Relations, and Vice-Dean for Development, Professional and Business Affairs. Vice-deans are responsible to the Faculty Council and the Dean.

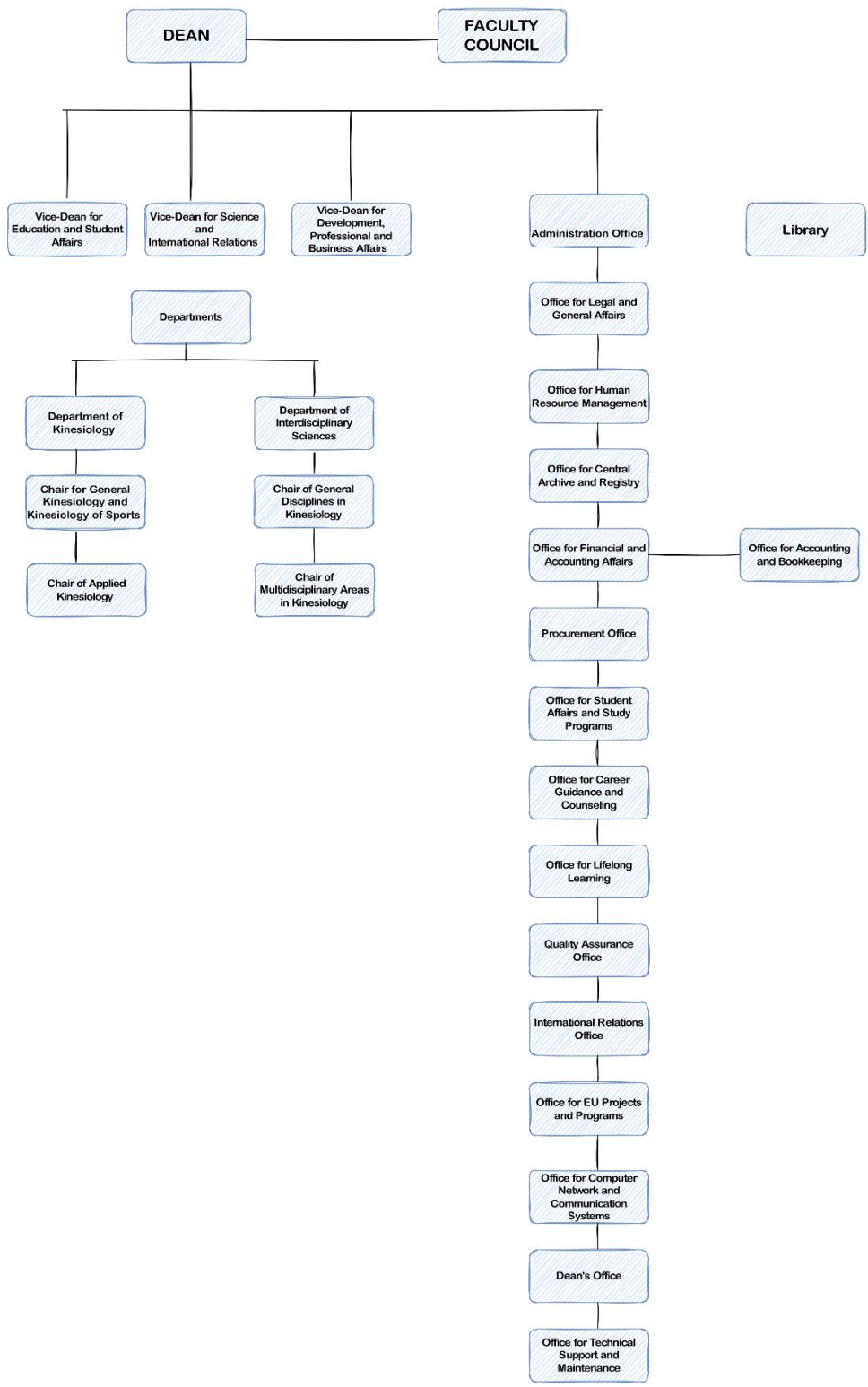


Figure 2 Organisational structure of the Faculty of Kinesiology Osijek

Department

Basic organisational unit of the Faculty is the department, which is involved in teaching, scientific and professional activities. The department, as a basic organisational unit, can operate without further sub-divided units or it can be divided into two or more chairs. The department staff are teachers and associates who are employed by the Faculty on the basis of employment contract and who perform teaching, scientific and professional work. External teachers, associates and other experts can participate in teaching as planned by the curriculum, and they can also perform other activities of the department, yet without the right to vote. Head of department represents the specific department and manages its activities.

At the Faculty of Kinesiology Osijek, there are two (2) departments: **Department of Kinesiology** and **Department of Interdisciplinary Sciences**.

Chair

Departments can be divided into two or more chairs. As a rule, chairs are established for several related courses. Chair staff are teachers and associates working at the Faculty on the basis of employment contract and delivering teaching within the same or related courses.

Head of chair represents the chair and coordinates its activities.

The Faculty **Department of Kinesiology** comprises 2 chairs as lower organisational units:

- **Chair of General Kinesiology and Kinesiology of Sports**
- **Chair of Applied Kinesiology.**

The Faculty **Department of Interdisciplinary Sciences** comprises 2 chairs as lower organisational units:

- **Chair for General Disciplines in Kinesiology**
- **Chair for Multidisciplinary Areas in Kinesiology.**

Teachers and associates: At present, there are 23 employees at the Faculty's scientific-teaching, teaching and associate job positions. Overview of the employee structure holding scientific-teaching, teaching and associate job positions in the academic year 2021/2022 (as of 30 September 2022) is the following: one (1) full professor, three (3) associate professors, eight (8) assistant professors, one (1) postdoctoral researcher, two (2) senior lecturers, four (4) assistants and two (2) lecturers.

Administration Office

There is an Administration Office at the Faculty established as a central administrative unit in charge of performing legal, professional, administrative, financial tasks and accounting, as well as quality assurance. It deals with student affairs, technical and support tasks and other duties necessary for Faculty's successful operation. All above-mentioned duties and tasks are performed by the Administration Office for the whole Faculty, unless these tasks are part of regular activities delegated to other organisational units of the Faculty, as determined by the Faculty Statute. The work of the Administration Office is managed by the Faculty Academic Secretary. Other than the Faculty Academic Secretary, there are 16 employees working in the Administration Office, of

whom 8 employees holding university degrees, 2 employees holding specialist degrees, and 2 employees holding secondary school qualifications work in professional administrative offices. Technical and support tasks are performed by an office manager holding secondary school qualification, 1 janitor, 1 employee at a 3-level job position and 1 cleaning lady.

MATERIAL AND HUMAN RESOURCES AVAILABLE TO THE FACULTY

Based on the Agreement on the sublease of premises, the Faculty of Kinesiology Osijek is located in the left wing of the Construction and Geodesy Vocational School Osijek at the address Drinska 16a in Osijek. It disposes of one part of the premises referring to 6 lecture halls spreading on 516 m², 8 teacher offices spreading on 140 m², sports hall with auxiliary rooms on an area of 1,045.25 m² and outdoor sports ground on an area of 1,450 m².

Other than the premises of the Faculty of Kinesiology Osijek referring to lecture halls and sports hall of the Construction and Geodesy Vocational School Osijek, lectures and seminars are held in two lecture halls of the Faculty of Agrobiotechnical Sciences Osijek, in the IT hall of the Faculty of Education Osijek and in the Rectorate of Josip Juraj Strossmayer University of Osijek. Practices are organised in the sports hall of the Construction and Geodesy Vocational School, in the Gradski Vrt Sports Hall, in the Jug Sports Hall, and in the sports hall of the Faculty of Education Osijek. Physical conditioning practices are carried out at the Faculty of Economics Osijek, at the City Swimming Pools, at the Tennis Centre Osijek and at the Sokol Centre Osijek. One part of practices is carried out within the field classes on the outdoor sports ground of the Construction and Geodesy Vocational School and other available sports grounds: High School Centre, trim track on the Osijek Promenade, in the city parks, on the left bank of the Drava River, in the Education Centre of the Osijek City Red Cross Society in Orahovica.

Methodology practices are organised in the Osijek Kindergarten, in the Elementary School Fran Krsto Frankopan Osijek and in the Construction and Geodesy Vocational School Osijek. Professional practice of the Faculty students within selected module is organised in registered sports associations and clubs, and in elementary and secondary schools.

For teachers and professional services of the Faculty, there are furniture and necessary equipment for teaching, scientific and professional work, computers with all peripheral devices, laptops for teachers, as well as computers for students available in the Faculty premises and in the newly established Library. Internet access is provided via Croatian Academic and Research Network - CARNET, and wireless internet access is also available in the Faculty area.

Sports equipment necessary for teaching has been taken over from the Faculty of Education, and upon initiating the new Graduate University Study Programme of Kinesiological Education, sports equipment has been purchased in accordance with specific requirements of courses and scientific research.

The Faculty of Kinesiology started working on 1 October 2020, and as of that date, there were employees transferred to the Faculty from other constituents of Josip Juraj Strossmayer University of Osijek as a part of the University functional integration. The Faculty was assigned 21

employees, of whom 13 teachers and associates, and 8 employees for professional, administrative, technical and support jobs. In the academic year 2020/2021, 9 teachers and associates of the Faculty of Kinesiology Osijek advanced to higher scientific-teaching, teaching or associate grades and corresponding job positions, and employment contract has been closed with 2 teachers appointed into scientific-teaching grade of assistant professor. In the academic year 2021/2022, the Faculty employed 1 assistant professor, 3 assistants (of whom 2 substitutes), 2 assistants (transfers with 50% of working time) and 1 lecturer (transfer with 20% of working time), senior librarian and officer in the Office for student affairs and study programmes. In the academic year 2022/2023, the Faculty employed another two assistants. Since the Faculty of Kinesiology Osijek's activity during the last three academic years, the restrictive employment policy of the Ministry of Science and Education of the Republic of Croatia has been in force, which is important to point out as an external factor.

Due to the lack of teachers in certain scientific and teaching areas and fields as of the curricula in the academic year 2020/2021, the Faculty of Kinesiology Osijek engaged 31 external associates and 1 mentor in the elementary school for teaching at undergraduate and graduate university studies in the winter semester, while in the summer semester, 23 external associates participated in teaching. In the academic year 2021/2022, the Faculty managed to provide own teaching staff to both university study programmes, thus improving the quality of teaching. If compared to previous two academic years, the number of external associates engaged by the Faculty has been lowered in the academic year 2022/2023. Scientists of the Faculty are relatively young, which is a long-term strength and guarantee of the Faculty's development. As of present, the Faculty employs 23 teachers and associates (9 of them are employed in a part-time equivalent) and 18 staff for professional, technical, maintenance and library services. Smaller collective with 41 Faculty employees enables greater flexibility and easier adaptation to changes and demands occurring at the labour market.

FINANCIAL MANAGEMENT

Financial management conditions are satisfactory, and presently, the Faculty operates with profit. Each month, salaries are calculated according to prescribed components for salary calculation – from state budget funds. Faculty's own funds together with dedicated funds are used for regular activities, equipment and literature purchase, scientific and research activity, fees for external associates, international cooperation and other.

In 2021, the Faculty generated revenue in the amount of 6,494,271.00 HRK. Out of that amount, 5,221,633.00 HRK was allocated by the Ministry of Science and Education of the Republic of Croatia. Revenue generated from projects, the Faculty's own revenue and dedicated revenue amounted to 1,272,638.00 HRK. Total expenditures were 6,104,444.00 HRK - [Review of the Faculty's business activities result for 2021](#). In the calendar year 2022, the Faculty generated revenue in the amount of 8,512,374.00 HRK. Out of that amount, 7,221,066.00 HRK was allocated by the Ministry of Science and Education of the Republic of Croatia. Revenue generated from projects, Faculty's own revenue and dedicated revenue amounted to 1,291,307.96 HRK - [Review of the Faculty's business activities result for 2022](#). Total expenditures were 8,278,992.79 HRK. All

financial reports are transparent and publicly available. In the coming period, it is a challenge to ensure Faculty's financial stability, having in mind the number of students and funding in the following years.

THE LIBRARY AND THE IT EQUIPMENT

The Faculty of Kinesiology Osijek in the academic year 2020/2021 did not have an organised higher education library. Students and teachers used the Library of the Faculty of Education.

The Library of the Faculty of Kinesiology Osijek is active since the academic year 2021/2022 - [Decision of MSE on establishing the Faculty's Library](#). The Library is an organisational unit of the Faculty used for carrying out library and informational tasks and jobs for teaching, scientific, research, and professional needs of the Faculty. The Library has one employee with a university degree and a library job title of a senior librarian. Besides library services of borrowing library materials, using library materials and using computer equipment in reading rooms, the Library offers a service of inter-library borrowing of titles which it does not have and help in finding the appropriate literature by searching library catalogues, local database and other information sources as well as electronic databases locally and abroad. The Library's holding is comprised out of materials from area of interdisciplinary social sciences and holds literature for all courses of study programmes at the Faculty of Kinesiology Osijek, and also has different types of library materials. All catalogued library materials are searchable in the online catalogue via the *Zaki* library software, for which there are computers available to students. From its beginnings, the Library of the Faculty of Kinesiology strives to ensure demands of quality studying, scientific and research work and professional work. For almost all courses, the Library owns a sufficient number of copies for students' compulsory reading lists, which means students can carry out their obligations without problems. An access to 25 databases, which in the academic year 2021/2022 included over 15,000 magazines with complete text, was provided to the Library's users via *Portal of electronic sources for Croatian academic and scientific community*. Also, the Faculty continuously provides access to different databases containing complete texts in the following areas: biomedicine and health, biotechnical sciences, social sciences, humanities, natural sciences, technical sciences and arts. Access to all databases, including bibliographical and citation databases, is facilitated via Proxy server and IP range of the Faculty. Furthermore, the Faculty ensures probationary access to databases useful for creation of master's theses and dissertations as well as scientific and research projects, and so far, access to the following databases is provided: *Statista*, *Euromonitor International* and *Bentham Science*. The Library participates in marking of events that connect users to books like Croatian Book Month and the Book Night, which were organised in cooperation with the Faculty's teaching and scientific staff. The Library has produced educational printed materials, informational guides, instructions for searching library catalogues and guides for writing seminars, bachelor's and master's theses. The Faculty puts emphasis on notifying users about activities in the Library via web pages and social media sites like *Facebook* and *Instagram*. Rules regarding Library activities, and conditions and manner of using books and other library materials are regulated by the [Ordinance on service provision of the Library of the Faculty of Kinesiology Osijek](#).

STUDY PROGRAMMES, TEACHING AND STUDENTS

The Faculty of Kinesiology Osijek, by developing scientific, teaching and professional activities as one of three such faculties in the Republic of Croatia and the first one in the Eastern Croatia, delivers the following study programmes: accredited Undergraduate University Study Programme of Kinesiology and Graduate University Study Programme of Kinesiology Education. Those study programmes and enrolled students were transferred to the newly established Faculty of Kinesiology Osijek based on the [Agreement of 21 July 2020 on mutual rights and obligations between Josip Juraj Strossmayer University, Faculty of Education of Josip Juraj Strossmayer University of Osijek and newly established Faculty of Kinesiology of Josip Juraj Strossmayer University of Osijek.](#)

Undergraduate University Study Programme of Kinesiology

Undergraduate University Study Programme of Kinesiology lasts three years, that is, six semesters (180 ECTS). After studies completion, students gain a degree of University Bachelor of Kinesiology (univ.bacc.cin.) – a trainer, with specified module of studies. Upon enrolment, in the academic year 2020/2021 students chose one out of two elective modules: **Sport Module** and **Kinesiological Recreation Module**.

Competencies students acquire upon studies completion are general professional competencies and necessary qualifications for working in the area of sports (as sports trainers) and in the area of recreation and fitness (as managers of sports and recreational programmes). After a comprehensive analysis, anonymous student surveys for students in final year of their studies, professional meetings of teachers and labour market needs, the Faculty of Education and Faculty of Kinesiology Osijek **made amendments to the Undergraduate University Study Programme of Kinesiology**. After amendments to the Undergraduate University Study Programme of Kinesiology, when students enrol the second semester, they choose one elective module: **Sport Module, Kinesiological Recreation and Fitness Module, Physical Conditioning Module, Kinesitherapy Module**. Upon completion of the revised Undergraduate University Study Programme of Kinesiology, students acquire general professional competencies and necessary qualifications for working in the area of sports (as sports trainers), in the area of athletes' physical conditioning (as physical conditioning sports trainers), in the area of kinesiological recreation and fitness (as managers of sports and recreational fitness programmes in free time of participants of all ages, in different institutions, organisations and business operators), in the area of kinesitherapy and adjusted physical activities (as managers of kinesitherapy programmes and adjusted physical activities). **Upon completion of the study programme, University Bachelor of Kinesiology acquires necessary competencies** (knowledge, abilities, skills, beliefs) that allow him to successfully conduct and create plans and programmes of training processes in sports, kinesiological recreation and fitness, athletes' physical conditioning and kinesitherapy, and also to manage personnel, financial and premises resources important for successful activities in certain areas of implementation. Undergraduate University Study Programme of Kinesiology was conducted as a full-time study programme in the academic year 2020/2021. Due to labour market needs and analysis of the conditions of professional staff, set forth in the City of Osijek Development Strategy, Undergraduate University Study Programme of Kinesiology is also being

conducted as a part-time study programme since academic year 2021/2022. In that same academic year, 37 students enrolled the part-time study programme.

Graduate University Study Programme of Kinesiology Education

Graduate University Study Programme of Kinesiology Education lasts two years, that is, four semesters (120 ECTS), and after studies completion, students gain an academic degree of Master of Kinesiology Education (mag. cin.).

Upon completion of the Graduate University Study Programme of Kinesiology Education, students acquire general professional competencies and necessary qualifications for working in the area of sports, kinesiological teaching of preschool children (managers of kinesiological programmes for preschool children) or in the area of education. **Masters of Kinesiological Education** are competent to conduct physical education classes at all levels of education, from preschool to higher education. Furthermore, based on scientific knowledge and professional approach, they will be qualified to evaluate the exercise process and its transformational effects, and manage the exercise process aimed at improvement and preservation of health of participants in kinesiological activities in educational institutions.

The quality of the **Graduate University Study Programme of Kinesiology Education** has been approved with revision, and amendments to the study programme have been made.

Strategic area of study programmes and teaching has shown to be the area in which a step forward has been made in the present day, and positive factors are seen as results. That is certainly the attractiveness of study programmes and their interdisciplinarity, and revised undergraduate and graduate university study programmes are in accordance with European standards and the labour market.

An above-average rating obtained in the student survey and a favourable ratio of applicants to the number of enrolled students can be observed as a Faculty strength. At the Faculty of Kinesiology Osijek in the academic year 2020/2021, a total number of 233 students studied at the Undergraduate University Study Programme of Kinesiology and the Graduate University Study Programme of Kinesiology Education, and in the academic year 2021/2021, there were a total of 318 students. Today, there are 364 students studying full-time at the Undergraduate University Study Programme of Kinesiology, the Graduate University Study Programme of Kinesiology Education and part-time at the Undergraduate University Study Programme of Kinesiology.

To this day, at the Faculty of Kinesiology Osijek, 140 students completed their education. Out of those students, 126 of them graduated from the Undergraduate University Study Programme of Kinesiology and 13 graduated from the Graduate University Study Programme of Kinesiology Education, and currently there are preparations for the promotion of Bachelors of Kinesiology and Masters of Kinesiology Education. The Faculty will maintain a connection with its former students, mostly via newly founded association Alumni KIFOS whose members have graduated at the Faculty. Membership in the association is realised by free will and based on the affiliation with the Faculty's academic community. The first president of Alumni KIFOS is a student of the Faculty, Karla Findrik, mag. cin., who received Dean's Award and Rector's Award for excellence during her

studies, and now serves as an assistant at the Faculty. Also, the first Alumni KIFOS Activities Plan for 2023 was adopted.

Teaching at the Faculty is interactive and student-centred, and teachers use contemporary teaching methods and continuously develop professionally. The environment is motivating, students are partners, and care for students' success is shown as well as diversity, tolerance and critical thinking are encouraged. Students can also be a part of the sports association KIFOS. Academic and sports development of the Faculty is a responsibility of all teaching and non-teaching staff members of the Faculty of Kinesiology Osijek. Faculty encouraged individual approach in working with students as well as small groups, incentive and creative environment in different teaching premises, halls, pools and sports courts. The Faculty's positive culture, communication and cooperation as well as different activities and projects are things by which we want our students to remember our Faculty. The Faculty of Kinesiology Osijek is focused on students, their intellectual needs and affinities, learning and teaching process, research, faculty life and sports. For exceptional success during studies, for academic years 2020/2021 and 2021/2022, students were awarded the Rector's Award and the Dean's Award as well as various dean's awards for excellent students and students active in extracurricular activities at the end of the current study year. Also, Lions Club Osijek gave awards to excellent students.

Student Union of the Faculty of Kinesiology of Josip Juraj Strossmayer University of Osijek is a student elective representative body that protects students' interests, participates in work and decision-making within bodies of the Faculty of Kinesiology of Josip Juraj Strossmayer University of Osijek, and represents students of the Faculty of Kinesiology Osijek in the system of higher education. Student Union takes care of the quality of students' lives and the studies process, encourages extracurricular activities and exercising of students' rights, while students participate in various extracurricular, project, sports and humanitarian activities as well as in decision-making within the Faculty's committees and as members of the Faculty Council.

Faculty of Kinesiology Osijek has six approved training programmes created according to labour market needs and in accordance with the City of Osijek Sports Development Strategy and the Sports Act. Participants of those programmes acquire competencies and qualifications for employment in the sports and sports recreation system as follows: training programme for a job as managers of sports and recreational activities, training programme for a job as managers of physical conditioning, training programme for a job as a trainer of sport fishing, training programme for a job as managers of swimming, and training programme for a job as managers of volleyball.

Quality assurance of the teaching process is based on strengthening of teachers' competencies and teaching in digital environment, with inclusion of entrepreneurship and socially useful learning in the teaching process. According to contemporary tendencies and responsibility towards development, the Faculty is student-centred and sees a student as an individual to whom, except easy access to education, it needs to ensure optimal studying conditions, which is possible in teaching activities, study programmes and in extracurricular activities.

SCIENTIFIC AND RESEARCH ACTIVITIES

Faculty of Kinesiology Osijek created the [Strategic Programme of Scientific Research 2022-2026 \[EN\]](#). The Programme was positively reviewed for the purpose of obtaining licence for scientific and research activities in the area of social sciences – field of kinesiology, and the document was sent to the Ministry of Science and Education in December 2022 along with other prescribed evidence necessary for obtaining licence to perform scientific activity - [Application of HEI for obtaining licence for performing scientific activity](#). After the document was sent in December 2022, the Croatian Parliament passed a new Act on Quality Assurance in Science and Higher Education (Official Gazette 151/2022) that entered into force on 30 December 2022. Faculty's research activity is visible through [publication of scientific papers of high quality](#) in social sciences and partly in biomedicine and health. Faculty uses premises at the Rectorate of Josip Juraj Strossmayer University of Osijek, which is equipped as a scientific and research area for human motor skills, for interdisciplinary research and for athletes' testing. Additionally, there is a plan to open the Notational Analysis Centre along with current different manners of [popularisation of science at KIFOS](#). Scientific and research activity is based on application of contemporary technologies and scientific methodology in analysis, formation and evaluation of the exercise process. Research is focused on extending kinesiology knowledge on a series of factors that influence managing of the exercise processes in the school system, competitive sports, sports recreation and kinesitherapy. Research results are implemented in different segments of the teaching process, especially in lectures. Faculty is also active in [organisation and co-organisation of scientific and professional symposiums](#) and in [project activities](#). [Strategic Programme of Scientific Research 2022-2026 \[EN\]](#) includes activities for development of teachers' and students' scientific and research activities as well as research areas and topics in accordance with needs of social community in the Republic of Croatia and European Union. There is an increase in number of papers published in magazines indexed in prestigious databases of internationally recognised publishers. There is also an increase in number of papers in *Scopus* database. All teaching staff is continuously trained through visits to scientific conferences, summer schools, seminars and workshops and through Erasmus+ mobilities. Encouragement of participation at scientific symposiums and scientific publishing, since the academic year 2021/2022, is regulated by the [Decision on dedicated funding of science for academic years 2021/2022 and 2023](#), and scientific excellence is additionally rewarded according to the [Ordinance on awards and honours of the Faculty of Kinesiology Osijek](#). Research and dissemination of scientific activities is also seen through larger number of the Faculty's staff active at scientific conferences, which influences expenditure for paying fees, travel and accommodation expenses. Expenses for participation in conferences amounted to 46,665.49 HRK in 2021, and 53,356.89 HRK in 2022, along with other expenses for the Faculty's scientific and research activities ([institutional projects](#) and procurement of research equipment in the amount of 71,665.67 HRK). First funds for scientific and research activity were transferred in 2022 in the amount of 90,057.89 HRK. In the period 2020-2021, scientific and research activity was financed out of Faculty's dedicated funds. It is apparent that the Faculty had, in the previous period, allocated significant own funds each year to finance scientific activity of teachers and associates, and to disseminate scientific research results, which significantly surpasses the amounts of transferred dedicated funds.

PUBLISHING ACTIVITIES

Publishing activity at the Faculty of Kinesiology Osijek is regulated by the [Ordinance on publishing activity](#) enacted by the Faculty Council on its third session in academic year 2021/2022. Ordinance determines general conditions and manner of conducting publishing activities as well as structure of the [Committee for Publishing Activities](#). Faculty's publishing activity includes publishing books, textbooks, monographies, conference proceedings, students' papers, official publications, periodical publications, audio and video editions and other publications of interest to students or the Faculty. Based on a proposal from the Committee for Publishing Activities, the Faculty Council each year adopts a plan for publishing activity for that academic year. Teachers also publish [textbook and scientific monographies in cooperation with other publishers](#).

MOBILITY AND INTERNATIONAL COOPERATION

In order to promote student and teaching staff mobility at the Faculty of Kinesiology Osijek, there are Erasmus and CEEPUS coordinators – [Decision on naming Erasmus coordinator at the Faculty; Decision on appointment of the Faculty CEEPUS coordinator](#). Calls for applications and information for different types of mobilities, especially for [Erasmus+](#) mobilities, are regularly published on the Faculty's website. [Lectures](#) are given in order to promote the possibilities of the Erasmus+ mobilities to students. Furthermore, students are informed about the possibilities of [CEEPUS mobilities](#). Quality Assurance Committee and the Faculty of Kinesiology Quality Assurance Office encourage teachers, administrative staff and students to plan and realise international mobility. In academic year 2020/2021, due to COVID-19 pandemic, international mobility was relatively restricted and only one teacher realised her mobility. However, in academic year 2021/2022 total of eleven mobilities were realised, out of which ten were outgoing mobilities and one incoming mobility. There were three outgoing student mobilities, five outgoing teaching staff mobilities, and two outgoing non-teaching staff mobilities – [Report on Erasmus+ mobilities for academic year 2021/2022](#). Experiences from mobilities are disseminated in different manners, and teachers and students publish their [Erasmus+ experiences](#) on the Faculty's website. One [incoming mobility](#) for the purpose of teaching was realised. Seven Erasmus+ inter-institutional agreements were signed with international institution as well as [seven bilateral agreements between the Faculty and institution from abroad](#). Within the call for applications [Erasmus+ Programme – International Credit Mobility Key Action 1 – Learning mobility of individuals between programme and partner countries](#), the Faculty successfully ensured [mobilities for teachers \(incoming\) and students \(incoming and outgoing\)](#) between the Faculty of Kinesiology Osijek, Faculty of Sports and Physical Education of the University of Sarajevo, Bosnia and Herzegovina, and Faculty of Physical Education and Sport of the University of Tuzla, Bosnia and Herzegovina. Teachers of the Faculty of Kinesiology Osijek participate in several international projects – [list of projects](#), with students of the Faculty of Kinesiology Osijek actively participating in the project [The New Era of Pre - and Postnatal Exercise – training for instructors and trainers of various forms of physical activity in the field of online provision of exercise for pregnant and postpartum women, NEPPE: New Era of Pre- and Postnatal Exercise](#).

THE QUALITY MANAGEMENT SYSTEM

The Faculty of Kinesiology Osijek is permanently oriented towards improvement of all of its processes, especially teaching and scientific and research activities. The Faculty has established an independent QA Office hereinafter referred to as „Quality Assurance Office“ and a Committee for Monitoring and Assuring Higher Education Quality that take care of and monitor quality improvement at the Faculty of Kinesiology Osijek. The Committee monitored quality and made reports of the Quality Assurance Committee in accordance with the Strategy of Josip Juraj Strossmayer University of Osijek, for 2020 and 2021. Committee holds regular meetings and issues Recommendations to the Faculty Management, which should serve as guidelines for assuring and improving quality of the teaching process, scientific and professional activities. The Faculty has prepared the Strategic Program of Scientific Research at the Faculty of Kinesiology Osijek 2022-2026, issued an annual Action Plan 2022. and Report on the Action Plan 2023. The Guide for Monitoring and Assuring Quality with quality policies was issued. The QA Office also conducts internal student survey, self-evaluation of teaching and non-teaching staff and recapitulation of exam terms, that is, monitoring of number of students who took the exam and those who passed the exam. The Faculty's employee and a student were members of a committee for re-accreditation at national kinesiology faculties. Employees and students were active in all university bodies for quality assurance and are members of multiple working groups. Quality assuring process indicates all activities within a cycle of permanent improvement (that is, activities for encouraging and assuring quality) and all stakeholders (students and employees as well as external stakeholders, external associates and employers). QA process is reflected in improvement of study programmes quality and students who are prepared for the labour market. It also takes into consideration needs and expectations of students, all other stakeholders and society, and in general, it encourages development of culture of quality at the Faculty.

II. PROCEDURE OF CREATION OF SELF-EVALUATION REPORT

The Faculty of Kinesiology Osijek was registered at the Commercial Court in Osijek on 3 August 2020, but began with scientific and teaching activities on 1 October 2020. So far, the Faculty has not gone through any re-accreditation procedure nor any external independent periodical assessments of the quality assurance system. In the first academic year, the Faculty operated under management of Acting Dean Prof. Dr. Vesnica Mlinarević, without any vice-deans. In July 2021, Prof. Dr. Vesnica Mlinarević was elected as dean of the Faculty, and in October of that same year, vice-deans were appointed, which created conditions for functioning and development of the Faculty in accordance with its organisation.

We are aware that our existence is brief, during the first two years we organised the Faculty, adopted strategic documents and acts, and at the same time prepared the Faculty for re-accreditation by investing in improvement of quality of every segment of the Faculty's activities.

The Accreditation Council of the Agency for Science and Higher Education at its 128th session held on 29 June 2021 adopted a plan of re-accreditation of higher education institutions in 2022 that included the Faculty of Kinesiology Osijek as well. Given the fact that it was the Faculty's first year of existence, under management of Acting Dean Prof. Dr. Vesnica Mlinarević and without vice-deans, a request for a deferral of re-accreditation was issued on 19 July 2021. Following the above-mentioned request, the Accreditation Council of the Agency for Science and Higher Education adopted on 28 July 2021 a decision on granting deferral in order to carry out the re-accreditation procedure of the Faculty of Kinesiology Osijek in 2023.

Faculty of Kinesiology Osijek received a Notice of 14 September 2022 of the Agency for Science and Higher Education on re-accreditation procedure.

Faculty Council of the Faculty of Kinesiology Osijek at its 11th session in academic year 2021/2022 held on 29 September 2022 adopted a [Decision on appointing a committee and working groups members for creation of the Self-Evaluation Report of the Faculty of Kinesiology Osijek](#). For members of the Committee for Creation of the Self-Evaluation Report and Preparation for Re-Accreditation Procedure the following persons were appointed: Dean Prof. Dr. Vesnica Mlinarević, Vice-Dean for Education and Student Affairs Assoc. Prof. Zvonimir Tomac, Vice-Dean for Development, Professional and Business Affairs Assist. Prof. Tvrtko Galić, Vice-Dean for Science and International Relations Assist. Prof. Iva Šklempe Kokić, Head of Department of Kinesiology Assist. Prof. Danijela Kuna, Head of Department of Interdisciplinary Sciences Assist. Prof. Josip Cveniċ and the Faculty Academic Secretary Danijela Išasegi Drenjanċević, LL.M.

Furthermore, members were appointed for five basic working groups for analysis of the following topics in accordance with chapters of the Self-Evaluation Report: *Internal Quality Assurance and Role of HEI in Society, Study Programmes, Teaching Process and Student Support, Teaching and Institutional Capacities and Scientific Activity*. Most teachers and heads of individual services at the Faculty were involved in activities of working groups, and for analysis of the topic *Teaching*

and Institutional Capacities, besides the Working Group, one student of the Faculty was involved as an external stakeholder.

Vice-Dean for Science and International Relations Assist. Prof. Iva Šklempa Kokić was appointed as coordinator for creation of the Self-Evaluation Report. Vice-Dean for Development, Professional and Business Affairs Assist. Prof. Tvrko Galić was appointed as MOZVAG coordinator.

At that same session, the Faculty Council members were notified on deadlines for delivery of the Self-Evaluation Report and data entry into MOZVAG as well as on a planned visit of the Professional Committee to the Faculty. Members of the Committee for Creation of the Self-Evaluation Report and Preparation for Re-Accreditation Procedure attended a virtual training course for creation of self-evaluation reports for representatives of higher education institutions that participate in re-accreditation procedure. We joined the training course a year earlier, and one employee of the Faculty's Library participated in Workshop for administrators of information systems Croatian Scientific Bibliography (CROSB) and Database of project activities in science and higher education of the Republic of Croatia, held on 27 October 2021 and 28 October 2021. Workshop for data entry into MOZVAG was attended virtually, via the available video.

First meeting of heads of working groups for development of the Self-Evaluation Report of the Faculty of Kinesiology Osijek was held on 6 October 2022. At the meeting, participants agreed on preparations for re-accreditation procedure and prepared a detailed plan of phases and tasks. All participants reviewed and analysed all standards for quality evaluation of universities and its constituent units during re-accreditation procedure of HEIs, and implemented and presented analysis of available evidence for each standard. Based on that analysis, a plan was arranged for gathering and systemizing evidence as well as deadline and plan of activities for the following three months. It was agreed that all heads of working groups should hold a meeting of its group, prepare an action plan, organisation of activities, time limits and obligations of each group member. At the meeting, a positive atmosphere and a good working environment were created, which continued at the following meetings as well as individual meetings of working groups for each chapter of the Self-Evaluation Report.

Meetings of heads of working groups were held in October and November, in general twice a month, and in December once a month. Meeting of working groups were held once a week or when necessary, with intensive communication between the meetings. If necessary, other employees of the Faculty attended meetings as well.

All working groups delivered a draft text to the Committee for Creation of the Self-Evaluation Report and Preparation for Re-Accreditation Procedure on 10th January 2023 at the latest. After that, on 18th January 2023, the Committee for Creation of the Self-Evaluation Report and Preparation for Re-Accreditation Procedure created a complete text of the Self-Evaluation Report that was delivered to all employees of the Faculty and to the Student Union for insight and public consultation, and made available to students via website and through students' representatives in working groups. The Self-Evaluation Report was adopted at the Faculty Council session held on 25th January 2023. The Self-Evaluation Report was adopted with corresponding attachments, translated into English language and sent to the Agency for Science and Higher Education on 2nd February 2023.

III. STANDARDS FOR QUALITY ASSURANCE ASSESSMENT IN THE RE-ACREDITATION PROCEDURE OF HIGHER EDUCATION INSTITUTIONS

1. Quality assurance and the role of the higher education institution

1.1. The higher education institution has established a functional internal quality assurance system

- *Internal quality assurance system includes and evaluates all activities of the higher education institution (study programmes, teaching process, student support, support to students from under-represented and vulnerable groups, learning resources, scientific/artistic activity, professional activity, etc.) and provides underlying documentation.*
- *Internal quality assurance system seeks to involve all stakeholders of the higher education institution (students and external stakeholders - employers, alumni, representatives of professional organisations, civil society organisations and internal stakeholders).*
- *The higher education institution adopted a quality assurance policy, which is a part of its strategic management and is achieved through the implementation of the strategy, including the strategic research agenda, involving a period of at least five years.*
- *The implementation of the strategy includes SWOT or similar analysis, strategic goals, programme contract goals (where applicable), operational plan, defined responsibilities for implementation, monitoring mechanisms and the report on its implementation. The stakeholders recognise the strategy as an effective tool for improvement.*
- *The higher education institution systematically collects and analyses data on its processes, resources and results, and uses them to effectively manage and improve its activities, as well as for further development.*
- *The higher education institution uses various methods for collecting data on quality (student satisfaction surveys, peer review, feedback from employers and/or associates, graduates, etc.).*
- *The higher education institution is committed to the development and implementation of human resource management policies (managerial, scientific-teaching, artistic-teaching, administrative, professional and support resources), in accordance with professional principles and standards.*

The Faculty of Kinesiology Osijek is a young constituent unit of Josip Juraj Strossmayer University of Osijek performing teaching and research activities in accordance with international and national standards and specific interests of the kinesiology profession. The strategy, mission, vision and quality assurance policy clearly indicate dedication of the Faculty of Kinesiology Osijek

to assurance of quality and its improvement. The quality assurance system of the Faculty of Kinesiology Osijek is a continuous process of improving teaching and scientific activities. In addition to international and national documents related to quality assurance and improvement, there are the following strategies, rules and procedures referring to the quality assurance at Josip Juraj Strossmayer University of Osijek and the Faculty of Kinesiology in Osijek implemented as key documents: [Act on Quality Assurance in Science and Higher Education](#), [Standards and guidelines for quality assurance in the European Higher Education Area](#), [Statute of Josip Juraj Strossmayer University of Osijek](#), [Statute of the Faculty of Kinesiology Osijek](#), [Ordinance on establishment and function of quality assurance system at Josip Juraj Strossmayer University of Osijek](#), [Quality assurance policy of Josip Juraj Strossmayer University of Osijek](#), [Quality assurance policy of the Faculty of Kinesiology Osijek](#), [Strategy of Josip Juraj Strossmayer University of Osijek](#), [Ordinance on organisation of quality assurance system at the Faculty of Kinesiology Osijek](#), [Manual on quality assurance of the Faculty of Kinesiology Osijek](#), [Ordinance on conducting evaluation of study programmes at Josip Juraj Strossmayer University of Osijek](#), [Act on Quality Assurance in Science and Higher Education \(OG 151/2022\)](#), [Development Strategy of the Faculty of Kinesiology Osijek 2022–2026](#), and [Strategic programme of scientific research of the Faculty of Kinesiology Osijek 2022–2026](#).

The Strategic programme is followed by the [Action plan of the Faculty of Kinesiology Osijek 2022](#), ([Implementation Report of the Action plan 2022 of Faculty of Kinesiology Osijek](#) and the [Action plan of the Faculty of Kinesiology Osijek 2023](#)) which defines activities, responsible persons or bodies for their realisation, indicators and deadlines. While drafting the Strategic programme for the period 2022-2026, the internal academic community and their plans for future activities were included. Group discussions were held with teachers (according to departments), administrative staff and students. Group discussions proved that the internal academic community agrees to a large extent on Faculty's strengths, weaknesses, as well as opportunities and threats.

Being aware of the importance of continuous quality assurance of the Faculty in all segments of its organisation and management, the quality assurance system has been established at several levels. There is an independent Quality Assurance Office (QA Office) and the [Quality Assurance Committee](#) established at the Faculty. The Faculty continuously improves its internal quality assurance system by involving students, external stakeholders and teaching staff in the QA Committee activities. The Committee consists of 3 members as representatives of scientific and teaching staff, 1 member as a representative of associates (assistants), 1 member as a representative of students and 2 members as representatives of external stakeholders (1 representative of the Education and Teacher Training Agency and 1 representative of the City of Osijek, Division for Sports). Members to the Quality Assurance Committee of the Faculty of Kinesiology Osijek for the past academic year 2021/2022 have been appointed by the Faculty Council as of the Decision from 21 December 2021. On 29 September 2022, the Faculty Council reached new [Decision](#) on the appointment of a new student representative to the Quality Assurance Committee, which consists of the following members:

1. Assist. Prof. Dr. Danijela Kuna, chair
2. Assist. Prof. Dr. Josip Cveni c, member, representative of teachers

3. Assist. Prof. Dr. Hrvoje Ajman, member, representative of teachers
4. Dr. sc. Ivan Perić, PhD, member, representative of assistants
5. Luja Zamečnik, MA, head of the Osijek Branch of the Education and Teacher Training Agency, member, representative of external associate
6. Darko Dumančić, City of Osijek, Division for Sports, member, representative of external associate
7. Luka Opšić, member, representative of students

The Quality Assurance Office and Quality Assurance Committee cooperate on establishment, coordination and realisation of activities referring to assurance and improvement of quality. They provide additional information to the Faculty Management Board and to the Faculty Council, as well as to all internal and external stakeholders. They meet regularly [meetings](#), devise an [Action plan](#), and submit an [annual report](#) on the realisation of planned activities and propose [recommendations](#) to the Faculty Management Board as guidelines for improvement of the teaching process and scientific activities. The QA Office cooperates with the Centre for Advancement of Quality Assurance in Higher Education and with the Board for improvement of the quality assurance system in higher education of Josip Juraj Strossmayer University of Osijek, from which it takes over annual results of [the Central university student survey](#) and prepares a Faculty report accordingly. In order to assess the quality of study programmes, teaching and knowledge assessment process, attitudes and support provided to students by teaching and non-teaching staff, and to evaluate achievement of learning outcomes, the Faculty carries out an [Internal student survey](#) on satisfaction with studying within the undergraduate study programme. Since the academic year 2021/2022, the QA Office has been carrying out [Self-evaluation of teaching staff](#) and [Self-evaluation of non-teaching staff](#). Reports on activities carried out by the QA Office contain analysis of the collected data as well as observations, recommendations and advice submitted to appropriate bodies, for example, to a part or the whole Management Board, to the heads of departments, and to other interested parties upon request.

The internal quality assurance system aims to include and evaluate all activities and study programmes of the Faculty. Therefore, there was a [student survey carried out among students of the Graduate University Study Programme of Kinesiology Education](#) to assess their satisfaction with pedagogical practice, which is integrated in the teaching process. Mentor's evaluation was also included in that survey. Since the COVID-19 pandemic caused a shift in teaching delivery in the academic year 2021/2022, which was being organised both physical and online, the Faculty of Kinesiology carried out a [survey among students to assess their satisfaction with various modes of teaching and the impact on their mental health](#), aiming to monitor, assure and improve teaching quality. Along with mentioned regular surveys, the QA Office carries out other specific or ad hoc surveys and analyses in cooperation with the Faculty Management Board. The Vice-Dean for Science and International Relations submits to the QA Office the following: [Report on teachers' achievements in the academic year 2020/2021](#), [Survey on students' preferences for participation in the Erasmus+ mobility programme](#), [Report on realised Erasmus+ individual mobilities in the academic year 2021/2022](#), [Plan for professional training of teachers in the academic year 2021/2022](#), [Report on teachers' achievements in the academic year 2021/2022](#), and [the Plan for professional training of teachers in the academic year 2022/2023](#). The Vice-Dean for Education and Student Affairs submits to the QA Office the following documents: [individual](#)

[reports of mentors and study year coordinators](#), [analysis of exam passing rates of the Faculty of Kinesiology students referring to the academic year 2021/2022](#) and [the list of established mentoring system of students](#). Since the graduates of the Faculty of Kinesiology Osijek are still not listed in the records of the Croatian Employment Service, the Faculty QA Office carried out [a survey to determine employability of the Faculty graduates](#), and collected [information and opinion of employers about the graduates' performance](#).

In addition to the Quality Assurance Committee, there are other Faculty committees dealing with specific areas, and their primary objective is to regularly monitor the implementation of quality assurance mechanisms to detect possible irregularities in the implementation of activities and to undertake measures to eliminate them:

- Within its regular meetings, the Education and Students Committee deals with issues related to study programmes, regular delivery of lectures, student rights, requirements directed towards improvement of studying quality, and it proposes to the Faculty Council adoption of measures for improvement of the studying quality.
- The Ethics Committee takes care of maintaining the necessary level of quality in scientific activities. It continuously gathers information about events, such as scientific meetings, congresses, seminars, calls, etc. and informs all teachers about them. The Ethics Committee gives consent for realisation of research that is in accordance with ethical principles and performs other duties within its scope of action.
- Publishing Committee takes care of maintaining and improving the appropriate level of quality related to editing, publishing, popularisation and marketing of books, textbooks, study materials, manuals, brochures, and other publications published by the Faculty.

Active participation of students and external stakeholders (experts in kinesiology profession) is proved by their involvement in the teaching process, in revision of study programmes, and in scientific research work as [project team members](#). Particularly important aspect of teaching and professional work of the Faculty's external stakeholders is reflected in their engagement in [guest lecturing, workshops, practices, specific field research and measurements in kinesiology](#), all of which enable students to acquire new knowledge while applying theoretical knowledge and skills in accordance with study programmes and professional requirements. Combination of theory and practice, cooperation among students, professors, assistants, external associates and experts is visible in organisation of teaching at different locations, at [teaching bases](#) in Osijek, and in other sites that offer [specific field conditions](#). Assurance of the Faculty's quality and the combination of theory and practice with the labour market trends in private and public sector, as well as with the local community needs are reflected in the fact that the Faculty of Kinesiology Osijek cooperates with the Centre for the Advancement of Quality Assurance in Higher Education of the University of Osijek on organisation of and participation in the [Career Week of the University of Osijek](#). Within this event, QA Office and QA Committee of the Faculty of Kinesiology Osijek cooperate with private entrepreneurs to organise numerous [workshops, lectures, practices and career counselling events](#) for current and prospective students. In future, the Faculty plans to establish a career counselling centre and the Committee for Career Counselling, which would support student initiatives, systematically organise career development events, establish relations with employers and alumni, and provide support to students during their studies. The

Faculty of Kinesiology Osijek has signed contracts and [agreements on cooperation](#) with employers and experts, aiming to provide the best possible standards of teaching and to assure scientific excellence and potential employability in the future. Furthermore, current students and graduates participate in activities of [the Alumni Club of the Faculty of Kinesiology Osijek](#), which organises various [events](#) and [workshops](#) for students and local community.

As of future plans, the Faculty shall be oriented towards strengthening of its human resources in terms of advancement of scientific-teaching and scientific staff into scientific-teaching, teaching and associate grades. By appointing staff into associate grades, the Faculty shall assure a basis of young teachers who shall be recruited for advancement into scientific-teaching grades. The Faculty plans to recruit young researchers and assistants and to engage them in research projects and training courses in the country and abroad.

1.2. The higher education institution implements recommendations for quality improvement from previous evaluations

Not applicable.

1.3. The higher education institution supports academic integrity and freedom, prevents all forms of unethical behavior, intolerance and discrimination

- *The higher education institution supports academic integrity and freedom and ensures ethical work, preserves academic integrity and freedom.*
- *The higher education institution effectively uses mechanisms to prevent unethical behavior, intolerance and discrimination.*
- *The higher education institution carries out activities to sanction unethical behavior, intolerance and discrimination.*
- *The jurisdiction system for resolving conflicts and irregularities is functional at all levels of the institution.*
- *The employees, students and external associates follow the principles of academic ethics.*
- *The higher education institution systematically solves the problems of plagiarism, copying and results falsification.*

The standards and regulations for the protection of student rights are defined by the Rulebook on studies and studying at Josip Juraj Strossmayer University of Osijek, [the Rulebook on the disciplinary responsibility of teachers and associates](#), [the Rulebook on the disciplinary responsibility of students](#), as well [as by the Committee for Teaching and Students](#), whose members are Vice Dean for teaching and students (president) and student representative (member), while the other members are teachers. Head of the Office for students participates in the activities of the respective Committee, without the right to vote.

The Student Union of the Faculty of Kinesiology Osijek has been established according to the Law on the Student Union. According to the [Statute of the Faculty of Kinesiology Osijek, \(Article 43, paragraph 1\)](#) student representatives participate in all activities of the Faculty Council (15% out of the total number of members of the Faculty Council). Student representatives have all the rights as other members of the Faculty Council (participation in discussions, right to vote). Representatives of the Student Union of the Faculty of Kinesiology Osijek are elected to be members of the Student Union of the Josip Juraj Strossmayer University of Osijek, which gives them the right to make decisions in the University Senate. The Student Union proposes and elects the [student ombudsman](#), elected among all students of the Faculty of Kinesiology Osijek or among the members of the Student Union. Students can post anonymous questions or remarks via [web form](#), on the website of the Faculty of Kinesiology Osijek, to point out their problems, as well as via "student inbox", which is placed on the Faculty premises, close to the Office for Students. Students can contact the Faculty's student ombudsman to protect and secure their rights. The student ombudsman receives complaints from students related to their rights, discusses them with the relevant bodies of the Faculty, advises students on how to exercise their rights. Student ombudsman can participate in disciplinary proceedings, in order to protect their rights, and performs other tasks determined by the Faculty Statute and by other general acts of the University and of the Faculty of Kinesiology. [The Rulebook on the disciplinary responsibility of students of Josip Juraj Strossmayer University in Osijek](#) determines the disciplinary responsibility of students of all University constituent units, as well as all types of violations of obligations and non-fulfillment of obligations, disciplinary measures, appointment procedures and authorities of the University Disciplinary Committee and of the Supreme University Disciplinary Committee, as well as the disciplinary procedure, the appeal procedure and other issues related to disciplinary responsibility of students.

Students have their representative in [the Ethics Committee of the Faculty of Kinesiology Osijek](#), which at its [sessions](#), discusses various topics from its scope of interest, [requests for ethical procedures](#), on the basis of which the Committee gives its [opinions](#). Student support also includes informing students about their rights and obligations, collaboration of mentors and students, student representatives for each study year and the teachers in charge of each individual study year. The mentoring system of the Faculty of Kinesiology Osijek provides students with mentor support to help them solve their problems during their study period. The [mentoring system](#) will be described in more detail later on. In addition to mentors, each study year has its own student representative and [teacher representative](#) whose task is to timely provide important information, and to report on students' inquiries to competent faculty body. Each study programme has [a teacher in charge of individual study year](#).

Faculty of Kinesiology Osijek, as a constituent unit of Josip Juraj Strossmayer University of Osijek, acts in accordance with [the Code of Ethics of Josip Juraj Strossmayer University of Osijek](#), which determines basic and general ethical principles and values in science and higher education. They refer to human and professional relations of teaching, professional, administrative and other members in the academic community at the University of Osijek. The goal is to justify the credibility and public trust of activities at the University of Osijek. The promotion of ethical behavior and values emphasized in the Code of Ethics is the obligation of all university constituent units, bodies and employees, as well as of the academic community as a whole. The ethicality of

employees who are involved in research activities is determined and regulated by the Faculty Ethics Committee, established in 2020. Based on the Rules of Procedure, the Ethics Committee monitors the preparation, as well as the implementation of basic ethical principles and rules in the teaching, scientific and professional activities of employees, in accordance with the ethical framework prescribed by the Code of Ethics. In the procedures for monitoring the implementation of the principles and standards of the Code of Ethics in scientific, teaching and other activities of the Faculty, the Ethics Committee acts as an advisory body with the purpose of promoting ethical behavior and values. Beside the obligation to apply the Code of Ethics, the Osijek Faculty of Kinesiology continuously organises training programmes and workshops for teaching and non-teaching staff on various topics related to the Code of Ethics, e.g. [ethics in teaching and research](#), [academic etiquette](#), [academic dishonesty of students](#), [writing scientific and professional papers](#).

The Rulebook on the disciplinary responsibility of teachers and associates of Josip Juraj Strossmayer University of Osijek regulates the disciplinary responsibility of teachers and associates, as well as disciplinary actions, disciplinary measures, the procedure of appointing members of the Disciplinary Committee, implementation of the disciplinary procedure and other issues related to disciplinary responsibility. Employees of the Faculty, based on Article 110b of [the Work Regulation](#)s, may, in addition to the Dean of the Faculty, contact the [person in charge of the issues related to complaints on protection against discrimination, i.e. protection of the dignity of employees](#).

The Faculty uses the [Turnitin system](#) (software for detecting plagiarism), which is intended for teachers and mentors, as a tool to facilitate the verification of the authenticity of student papers, and as a tool to self-check their own papers. The software can be accessed via the link on the front page of the Faculty website. [Trainings for the use of Turnitin are held as professional training workshops for teaching and non-teaching staff](#), in accordance with the interest shown. . Support for the use of the mentioned software is provided by the staff of the Faculty's library. [The Ordinance on final theses](#) regulates the procedure for checking the authenticity of thesis based on the analysis of licensed software for detecting plagiarism in science and education. As a part of mentioned Ordinance, there is [a Declaration of Academic Integrity](#) public announcement, signed by the student when submitting the thesis to the mentor, guaranteeing that the thesis has been written independently and that it does not contain copied parts of the text of someone else's papers without being marked as citations with a written source. The mentor additionally [confirms the authenticity of the thesis by filling out the Mentor Verification](#) on the performed procedure of verifying the authenticity of the thesis, thereby guaranteeing that he has checked the originality of the thesis and that it corresponds to the ethical principles of academic writing.

1.4. The Higher education institution ensures the availability of information on important aspects of its activities (teaching, scientific, artistic and societal role)

- *Information about study programmes and other activities are publicly available in Croatian and other foreign language.*

- *The higher education institution provides information about enrollment criteria, enrollment quota, study programmes, learning outcomes and qualifications, forms of support available to students.*
- *Information about its societal role is available to the interested public.*
- *The Faculty provides information about other indicators (e.g. pass analysis, employment of graduated students, dropout rates, results of previous evaluations, etc.).*

As a public institution, the Faculty of Kinesiology Osijek attaches great importance to the public availability of information on important aspects of its activities. For this purpose, the Faculty uses different information channels. Undoubtedly, the most important are digital channels, from which we would like to emphasize its [website](#), as well as [Facebook](#) and [Instagram](#) profile. Regarding website, there are versions in Croatian and in [English](#), which can be accessed by selecting the option in the upper right corner of the home page. The content of the website is divided into a series of menus, the aim of which is to make it easier to find the content you are looking for. The navigation is simple and clear (menus, categories, pages and sub-pages are visible and have a logical order and function), which enables better interaction with the information provided. The schedule is visible at all times on the web site, with all changes and details about each study course. Teachers can post notices related to individual courses on the bulletin board. [The analysis of the website visits shows an increase in the number of visits, so there were altogether 382,397 views in 2022 \(an increase of 45.02% compared to 2021\), i.e. 170,345 unique visits, which is an increase of 76% compared to 2021 when there were 96,346 of them.](#) In the past year alone, more than hundred announcements were published on the Faculty's website. If this figure is observed on a time scale, then we can see that the web site is opened every 3 minutes, which shows how attractive and updated its content is. When creating content, great attention is paid to the responsiveness of the website and the possibility of viewing via mobile devices, which resulted in [74.05% of visits](#) via a mobile device compared to a desktop computer. Special attention is paid to first year students, so [digitized guides](#) and an [information package](#) are available. The website also contains links to [studomat](#) and to [webmail](#). In addition to the website, the Faculty ensures the availability of information through its very popular profiles on social networks [Facebook](#) and [Instagram](#) or on the Faculty's [YouTube](#) channel.

[Development strategy 2022-2026](#) and the [Strategic Program of scientific research](#) of the Faculty of Kinesiology for the period 2022-2026 have been translated into English. Information on the quality-related topics are continuously collected and presented to various stakeholders and in [the media](#), including the University Gazette. Apart from online communication, the Faculty is extremely active in offline communication, primarily in the University Gazette, in which the Faculty has had at least one article in each issue since its foundation. In addition to the University Gazette, the activities of the Faculty are regularly [published in other offline and online media](#). The Faculty informs stakeholders about [admission criteria](#), the enrollment quota, study programmes, learning outcomes and qualifications, and forms of support available to students. For example, through its websites, in the form of [organized meetings/workshops](#), [issued brochures and leaflets](#), the Faculty provides its stakeholders with a large amount of information about its teaching and scientific activities in Croatian and English, e.g. [information package](#), [information on](#)

[student enrollment](#), study programmes, courses and learning outcomes, forms of student support, workshops, [guest lectures](#), and other activities of the Faculty related to studies, research projects, research results, [international cooperation](#) etc. The Faculty also publishes data on pass analysis, [employment of graduates](#), and similar indicators on the Faculty's operation. The Faculty also created a [virtual walk](#), [a video for the University Open Days](#), a [promotional video](#) and [messages to future students](#) to ensure the availability of information.

1.5. The Higher education institution understands and encourages the development of its societal role

- *The higher education institution contributes to the development of the economy (economic and technological mission of the university).*
- *The higher education institution contributes to the development of the local community.*
- *The higher education institution contributes to the development of the academic profession and the responsibility of university teachers for the development of the university and the local community.*
- *The development of its societal role is part of the mission of a higher education institution (e.g. the development of civil society, democracy, etc.).*

In order to contribute to a better positioning of the Faculty in the social community, as well as to the promotion of scientific, teaching and research activities, the Faculty of Kinesiology Osijek provides education of staff, in accordance with the role and importance of kinesiology in the social community, especially if we take into account social changes which occur on a daily basis. In order to adequately respond to these changes, our teachers pay special attention to the role of kinesiology practice in creating various kinesiology activities with the ultimate goal of improving sports and creating a healthier local community, within the framework of the existing curriculum and performance activities in the courses in which they participate. The Faculty of Kinesiology Osijek has been involved in the life of the local community since its establishment. Respective activities contribute to the community development, within scientific and teaching activities, but also within other forms of participation of both, the institution and its individuals.

Since its foundation, the Faculty and its teachers have been involved in various events such as [the European Week of Sports 2021](#), [the European Week of Sports 2022](#), [the Science Festival 2021](#), [the Science Festival 2022](#), [the University Open Days 2021](#) and [the University Open Days 2022](#). Students who are mentored by their teachers also take part in the mentioned events. Special significance have the following events that were organized on the premises the Faculty: [The Career Week at KIFOS](#), [The Book Night at KIFOS](#) and the [Slavonian x-ica](#) as a special innovative and creative event open to the wider community, the first of its kind at the university level.

To bring science closer to a broader community, [the Student Science Group](#) regularly organizes lectures that are based on research and are delivered by professors and assistants of the Faculty

of Kinesiology and by the guest lecturers. All lectures organized on the premises are open to the interested public.

The Faculty of Kinesiology Osijek is trying to unify activities related to its role in the local community and the development of society as a whole. Teachers participate in professional development, they are active in counseling centres and thus promote the Faculty's role at national and international professional and scientific meetings. Worth mentioning is its role in promoting a healthy lifestyle, disease prevention, and obesity reduction in all age groups, starting from organized activities for preschool children in cooperation with the Osijek Kindergarten, to activities meant for retired people, organized in cooperation with the Retirement Home Osijek. Special attention is given to vulnerable groups.

It is therefore clear that the Faculty has a significant societal role, which can become even more important through a stronger bonding of the academic community with the business and local community, considering the fact that there is a primary responsibility of the higher education institution towards the community, as the community gives financial support directed towards the education of students. It is important to point out volunteering of students and teachers in scientific meetings, sports events and in a whole series of activities that support a healthy lifestyle.

[The Faculty also encourages student engagement in the community and in various professional associations](#), as well as organizing of thematic meetings. All student activities are monitored by the Student Union, which is a student representative body. Students are very active in volunteering, in the humanitarian actions such as [voluntary blood donation campaign](#), [workshop in the SOS children's village Ladimirevci](#), collecting food and clothes for the vulnerable groups from Ukraine. Together with the teachers and the Student Union, students organize collecting goods, and all the activities are regularly posted on Facebook and Instagram. The Faculty of Kinesiology Osijek participates in the life of the local community by engaging existing intellectual, human and physical resources at the higher education institution, e.g. [consulting](#) and implementation of informal training programmes pro bono, as well as by providing premises, equipment and infrastructure of the higher education institution for the needs of the local community.

The Faculty is also proud of the fact that its projects have been realized on the basis of signed contracts with sports organizations ([Krpan & Babić Soccer Academy](#), [Tennis Talents](#), [Iktus Rowing club Osijek](#)). Also, it supports various events, as well as scientific and professional projects that are fertile ground for long-term attraction and inclusion of various project activities into the wider business community. It fully supports lifelong learning, fulfilling its societal role by offering lifelong learning programmes (more is described in 1.6.).

The Faculty is also proud of its Open Days ([1. Open Days](#), [2. Open Days](#) and of [the ceremonial session](#) where Annual Awards and Certificates of Appreciation are awarded to professors and students, which proves and confirms its continuous and systematic monitoring and rewarding of the scientific and professional activities of its teachers and students, but also its care for the entire community that participates in the life and work of the Faculty of Kinesiology Osijek.

1.6. Lifelong learning programmes delivered by the higher education institution are aligned with the strategic goals and mission of the higher education institution and societal needs

- *The higher education institution proves the alignment of the general goals of the lifelong learning programmes with the mission and strategic goals of the higher education institution.*
- *The higher education institution proves the alignment of the general goals of the lifelong learning programmes with societal needs.*
- *Revision and development of lifelong learning programmes is implemented systematically and regularly.*

In 2020, when the Faculty of Kinesiology was established and in accordance with the agreement signed with the Faculty of Education, the Faculty of Kinesiology Osijek, in addition to the Undergraduate University Study in Kinesiology and the Graduate Study in Kinesiology Education, also took over two lifelong learning programmes for adults: the Programme for Sports and Recreational Activities Managers and the Programme for Fitness Programme Managers. Also, in the past two years, the Faculty of Kinesiology Osijek has created four more programmes for the training of staff in the field of kinesiology: [Training Programme for Sports Animation Managers](#), [Training Programme for Volleyball Managers](#), [Training Programme for Sports Fishing Coaches](#) and [Training Programme for Swimming Managers](#). The Programme for Tennis Coaches is in the final phase of its verification. By [confirming the amendment to the Statute](#), the Faculty of Kinesiology Osijek has been approved to deliver the above mentioned lifelong learning programmes.

Despite the fact that there is [the head for each lifelong learning programme](#), in order to give additional importance to this area of education, in September 2022, by [decision of the Dean](#), head of all lifelong learning programmes of the Faculty of Kinesiology was appointed. The main tasks are to encourage teaching staff to create new programmes, implement existing ones, and take care of the education of specialists who are employed in the field of kinesiology. Within this part, formal staff training programmes in the field of sports, sports recreation and fitness training are being prepared - [6 approved programs](#), and 1 in the final phase- as well as other informal forms of lifelong learning such as workshops and seminars. In the past period, the Faculty obtained appropriate licenses from the [Agency for Vocational Education and Training](#), [the Ministry of Sciences and Education of the Republic of Croatia](#) and [the Senate of the University](#) for all lifelong learning programmes created. After completing the programme and successfully passing the final exam, the participants receive Certificate, which is registered in the record of employment.

Lifelong learning programmes have not been implemented so far. The beginning is expected in early February 2023, after the close of the tender. In compliance with the new [Law on Sports](#) (Official Gazette 141/2022), the Faculty has temporarily interrupted the conducting of classes in the Programme for physical conditioning coaches, until the programmes are fully harmonized and upon agreement with other faculties of kinesiology in the Republic of Croatia and with the Croatian Physical Conditioning Coaches Association. This shows the systematicity of revising the

programmes, as well as their compliance with the legal framework and the needs of the community.

Future lifelong learning programmes will be proposed after being discussed with external stakeholders: employers, alumni, representatives of professional associations, so that the competences of the participants after the completion of the aforementioned programmes correspond to the needs of the labour market.

2. Study Programmes

2.1. General objectives of all study programmes are in line with the mission and strategic goals of the higher education institution and with the societal needs

- *There is evidence that general goals of all study programmes are in line with the mission and strategic goals of the higher education institution.*
- *The justification for delivering study programmes, with regard to social and economic needs is provided and includes an analysis of resources of the higher education institution required for delivering study programmes.*
- *If the higher education institution delivers study programmes leading to degrees in regulated professions, it accepts the recommendations of professional organisations that govern their licencing.*
- *The higher education institution provides education of competitive professionals for national and international labour markets.*

The Faculty of Kinesiology of Osijek, in line with its [mission and vision](#), and the [Development Strategy of the Faculty of Kinesiology Osijek 2022-2026 \[EN\]](#), educates students by creating new knowledge in the area of social sciences at Josip Juraj Strossmayer University of Osijek. Through its work, the Faculty shows modernity, innovation, quality and responsibility by connecting with scientific institutions of related and other areas, with local community and the labour market. The Faculty delivers two study programmes: Undergraduate University Study Programme of Kinesiology and Graduate University Study Programme of Kinesiology Education that allow students to acquire knowledge from the area of kinesiology at undergraduate and graduate university levels. The Undergraduate University Study Programme of Kinesiology has also been conducted as a part-time study programme since academic year 2021/2022.

General objectives of the [Undergraduate University Study Programme of Kinesiology](#) and the [Graduate University Study Programme of Kinesiology Education](#) are in line with the [Faculty's mission and vision](#) as well as with the Development Strategy of the Faculty of Kinesiology Osijek 2022-2026. In the elaborations of both study programmes, there is a chapter *Analysis of Study Programme Compliance with the Faculty's Mission and Vision* that is connected with the Development Strategy of Josip Juraj Strossmayer University of Osijek 2011-2022 through the contribution of achieving the goal of starting the study programme of kinesiology. Study programmes are in compliance with needs for professional staff, which is emphasized in the [City of Osijek Sports Development Strategy 2020-2030](#) in Chapter 2 (2.2) *Analysis of Current Conditions*

and Professional Staff in Sports, and in Chapter 3(2) where the following is stated: „to encourage and award scholarships for the purpose of gaining professional qualification for persons who are currently performing trainer jobs in sports clubs in Osijek, and especially encourage and direct them to study programmes offered at the Faculty of Kinesiology of Josip Juraj Strossmayer Osijek“ (pages 351-352, with relevant table). Likewise, the vision indicates cooperation with local community through needs of the [Community of sports associations of City of Osijek](#) and [Osijek - Baranja County](#), which gives a strong support to development of this profession in the region. Also, the Faculty follows recommendations of strategies stated in the [National Sports Programme in the Republic of Croatia](#) (pages 106 and 109), and it is the first kinesiology faculty in the Republic of Croatia that has introduced the obligatory course Sports for People with Disabilities and Children with Special Needs. Study programmes [fill out the enrolment quota at Josip Juraj Strossmayer University of Osijek](#), but are not in the CQF system (Croatian Qualifications Framework), that is, for the area of kinesiology the system has not yet been adopted, but the Faculty of Kinesiology Osijek delivers study programmes that lead to regulated professions. Furthermore, according to the [Act on Regulated Professions and Recognition of Foreign Professional Qualifications \(OG 82/15, 70/19 and 47/20\)](#), regulated professions are: all teacher professions, professional associates and psychologists.

According to the LIST OF REGULATED PROFESSIONS IN THE REPUBLIC OF CROATIA (based on Article 80, paragraph 1 of the Act on Regulated Professions and Recognition of Foreign Professional Qualifications – OG 82/15, 70/19 i 47/20), this qualification is classified as:

| Group of professions – regulated profession name | Authorised body | Legal act based on which the profession is regulated |
|---|--|--|
| Regulated professions in the area of sports: - Sports trainer - Sports teacher/instructor - Sports manager | Ministry of Sciences, Education and Sports | Sports Act (OG 71/06, 150/08, 124/10, 124/11, 86/12, 94/13, 85/15, 19/16, 98/19, 47/20 i 77/20)) |

According to the database that contains a list of regulated professions in the Republic of Croatia, based on Article 76 of the Act on Regulated Professions and Recognition of Foreign Professional Qualifications (Official Gazette No. 82/15), this qualification is classified as:

| Group of professions | Authorised body | Legal act based on which the profession is regulated |
|-----------------------------|------------------------|---|
|-----------------------------|------------------------|---|

| | | |
|--|--|--|
| Area of education in primary and secondary school: - Primary school subject teacher - Secondary school subject teacher | Ministry of Sciences, Education and Sports | Primary and Secondary School Education Act (Official Gazette No. 87/08, 86/09,92/10, 105/10, 90/11, 5/12, 16/12, 86/12, 126/12, 94/13, 152/14, 7/17, 68/18, 98/19, 64/20, 151/22) |
|--|--|--|

The Faculty also analyses areas from which students come and monitors recommendations given by the [Croatian Employment Service](#) . Likewise, the Faculty continuously monitors [students' employability](#), which is so far still in small numbers, given the fact that current number of students who have graduated from the Faculty is low. So far, total of 125 students have graduated from the undergraduate studies, that is, gained the academic degree of Bachelor of Kinesiology, and 13 students have graduated from graduate studies, that is, gained the academic degree of Master of Kinesiology Education.

2.2. The intended learning outcomes at the level of study programmes delivered by the higher education institution are aligned with the level and profile of qualifications gained

- *The higher education institution has clearly defined the learning outcomes of the study programmes, and they are aligned with the mission and goals of the higher education institution.*
- *The higher education institution checks and ensures that the learning outcomes at the level of courses are aligned with the learning outcomes at the programme level.*
- *Learning outcomes achieved in the study programme are aligned with the CQF and EQF level descriptors.*
- *In defining learning outcomes, the higher education institution acts in line with professional requirements and internationally recognized professional standards, ensuring that the programme is up to date.*
- *The intended learning outcomes clearly reflect the competencies required for employment, continuing education or other individual/society needs.*

Current study programmes that have been licensed for delivery are: [Undergraduate University Study Programme of Kinesiology](#) and [Graduate University Study Programme of Kinesiology Education](#).

Intended learning outcomes of the study programmes the Faculty delivers are in line with the level and profile of gained qualifications, according to the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#). The following curricula have been published in course descriptions at the Faculty's website: for academic year 2021/2022 for the [Undergraduate](#)

[University Study Programme of Kinesiology](#), [Graduate University Study Programme of Kinesiology Education](#), [Part-Time Undergraduate University Study Programme of Kinesiology](#) as well as those for academic year 2022/2023 for Undergraduate University Study Programme of Kinesiology, both [full-time studies](#) and [part-time studies](#), and [Graduate University Study Programme of Kinesiology Education](#).

The Faculty of Kinesiology Osijek has aligned learning outcomes with Faculty's mission and goals, so that all learning outcomes of the [Undergraduate University Study Programme of Kinesiology](#) and [Graduate University Study Programme of Kinesiology Education](#) are in line with outcomes of individual courses, which can be seen in courses syllabi of the [Undergraduate University Study Programme of Kinesiology](#) and [Graduate University Study Programme of Kinesiology Education](#).

In the academic year 2020/2021, the Undergraduate University Study Programme of Kinesiology was delivered as full-time study programme. Due to labour market needs and analysis of conditions of professional staff, stated in the City of Osijek Development Strategy, the Undergraduate University Study Programme of Kinesiology has also been delivered as part-time study programme since academic year 2021/2022. In that same academic year, 37 students enrolled in the part-time study programme.

At the same time, after a comprehensive analysis and anonymous survey of students in their final years of studies, after teachers' professional meetings and labour market needs, Faculty of Education and Faculty of Kinesiology made amendments to the Undergraduate University Study Programme of Kinesiology. Those amendments referred to deleting courses that do not contribute to competencies of Bachelor of Kinesiology, introducing new, obligatory courses by which competencies are raised to a higher level as well as changes of course teachers, change in the HEI that delivers the study programme and all emerging conditions at the newly founded Faculty. The above-mentioned changes were conditioned by the transfer of accredited undergraduate and graduate university study programmes, transfer of students, matter of employees transfer and transfer of the archive, of means for conducting activities, financial means, equipment and books as well as usage of premises and equipment for the newly founded [Faculty of Kinesiology Osijek – Agreement on mutual rights](#). Amendments also included learning outcomes of the Undergraduate University Study Programme of Kinesiology.

First [amendments to the study programme in the extent of up to 20% were made on 10 September 2020](#) at the Faculty of Education and [adopted by the University Senate at its session held on 16 September 2022](#). [After study programmes had been transferred from the Faculty of Education to the Faculty of Kinesiology](#), [amendments were made in the extent of up to 20%](#) for the second time on 26 February 2021 at the Faculty of Kinesiology Osijek. Based on study programmes analysis, a discussion carried out among teachers at a professional meeting, and a survey conducted among students in their final study year at the Undergraduate University Study Programme of Kinesiology, [amendments were made to the extent of over 50%](#). Amendments included two new modules, and as a result, this study programme instead of two, now has four modules: Sport, Kinesiological Recreation and Fitness, Physical Conditioning and Kinesitherapy, which increases selection of elective courses. Afterwards, all [learning outcomes at the study programme level had been corrected](#) for the [Undergraduate University Study Programme of Kinesiology](#) and after that, the total number of [learning outcomes](#) amounted to 34 outcomes in

obligatory courses and 8 to 10 outcomes in selected module. Therefore, learning outcomes at the study programme level additionally include elective courses learning outcomes, which cannot be seen in Table 2.1 Analytical supplement (since elective courses were not included in the analysis). In 2020, The Faculty of Education, based on the [Decision of the Faculty Council of 10 September 2020, made amendments to the Graduate University Study Programme of Kinesiology to the extent of up to 20%](#). Amendments were adopted by the University Senate on 16 September. Based on the [Agreement of 21 July 2020 on mutual rights and obligations between Josip Juraj Strossmayer University of Osijek, the Faculty of Education of Josip Juraj Strossmayer University of Osijek and the newly established Faculty of Kinesiology of Josip Juraj Strossmayer University of Osijek](#), mutual rights and obligations were regulated regarding following matters: transfer of accredited undergraduate and graduate study programmes, transfer of students and employees, transfer of the archive, transfer of means for conducting activities, financial means, equipment and books as well as usage of premises and equipment for the newly founded Faculty of Kinesiology Osijek.

[Committee for Amendments to the Study Programme](#), based on communication with teachers and a [conducted student survey](#), had made an expert analysis and created first [amendments to the extent of up to 20% in July 2021](#). Those [amendments included joining courses with less content and ECTS workload](#), and in [September of the same year](#), amendments were made to [increase the number of elective courses](#), which improved required competencies of prospective Masters of Kinesiology Education. Subsequently, at the Faculty Council session held on 8 December 2022, amendments were made to the Graduate University Study Programme of Kinesiology Education. Amendments included naming the Faculty of Kinesiology Osijek as the faculty that delivers the study programme, which was later adopted at the session of the [Senate of Josip Juraj Strossmayer University of Osijek held on 14 December 2022](#). Amendments also included defining 19 learning outcomes at the Graduate University Study Programme of Kinesiology Education. Thereby, learning outcomes were corrected at both undergraduate study programmes of kinesiology and the graduate one of kinesiology education. Considering that MOZVAG only contains learning outcomes of obligatory courses, outcomes of elective courses in module are not shown in the analytical supplement. Furthermore, a [workshop on learning outcomes for teachers was conducted](#), and the Action Plan for 2023 provides a workshop for internal thematic assessment related to learning outcomes in relation to qualification level and compliance of learning outcomes at the study programme level with those at the course level. Given the number of amendments to both study programmes, as shown in the analytical supplement tables, learning outcomes of one study programme are not in compliance with learning outcomes of the other study programme.

Upon studies completion, students are awarded a [corresponding diploma](#) as well as [diploma supplement in Croatian and in English language](#). However, with regard to the new [Act on Scientific Activity and Higher Education \(OG 119/2022\)](#) that entered into force on 22 October 2022, and the fact that up to now only 13 students have graduated from the Graduate University Study Programme of Kinesiology Education, [diploma](#) and [diploma supplements](#) and [in english](#) for completion of the Graduate University Study Programme of Kinesiology Education are still in preparation and will be issued in March 2023, prepared completely in compliance with the new Act.

The Faculty [gathers feedback](#) from students who have completed their studies and [analyses student employability](#). However, 217 students (that is, 198 students who continued studies and 19 students who, after transferring, completed undergraduate study programme and enrolled in graduate study programme) that transferred from the Faculty of Education at which they started and completed the Undergraduate University Study Programme of Kinesiology are still registered as students of the Faculty of Education by the Croatian Employment Service. According to Croatian Employment Service statistics in 2021, unemployed Bachelors of Kinesiology are registered under the Faculty of Education, and according to those same statistics [in 2022](#), there are no above-mentioned registered unemployed graduates, that is, Bachelors of Kinesiology and Masters of Kinesiology Education from the Faculty of Kinesiology Osijek. It is also evident from the [statistical data regarding rate and speed](#) that the employability rate for the area of kinesiology for the last 6 months is around 40%. Besides indicators given by the Croatian Employment Service, Faculty also gathers data from sports associations in which [students of the Faculty of Kinesiology Osijek participate in trainer activities](#). So it has been shown that trainers are satisfied with professional competencies and work students from the Faculty of Kinesiology Osijek conduct in sports clubs and associations.

The initiative for establishing the ALUMNI club came from the Faculty after 125 Bachelors of Kinesiology and 13 Masters of Kinesiology Education graduated, and with it, the possibility of monitoring employability and gathering feedback became more significant.

Since Croatian Qualifications Framework has not been adopted for the field of kinesiology at the level of the Republic of Croatia, learning outcomes cannot be in line with the recommendations of the Croatian Qualifications Framework. However, given the structure and studying rhythm, the Faculty's study programmes are in line with study programmes at the Faculty of Kinesiology Split.

Based on [monitoring of students' employability](#) and [analysis of the survey conducted among Bachelors of Kinesiology](#), it is noticeable that the level of acquired competencies is satisfactory for inclusion into the labour market or continuation of education, even though the numbers are based on a small number of students who have, up to now, graduated from the Graduate University Study Programme of Kinesiology Education.

2.3. The higher education institution provides evidence of the achievement of intended learning outcomes of the study programmes it delivers

- *The higher education institution ensures the achievement of intended learning outcomes of the study programmes it delivers.*
- *The higher education institution continually revises and improves the teaching process on the basis of evidence on the achievement of the intended learning outcomes (for example, tests, seminar papers, presentations, etc.).*

Teaching methods and evaluation of students' achievements are derived directly from learning outcomes of each course, which surely represents the most important element of ensuring the

achievement of intended learning outcomes. Faculty of Kinesiology Osijek ensures achievement of intended learning outcomes at both study programmes it delivers, in accordance with the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#) (Articles 57-73) and the [Decision of the Faculty Council on attending practices](#), which obligates students to actively participate in practices.

At both university study programmes delivered at the Faculty of Kinesiology Osijek, [undergraduate](#) and [graduate](#), learning outcomes as well as the manner in which learning outcomes, teaching methods and evaluation assessment methods are connected are all clearly defined for each course, and students are familiarised with them. In descriptions of study programmes, that is, [course descriptions](#) at [undergraduate](#) and [graduate](#) levels, there are defined manners of conducting lectures that are in line with intended learning outcomes. Also, manners of conducting lectures are stated in the description of each course with the following elements defined: objectives, learning outcomes, course content, form of teaching, connection of learning outcomes, teaching methods and manner of evaluating achievement of learning outcomes, manner of assessment and grading, elements of monitoring and testing, manner of forming the final grade and example of calculating the final grade and other relevant information for monitoring and assessing students' activities and literature. All the above-mentioned elements are also based on feedback [from relevant stakeholders](#). Thematic workshops are periodically held on the above-mentioned elements for the purpose of teachers' training, like Workshop on [teachers' learning outcomes](#). Conclusions drawn at those types of workshops are used to improve learning outcomes at both the study programme level and the course level.

Achievement of intended learning outcomes is defined for each course, with the most common manners and methods being the oral exam and the written exam, that is, [preliminary exams through which students pass the exam](#). Achievement of learning outcomes is also ensured through professional practices, according to the [Ordinance on student professional practice](#), through final paper ([1](#), [2](#), [3](#), [4](#)), and master's thesis ([1](#), [2](#), [3](#)), according to the [Ordinance on final papers, master's theses and graduation exams](#). Achievement of intended learning outcomes is also [ensured through professional and scientific research](#) by participating in scientific and professional conferences, workshops and symposiums, and by publishing scientific and professional papers, conference proceedings, magazines and other publications. Also, according to the [Ordinance on election and re-election to titles and corresponding employment positions \(consolidated text\)](#), adopted by the Senate of Josip Juraj Strossmayer University of Osijek in 2015, applicants being appointed for the first time to scientific-teaching titles, artistic-teaching and teaching titles, have to present a certificate of an accredited HEI or an institution on completed programme of general pedagogical-psychological and didactic-methodological training as a part of lifelong learning programme. Applicants must attach the certificate with a [form](#) (point 9) when applying to the call (examples: [1](#), [2](#)). Exemption are applicants who have a degree in educational studies. Achievement of intended learning outcomes even after studies completion together with graduates' competencies are reflected in many [positive feedbacks from student bachelors](#) as well as publications of authored and co-authored students' and teachers' papers in professional and scientific conference proceedings ([1](#), [2](#), [3](#)).

In accordance with the [Faculty of Kinesiology Development Strategy 2022-2026](#), Task 7.1 *Improvement of Existing Study Programmes at the Faculty of Kinesiology Osijek*, the Faculty continuously works on improvement of existing study programmes. Up to now, the Faculty has been improving the quality of study programmes by revising learning outcomes in order to achieve greater selection of elective courses, higher number of modules and strengthening of students' competencies in accordance with the labour market needs. Having in mind the above-mentioned, the Faculty has adopted amendments to the [Undergraduate University Study Programme of Kinesiology to the extent of up to 20%](#), to the [Undergraduate Study Programme of Kinesiology to the extent of over 50%](#), and to the Graduate University Study Programme of Kinesiology Education ([1](#), [2](#), [3](#)).

2.4. The HEI uses feedback from students, employers, professional organisations and alumni in the procedures of planning, proposing and approving new programmes, and revising or closing the existing programmes

- *Development activities related to study programmes are carried out systematically and regularly, involving various stakeholders.*
- *Planning and proposing new study programmes includes an analysis of justification for delivering a study programme, resources and alignment with the strategic goals at the local and regional level, and other needs of society.*
- *The higher education institution provides evidence on the justification for delivering same or similar study programmes within the same university.*
- *The higher education institution publishes up-to-date versions of study programmes.*
- *higher education institution records the changes to study programmes and analyses their fitness for purpose.*

Development activities connected to the study programmes are systematic and involve various stakeholders. The basic document that regulates the approval process, systematic evaluation and periodical revisions of the study programmes is the [Faculty of Kinesiology Osijek Development Strategy 2022-2026](#), and all adopted decision are in accordance with rules for conducting evaluation of university undergraduate, graduate and professional studies at Josip [Juraj Strossmayer University of Osijek – Ordinance on conducting evaluation of study programmes at Josip Juraj Strossmayer University of Osijek](#), consolidated text, April 2022. Faculty takes into consideration opinions of employers when creating and revising study programmes.

Faculty has the support for implementation and improvement of study programmes from local community and society since it educates students for its labour market, which is stated in [City of Osijek Sports Development Strategy](#) and the Community of sports associations of the City of Osijek, with attached [declaration](#) as proof and [Osijek - Baranja County](#) as well.

In the above-mentioned Strategy, in strategic goals and development programmes, it is stated that the goal is: „to encourage and award scholarships for the purpose of gaining professional qualification for persons who are currently performing trainer jobs in sports clubs in Osijek, and especially encourage and direct them to study programmes offered at the Faculty of Kinesiology of Josip Juraj Strossmayer University of Osijek“ (pages 351-352, page 417 with relevant table).

When making amendments to study programmes, a committee is appointed for creating amendments to the [undergraduate study programme](#) and to the [graduate study programme](#), which is shown in elaborations of the [Undergraduate University Study Programme of Kinesiology](#) and the [Graduate University Study Programme of Kinesiology Education](#). In creating those changes, [students' opinions are acknowledged](#).

When making amendments to study programmes, the Faculty keeps records ([1](#), [2](#), [3](#), [4](#), [5](#), [6](#), [7](#), [8](#), [9](#), [10](#), [11](#), [12](#)) so that any future amendments may continue on the previous ones for the purpose of improving study programmes quality and final competencies of graduates. Basic information on study programmes is available in the [Guide for Enrolment into Studies](#) and [Information Package for students](#), which are distributed to students in hard copies, but are also available on the [Faculty of Kinesiology website](#). Also, promotional material in the form of a [brochure](#) is available for prospective students. Study programmes in PDF are published on the Faculty of Kinesiology website ([1](#), [2](#)), and are available to everyone. Also, there are updated data on learning outcomes as well as manner of connecting learning outcomes, course content and reading lists for passing exams for each [obligatory](#) and [elective](#) course. In course descriptions published in the Curricula ([1](#), [2](#), [3](#)) (in the process of creating the curricula for the next academic year), forms of conducting teaching that are in line with intended learning outcomes are regularly updated and revised.

2.5. The higher education institution ensures that ECTS allocation is adequate

- *The higher education institution allocates ECTS credits in accordance with the actual student workload, based on the analyses of feedback from stakeholders in the teaching process, or other procedures.*
- *Students are provided with feedback on the results of the analysis of gathered information and the implemented changes.*

Faculty of Kinesiology Osijek ensures the alignment of ECTS credits with the actual student workload, in accordance with the [ECTS User's Guide](#) and the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#). Quality Assurance Committee indicated, [based on survey results](#), that there were inconsistencies in the number of ECTS credits of certain courses. Consequently, amendments to the study programmes had been made in 2021 and those ECTS credits were, along with learning outcomes, corrected for all courses, which is evident from the [previous version](#) and the [corrected version](#) of the Undergraduate University Study Programme of Kinesiology as well as the [previous version](#) and the [corrected version](#) of the Graduate University

Study Programme of Kinesiology. Alignment of actual student workload with the number of ECTS credits, along with study programme quality, was achieved by making amendments to study programmes. In that way, number of teaching hours was also aligned with teaching workload for courses. At the beginning of each semester, the course teacher is obliged to familiarise students with learning outcomes and ECTS credits. Data on [description of each course](#), methods and manners of evaluation and grading, along with ECTS workload, are constantly available and visible to students and teachers.

The Faculty plans to establish a committee for internal evaluation of actual student workload expressed in ECTS credits.

2.6. Student practice is an integral part of study programmes (where applicable)

- *The higher education institution allows for learning and obtaining new skills through student practice, where applicable.*
- *Where applicable, student practice is an integral part of study programmes and is organised outside the higher education institution, in cooperation with the labour market.*
- *Student practice is carried out in a systematic and responsible manner, ensuring the achievement of intended learning outcome regarding student practice.*

Professional practice is an integral part of both study programmes at the Faculty of Kinesiology Osijek, and through practice Faculty provides learning and acquiring skills, in accordance with the [Ordinance on student professional practice of the Faculty of Kinesiology Osijek](#), which regulates all conditions of conducting professional practice.

Given the fact that professional practice is integrated in the study programmes and conducted in the third year of studies and in both semesters of the [Undergraduate University Study Programme of Kinesiology](#) and in the first and the second year of the [Graduate University Study Programme of Kinesiology Education](#), ECTS credits are awarded for practice, which can be seen in curricula and courses syllabi. Students at the undergraduate level conduct professional practice in sports societies and clubs ([1](#), [2](#)), and students at the graduate level conduct practice in [educational institutions](#), that is, primary and secondary schools. Students are obliged to keep a journal of professional practice ([1](#), [2](#)), and the Faculty keeps [records on professional practice](#) and gathers feedback on conducted practice from students and their mentors. Based on those records, it can be concluded that students and their mentors are satisfied with competencies they acquired during studies that allow them to perform quality activities in the labour market.

3. Teaching process and student support

3.1. Admission criteria or criteria for the continuation of studies are in line with the requirements of the study programme, clearly defined, published and consistently applied.

- *The criteria for admission or continuation of studies are published.*
- *The criteria for admission or continuation of studies are consistently applied.*
- *The criteria for admission or continuation of studies ensure the selection of candidates with appropriate prior knowledge, which is aligned with the requirements of the study programme.*
- *The higher education institution has effective mechanisms for recognising prior learning.*

Criteria for admission to the study programmes delivered by the Faculty of Kinesiology, i.e. to the [Undergraduate University Study Programme of Kinesiology](#) and to the [Graduate University Study Programme of Kinesiology Education](#) are clearly defined and published at the Faculty's webpage and in print. The [information package](#) and the [Guide for Student Admission](#) are published each year to inform prospective students about necessary conditions and criteria for admission to study programmes. Information contained therein is aligned to data available on the website Postani student (Become a Student), which is the National IT System of Applications to Higher Education Institutions (Croatian abbreviation: NISpVU). Admission criteria are determined every year as of the Decision on the enrolment conditions reached by the Senate of Josip Juraj Strossmayer University of Osijek. Admission procedure is carried out by the [Committee for Admission to Undergraduate Study](#) and by the [Committee for Implementation of the Ranking Procedure](#). Prior to students' admission, there is a public call announced for [admission to undergraduate](#) and [graduate studies](#). Schedules and other important information related to admission to undergraduate and graduate studies are [published on the Faculty's website \(mrežna stranica Kineziološkog fakulteta Osijek\)](#) well in advance.

Table 3.1. Score calculation within ranking procedure to the 1st study year of the Undergraduate University Study Programme of Kinesiology

| | Percentage | Number of points |
|---|------------|------------------|
| Evaluation based on secondary school grades | 24% | 240 |
| Compulsory part of the State Matura Exam | 36% | 360 |
| Croatian language (level B) | 15% | 150 |
| Mathematics (level B) | 11% | 110 |
| Foreign language (level B) | 10% | 100 |
| Additional testing of specific knowledge, skills and abilities | 40% | 400 |

Additional criteria (elimination criterion) - mandatory testing of swimming skills and health fitness.

Testing of specific motor skills and/or motor abilities (threshold 37.5%/150 points).

Applicants classified as top athletes by the Croatian Olympic Committee (categories I and II) are entitled to direct admission to the study regardless of their success at the State Matura Exam, if they pass the swimming skills test and if proving their health fitness.

Table 3.2. Score calculation within ranking procedure to the 1st study year of the Graduate University Study Programme of Kinesiology Education

Graduate University Study Programme of Kinesiology Education can be enrolled by applicants who have completed the undergraduate university study of Kinesiology and obtained at least 180 ECTS at the minimum grade point average of 3.500. The applicants also have to provide a medical fitness certificate (issued by a specialist of occupational medicine or sports medicine). The ranking list of applicants who are admitted to the graduate study is generated by scoring applicants' academic success achieved at undergraduate university study.

Besides organising regular admission procedure, the Faculty cooperates with the Centre for Advancement of Quality Assurance in Higher Education of Josip Juraj Strossmayer University of Osijek, i.e. with its Division for academic recognition of foreign higher education qualifications, periods of study and ECTS credits on recognition of national and foreign qualifications and study periods, based on which [students from other higher education institutions](#) can continue their studies at the Faculty of Kinesiology Osijek.

The Faculty of Kinesiology Osijek regularly monitors and analyses students' success by reviewing [passing rates at each study year and at each course](#). Procedure for continuation of studies is regulated by the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#), and conditions for enrolment into higher study years are defined by the [Undergraduate University Study Programme of Kinesiology](#) and by the [Graduate University Study Programme of Kinesiology Education](#), as well as by the decision of the Senate of Josip Juraj Strossmayer University of Osijek on the number of ECTS required for enrolment into higher study years.

Transfers from other higher education institutions in the Republic of Croatia and from foreign institutions are regulated by the mentioned Ordinance on studies and studying. In the process of [transfer from other higher education institutions to the Faculty of Kinesiology Osijek](#), students are entitled to request recognition of obtained ECTS and passed courses. The Education and Students Committee is a body authorised by the Faculty Council to deal with such requests for transfers of students from other higher education institutions by complying with provisions of the University Ordinance on studies and studying. Within this procedure, the [Faculty collects feedback from students requesting transfer from foreign institutions](#). The Faculty also allows students from other higher education institutions to enroll courses of the [Faculty of Kinesiology Osijek offered at the University level](#), thus facilitating acquisition of required ECTS.

3.2. The higher education institution gathers and analyses information on student progress and uses it to ensure the continuity and completion of study.

- *Procedures for monitoring student progress are clearly defined and available.*
- *The information on student progress in the study programme is regularly collected and analysed.*
- *The higher education institution ensures adequate mechanisms for analysing student performance and pass rates, and initiates necessary actions accordingly.*

The Faculty of Kinesiology Osijek regularly collects and analyses data on the student progress. Such analyses are included in annual reports on the teaching quality, in the [dean's annual report](#), in the reports prepared by vice-deans and heads of departments and chairs about their activities, as well as in the semestral reports on teaching delivery. Procedures for monitoring student progress are included and described in the study programmes within learning outcomes - at the level of courses described in the syllabi and at the level of [undergraduate](#) and [graduate](#) study programmes. Moreover, [student progress](#) is monitored and analysed, and the corresponding report is available [on the Faculty's website](#). The Faculty also keeps records on completion of studies and monitors the drop-out rate, as presented in the Table 3.5 of the Analytical Supplement.

Referring to the academic year 2021/2022, there were 318 students enrolled in the Undergraduate University Study Programme of Kinesiology and the Graduate University Study Programme of Kinesiology Education at the Faculty of Kinesiology Osijek. At the beginning of the academic semester, 5 students dropped out from studies. There were 60 students graduating from the Undergraduate University Study Programme of Kinesiology, and 13 students completed the Graduate University Study Programme of Kinesiology Education.

All courses are based on the concept of learning outcomes at several levels, and within each course student progress and knowledge assessment are regularly monitored. Data on the student progress (exam passing rate, number of enrolled students and dropouts, number of graduates) are available in the annual Report on the teaching quality. Analyses are performed jointly by the Vice-Dean for Education and Student Affairs, the heads of organisational units (departments, chairs), the QA Office and the Office for Student Affairs and Study Programmes. The mentioned data are also included in the [Annual Report of the Quality Assurance Committee](#).

The Report on the teaching quality of and [semestral reports on teaching delivery](#) are analysed and adopted by the Faculty Council at its sessions.

At the Faculty of Kinesiology Osijek, there is a developed student support system within which quality of studying is constantly improved. Students enrolled at each study year have assigned a study [year coordinator](#) with whom they have [regular meetings](#) . There is also an established [mentoring system](#) within which mentors are appointed to smaller student groups. In addition to organising regular meetings, mentors deal with individual student issues in order to improve study conditions and to increase exam passing rates at all study years.

It is not possible to fully calculate the overall completion rate at the university studies delivered by the Faculty of Kinesiology, since there is no cohort at the undergraduate university level because students initially enrolled in the study programme at the Faculty of Education of Josip Juraj Strossmayer University of Osijek are treated as transfers. Referring to the Graduate University Study Programme of Kinesiological Education, 13 out of 37 enrolled students graduated so far, which amounts to 35.135% (calculation derived from the data available in the Analytical Supplement to the Self-Evaluation Report). Based on this data alone, the Faculty is below the average completion rate of tertiary education in Europe (completion rate at the European level ranges between 53% and 83%).

According to the data (Table 3.5 of the Analytical Supplement), students at the undergraduate level study longer than 3 years, but shorter than 4 years, and students enrolled in the 2-year graduate study programme study longer than 2 years, but shorter than 3 years. This is a good indicator if considering the fact that students are approved full-time student status for one academic year longer than the official duration of the study programme, as of the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#), and within this period students retain their social, economic and student rights and benefits.

3.3. The higher education institution ensures student-centred learning.

- *The higher education institution encourages various modes of programme delivery, in accordance with the intended learning outcomes.*
- *Various teaching methods are used that encourage interactive and research-based learning, problem solving and creative and critical thinking (for example, individual and group projects, cooperative learning, problem-based learning, field work and other interactive methods).*
- *The HEI continually evaluates and adapts teaching methods and different modes of programme delivery.*
- *Teaching methods are adapted to a diverse student population (non-traditional student population, part-time students, senior students, under-represented and vulnerable groups, etc.).*
- *The higher education institution ensures the use of state-of-the-art technologies to modernise teaching.*
- *Available and committed teachers contribute to the motivation of students and their engagement.*
- *The higher education institution encourages autonomy and responsibility of students.*

The Faculty of Kinesiology Osijek has clearly defined modes of teaching delivery, which is outlined in the curricula and syllabi of the [Undergraduate](#) and [Graduate](#) study programmes, and aligned with expected learning outcomes of each course, which are also available at the Faculty's website

as a separate information related to the [Undergraduate University Study Programme of Kinesiology](#) and the [Graduate University Study Programme of Kinesiology Education](#).

Teaching is delivered in form of lectures, seminars, practices and workshops. All modes of teaching are student-oriented and respect students' needs, individual characteristics, learning preferences and activities, aiming to achieve expected learning outcomes.

The Faculty of Kinesiology Osijek pays special attention to field teaching, which is carried out with the aim of improving the teaching process quality. Therefore, the courses [Theory and Methodology of Skiing at undergraduate level, and Winter Sports at graduate level](#) are organised in Kranjska Gora, Republic of Slovenia. Parts of the courses [Swimming and Non-Swimmers' Training and Methodology of Kinesiology 2](#) within the Graduate University Study Programme of Kinesiology Education are delivered in the [Centre for Education in Orahovica of the Red Cross City Branch Osijek](#), as presented also in the [University News article](#). Criteria for monitoring and assessment of students' performance are determined by the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#) (and evaluation and self-evaluation of teaching methods are implemented within [valorisation of teaching by teachers and students](#)). In order to keep their teaching methods up-to-date, the Faculty organises [training courses for teachers](#) referring to topics on [learning outcomes and evaluation](#). Teachers also participate in individual professional training programmes [1, 2, 3](#). Students evaluate teachers and their teaching methods in the uniform [University student survey](#), as well as in [internal student surveys carried out by the Faculty of Kinesiology Osijek](#). In the Faculty building, there is also a mailbox available to students to make anonymous appraisals, proposals and objections in writing.

Aiming to modernise their teaching, to facilitate distance learning and online consultations, teachers are using IT tools and platforms, such as [MS Teams](#), [MERLIN](#) e-learning platform for some courses and the [DABAR](#) repository, which allow for two-way communication between teachers and students.

Their independence and responsibility students exhibit as course demonstrators, who are appointed by the Faculty Council as of the [Decision on the appointment of demonstrators](#), and whose engagement in teaching is regulated by the [Ordinance on student demonstrators and teaching demonstration](#).

3.4. The higher education institution ensures adequate student support.

- *The higher education institution provides guidance on studying and career opportunities to students (for example, tutors, supervisors and other advisers as a support in student learning and progress).*
- *The higher education institution has established functional procedures for student career guidance, psychological and legal counselling, support to students with disabilities, support in outgoing and incoming mobility, and library and student administration services at university or faculty level, and students are informed about them.*

- *Student support is tailored to a diverse student population (part-time students, senior students, students from abroad, students from under-represented and vulnerable groups, students with learning difficulties and disabilities, etc.).*
- *The higher education institution employs an adequate number of qualified and committed professional, administrative and technical staff.*

The Faculty of Kinesiology Osijek publishes an updated [information package](#) for current students, as well as for prospective students. The publication is available in printed form in the premises of the Student Union and online at the [Faculty's webpage](#). After Dean's welcome at the reception of new first-year students, Student Union organises [Orientation Day](#) to introduce students to the rhythm of studying. Students are informed about provisions contained in the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#), as well as about the [Ordinance on organisation of job positions](#). Students meet with study [year coordinators](#) and get introduced to the [mentoring system](#) within which they obtain information about studies and make suggestions, which are then dealt with by the study year coordinators and mentors.

The Student Union of the Faculty of Kinesiology Osijek organises numerous activities and events, such as [XICA student race](#) they participate in the [European Week of Sport 2021 and 2022](#), organise physical education in the [SOS Children's Village Ladimirevci](#) for children at a risk of social exclusion. Students also participate in [organisation of physical education for pre-school children in Osijek's kindergartens](#), with which the Faculty has established [formal cooperation](#).

Students are provided support in the [Psychological Counselling Centre of Josip Juraj Strossmayer University of Osijek](#). The Faculty carries out surveys among students to analyse their [satisfaction with teaching and the mental health of students](#). The [Alumni Club of the Faculty of Kinesiology Osijek \(Association of the Faculty Graduates\)](#), implements activities related to student support. KIFOS Alumni Club, in cooperation with the Faculty, organised a [drama show](#) dealing with issues and challenges in the educational system, such as psychological counselling, and a [workshop for elementary school children](#).

There is an active [KIFOS Student Section for Science](#). The [Ordinance on student sections](#) has been adopted. Either independently or in co-authorship with teachers, students have published more than 30 scientific papers.

There is the [Faculty Library](#) at students' service. It is established in accordance to the [Faculty Statute](#) and it provides services to students by following the provision of the [Ordinance on the Library service provision](#).

Since the academic year 2021/2022, the Faculty of Kinesiology Osijek delivers the Undergraduate University Study Programme of Kinesiology also as a part-time study, and there is the [Decision on the working time schedule adopted accordingly](#). Therefore, working hours of the Library and of the Office for Student Affairs and Study Programmes are adapted to the needs of part-time students by being available also in the afternoon shift.

The Faculty provides supporting professional services within its offices, which employ adequate number of qualified and dedicated professional, administrative and technical staff. In addition to the Faculty Academic Secretary, professional staff is engaged in the Library, Office for Legal and General Affairs, Office for Human Resource Management, Office for Financial and Accounting Affairs, Procurement Office, Office for Student Affairs and Study Programmes, Quality Assurance Office, Office for Computer Network and Communication Systems, and Office for Technical Support and Maintenance.

Besides providing for professional development of teachers, the Faculty also takes care of the training and professional development of its non-teaching staff. In the past year, there was one ERASMUS+ mobility of non-teaching staff realised ([ERASMUS](#)). There is a record kept on realisation of [professional training of non-teaching staff](#).

3.5. The higher education institution ensures support to students from vulnerable and under-represented groups.

- *The higher education institution monitors various needs of students from vulnerable and under-represented groups.*
- *Teaching process is adjusted to the individual needs of students from vulnerable and under-represented groups.*
- *The higher education institution invests resources in the support to students from vulnerable and under-represented groups.*

Although the Faculty of Kinesiology Osijek cooperates with the [Office for Students with Disabilities of Josip Juraj Strossmayer University of Osijek](#), which is coordinated by the Vice-Rector for Education and Students and the Office Head, it should be emphasised that there are no students with disabilities at the Faculty of Kinesiology Osijek. While applying for admission to the Faculty, students are obliged to submit a [medical fitness certificate](#) to confirm that they are able to [fulfil specific study requirements](#). However, the Office for Students with Disabilities of Josip Juraj Strossmayer University of Osijek is at disposal to the Faculty students. It is to be noted that the Faculty of Kinesiology Osijek cooperates with the University Office for Sport on the [initiative of promoting sport activities among students with disabilities at the University level \(inicijativa razvoja sveučilišnog sporta studenata s invaliditetom\)](#). The Faculty of Kinesiology is the only one in Croatia to deliver an obligatory course entitled [Sport for People with Disabilities and Children with Developmental Disorders](#) within the second study year of the Undergraduate University Study Programme of Kinesiology.

By taking care of students from vulnerable and underrepresented groups, the Faculty of Kinesiology Osijek has adopted several decisions which enable study benefits to such students. Based on students' requests, the Faculty approves [payment of tuition fees in instalments](#) or grants exemption from payment of tuition fees to students from vulnerable and underrepresented

groups. Moreover, the [Faculty approved admission to the study and exemption of tuition fee for one student from Ukraine](#).

Since the course Theory and Methodology of Skiing is realised on field, outside of the Republic of Croatia, the Faculty of Kinesiology Osijek grants to students of lower economic status [co-financing of costs related to course participation](#), by approving their applications as of forms [1](#) and [2](#).

Teachers and students of the Faculty of Kinesiology organise humanitarian actions. The Library joins the humanitarian campaign of collecting plastic caps to support the Association of Leukemia and Lymphoma Patients in their campaign "[By plastic caps to expensive medicines](#)". The Student Union in cooperation with the Faculty organised a humanitarian action to help refugees from Ukraine.

3.6. The higher education institution allows students to gain international experience.

- *Students are informed about the opportunities for completing part of their study abroad.*
- *The higher education institution provides support to students in applying for and carrying out exchange programmes.*
- *The higher education institution ensures the recognition of ECTS credits gained at another higher education institution.*
- *The higher education institution collects information on student satisfaction with the quality of HEI's support regarding practical matters of student mobility.*
- *Students gain competencies required for the employment in an international environment.*

Students of the Faculty of Kinesiology Osijek are properly informed about possibilities of student exchange. There is an appointed [ERASMUS coordinator](#) available to share specific information. Bilateral cooperation agreements are signed with the [University of Tuzla, Faculty of Physical Education and Sport](#); [Ss. Cyril and Methodius University in Skopje, Faculty of Physical Education, Sport and Health](#); [Gdansk University of Physical Education and Sport](#); [Institute for Social Studies Koper](#); [University of Niš, Faculty of Sport and Physical Education](#); [University of Sarajevo, Faculty of Sports and Physical Education](#), and with the [University of Belgrade, Faculty of Sport and Physical Education](#). Within formal ERASMUS+ interinstitutional agreements, the Faculty cooperates with the [University of Pécs, Faculty of Sciences](#); [Euro-Mediterranean University \(EMUNI\)](#), [Ss. Cyril and Methodius University in Skopje, Faculty of Physical Education, Sport and Health](#); [Gdansk University of Physical Education and Sport](#); [University of Ljubljana, Faculty of Sport](#); [Charles University Prague, Faculty of Physical Education and Sport](#), and with the [University of Niš, Faculty of Sport and Physical Education](#).

Moreover, students attend lectures held by invited foreign lecturers [1](#), [2](#), [3](#), and additional reading materials within specific courses are published [in a foreign language](#).

The Faculty guarantees to its students recognition of ECTS obtained at foreign higher education institution. Within defined procedure of recognition, students submit to the Office for Student Affairs and Study Programmes their request for recognition of ECTS obtained at a foreign higher education institution and corresponding transcript of records and other supporting documents for recognition of passed exams and obtained ECTS ([1](#), [2](#)) at a foreign higher education institution. Based on submitted documents, the Education and Students Committee makes a decision on [evaluation and recognition of ECTS](#) earned at foreign universities within [Erasmus+ mobility programme](#). Upon completion of a mobility programme, students complete a report and describe their experience about study exchange at a host foreign higher education institution. Such report consists of questions about provided [student support, experiences and other circumstances related to student exchange programme](#).

3.7. The higher education institution ensures adequate study conditions for foreign students.

- *Information on the opportunities for enrolment and study is available to foreign students in a foreign language.*
- *The higher education institution provides support to foreign students in enrolment and study at the Croatian higher education institution.*
- *The higher education institution collects feedback on satisfaction and needs of foreign students.*
- *Foreign students have the opportunity to attend classes delivered in a foreign language (English).*
- *Croatian language courses are delivered for foreign students at the level of the university or university constituent.*

At present, there is one foreign student from Ukraine studying in a migrant status within the part-time Undergraduate University Study Programme of Kinesiology. There is no established Office of International Relations at the Faculty, yet there are appointed Faculty [ECTS and ERASMUS](#) coordinator, as well as [CEEPUS coordinator](#). The Faculty cooperates with international institutions on the basis of bilateral and ERASMUS+ agreements overviewed in Tables 3.3. and 3.4.

Table 3.3. Signed bilateral agreements on cooperation between the Faculty of Kinesiology Osijek and foreign institutions

| Institution | City, country | Date of agreement signature |
|-------------|---------------|-----------------------------|
|-------------|---------------|-----------------------------|

| | | | |
|----|---|----------------------------------|------------------|
| 1. | University of Tuzla, Faculty of Physical Education and Sport | Tuzla, Bosnia and Herzegovina | 17 December 2021 |
| 2. | Ss. Cyril and Methodius University in Skopje, Faculty of Physical Education, Sport and Health | Skopje, North Macedonia | 17 December 2021 |
| 3. | Gdansk University of Physical Education and Sport | Gdansk, Poland | 03 February 2022 |
| 4. | Institute for Social Studies Koper | Koper, Slovenia | 18 February 2022 |
| 5. | University of Niš, Faculty of Sport and Physical Education | Niš, Serbia | 25 January 2022 |
| 6. | University of Sarajevo, Faculty of Sports and Physical Education | Sarajevo, Bosnia and Herzegovina | 08 February 2022 |
| 7. | University of Belgrade, Faculty of Sport and Physical Education | Belgrade, Serbia | 03 March 2022 |

Table 3.4. Signed Erasmus+ agreements for individual mobility of students, teaching and non-teaching staff

| | Institution | City, country | Validity of agreement |
|----|---|-------------------------|-----------------------|
| 1. | University of Pécs, Faculty of Sciences | Pecs, Hungary | 2022-2027 |
| 2. | Euro-Mediterranean University (EMUNI) | Piran, Slovenia | 2022-2027 |
| 3. | Ss. Cyril and Methodius University in Skopje, Faculty of Physical Education, Sport and Health | Skopje, North Macedonia | 2022-2027 |
| 4. | Gdansk University of Physical Education and Sport | Gdansk, Poland | 2022-2027 |
| 5. | University of Ljubljana, Faculty of Sport | Ljubljana, Slovenia | 2023-2028 |
| 6. | Charles University Prague, Faculty of Physical Education and Sport | Prague, Czech Republic | 2023-2028 |
| 7. | University of Niš, Faculty of Sport and Physical Education | Niš, Serbia | 2022-2027 |

The Faculty publishes [Information Package](#), i.e. [Student Guide \(informacijski paket, Vodič za studente\)](#) in English language. At the University level, students can learn Croatian language within the course *Croatian Language – Preparatory Course*. The course lasts for 70 teaching hours, upon completion of which students obtain 6 ECTS (details available at: <http://www.unios.hr/suradnja/medunarodna-suradnja/erasmus-incoming-students/unios-academic-information/>).

3.8. The higher education institution ensures an objective and consistent evaluation and assessment of student achievements.

- *The criteria and methods for evaluation and grading are clear and published before the beginning of a course.*
- *The criteria and methods for evaluation and grading are aligned with the teaching methods used.*
- *The higher education institution provides support to the assessors in the development of skills related to the testing and assessment methods.*
- *The higher education institution ensures objectivity and reliability of grading.*
- *If possible, the higher education institution carries out the evaluation of grading.*
- *The evaluation procedures take into account special circumstances of certain groups of students (modifying examination procedures to suit e.g. students with disabilities), while at the same time ensuring the achievement of intended learning outcomes.*
- *The students receive feedback on the evaluation results, and if necessary, guidelines for the learning process based on these evaluations.*

The Faculty of Kinesiology Osijek takes part in the implementation of the uniform University [Student Survey and analyses the obtained results](#). It also implements [internal student surveys](#), which primary objective is to improve the teaching quality and to assure transparency of grading. Aiming to facilitate training of teachers and development of their teaching skills, the Faculty organises various workshops, such as those within the Psychology Week in the Republic of Croatia. In cooperation with the Faculty of Agrobiotechnical Sciences Osijek and the Society of Psychologists Osijek, the Faculty of Kinesiology Osijek invited Prof. Emeritus Dubravka Miljković to deliver lecture on [Challenges of coordinating and leading a teaching group](#). In order to ensure transparency, there are [parallel course teachers](#) assigned to courses of both undergraduate and graduate university studies, and students can take committee-supervised exams, i.e. exams before an examination committee, as determined by the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#). Each year, the Faculty Council approves an annual plan for development of teachers' competencies. Such plans are devised for academic years [2020/2021](#) and [2022/2023](#) to ensure realisation of teachers' training in development of their skills

related to objective evaluation of student achievements and in other areas relevant to teaching and profession.

In general, the [Ordinance on election and re-election to titles and corresponding employment positions at Josip Juraj Strossmayer University of Osijek – consolidated text](#), adopted in 2015 by the University Senate, determines that “all candidates who apply for appointment into scientific-teaching, artistic-teaching and teaching grade for the first time, except for the candidates holding a formal degree related to teacher training, have to present a confirmation of authorised higher education institution on completed pedagogical-psychological and didactic-methodical training course, which is available within the lifelong learning programme” (examples: [1](#), [2](#)). Based on the achieved average ratings within the uniform University student survey, and when necessary, the Vice Dean for Education and Student Affairs and the department heads organise [collegial peer-review and teaching delivery shadowing](#). Vice-Dean for Education and Student Affairs analyses the results obtained within the uniform University student survey on the quality of teaching for each academic year. If students are not satisfied with the achieved grade or assessment method, they can file a complaint and proceed according to the Article 70 of the [Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek](#). As the Faculty of Kinesiology Osijek carries out teaching for only three academic years, there has not been any complaints about grading and assessment of students so far. Students can request insights into and feedback on assessment results from their teachers during scheduled consultations, the schedules of which are announced on the [Faculty’s website](#) and on the teachers’ office doors.

3.9. The higher education institution issues diplomas and Diploma Supplements in accordance with the relevant regulations.

- *Upon the completion of their studies, students are issued appropriate documents (diploma and Diploma Supplement).*
- *Diplomas and Diploma Supplements are issued in accordance with relevant regulations.*
- *The higher education institution issues the Diploma Supplement in Croatian and English, free of charge.*

Each student graduating from the Undergraduate University Study Programme of Kinesiology is awarded a [diploma](#) and a [Diploma Supplement in english](#). It should be emphasised that 13 students of the Graduate University Study Programme of Kinesiology Education graduated in the academic year 2021/2022. They have not received their diplomas so far, but the graduation ceremony is currently in the process of organisation and there have been [diplomas](#) and [diploma supplements](#) and [in english](#) printed out.

The stated documents are issued in accordance with the Ordinance on the form of diploma and diploma supplement (OG 77/2008), as well as the Ordinance on the amendments to the Ordinance on the form of diploma and diploma supplement (OG 149/2011). Furthermore,

diploma and diploma supplement issued in the academic year 2021/2022 comply with legal provisions defined by the following documents:

1. Act on Scientific Activity and Higher Education, Article 84; Official Gazette No. 123/03, 198/03, 105/04, 174/04, 2/07 – Decision of the Constitutional Court of the Republic of Croatia, 46/07, 45/09, 63/11, 94/13, 139/13, and 101/14 – Decision of the Constitutional Court of the Republic of Croatia, 60/15 and 131/17), and

The new Act on Scientific Activity and Higher Education ([Official Gazette No. 119/22](#)) entering into force on 22 October 2022;

2. Statute of Josip Juraj Strossmayer University of Osijek – consolidated text, Article 154;

3. Statute of the Faculty of Kinesiology Osijek – consolidated text, VII.10, Article 69;

4. Ordinance on studies and studying at Josip Juraj Strossmayer University of Osijek, Article 78.

Diplomas are issued in line with the Senate [Decision on special fees applicable at Josip Juraj Strossmayer University of Osijek and its scientific/artistic constituents](#), and according to the Article 3 of the Ordinance on the form of diploma and diploma supplement, the Faculty issues diploma supplement in [Croatian](#) and [English](#) language without fee.

3.10. The higher education institution is committed to the employability of graduates.

- *The higher education institution analyses the employability of its graduates.*
- *Admission quotas are aligned with social and labour market needs and available resources.*
- *The higher education institution informs prospective students about the opportunities to continue education or find employment after graduation.*
- *The higher education institution provides students with support regarding future career planning.*
- *The higher education institution maintains contacts with alumni.*

Admission quota approved by the [University Senate for the Faculty of Kinesiology is fulfilled in each academic year](#). Despite the fact that so far only 13 students graduated from the Graduate University Study Programme of Kinesiology Education, the [Faculty collects data on employability of its graduates](#). There are various activities undertaken by the Faculty to promote its study programmes and employment options. Each year in December the [Faculty is presented at the University Fair](#). The Faculty Guide for Student Admission targeting prospective students is handed out in hard copy, and available in [electronic form](#). This publication also elaborates employment opportunities available to students after completing either undergraduate or graduate studies. The Faculty participates in the [Career Week organised at the University](#) level with the aim to support students in their career development opportunities and to facilitate establishment of contacts with potential employers and business sector. Within the Career Week, all scientific-teaching and artistic-teaching constituents of the University join in organisation of various events, such as workshops, round tables, debates, lectures and speed dating for current and prospective students.

The established [KIFOS Alumni Club](#) is expected to provide detailed feedback on employability of the Faculty graduates, and determination of admission quotas in the future shall be based on assessed labour market demands. As of present, the labour market trends confirm the [need for experts in kinesiology](#).

4. Teaching and Institutional Capacities

4.1. The higher education institution ensures adequate teaching capacities

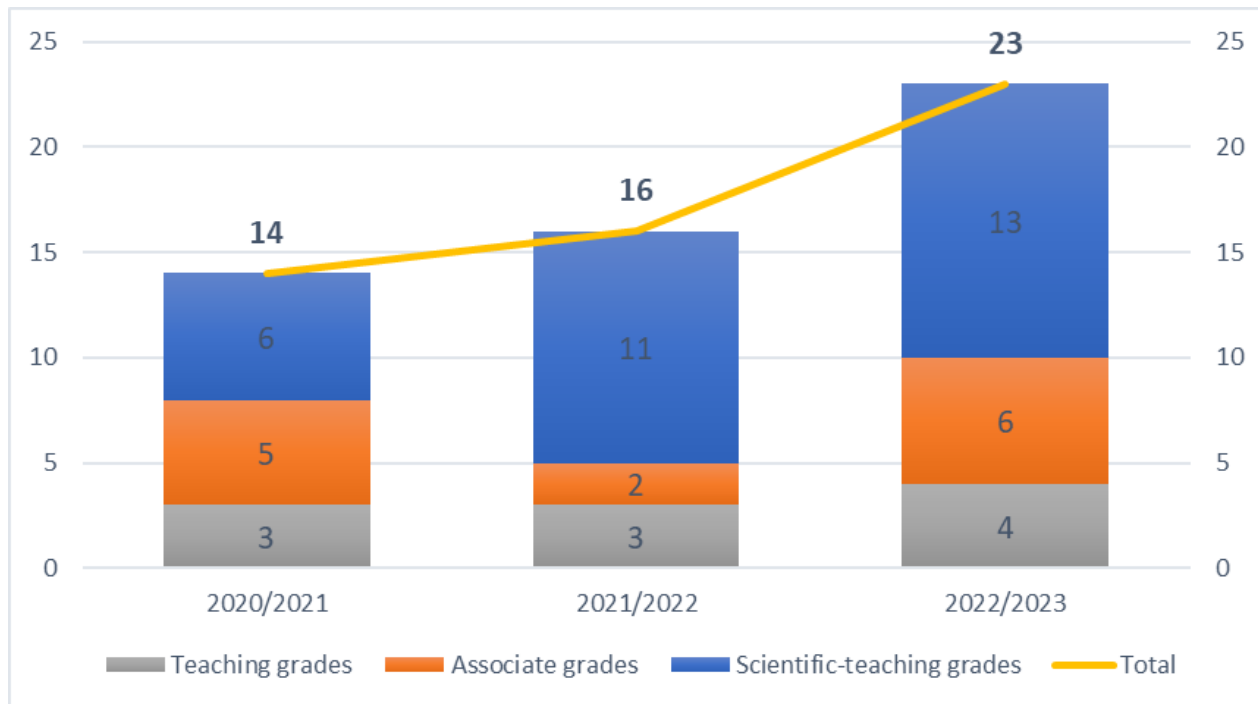
- *The number and qualifications of teachers* are appropriate for the delivery of study programme and achievement of the intended learning outcomes and performing scientific activity.*
- *The ratio of students and full-time teachers at the higher education institution ensures a high quality of study.*
- *Teacher workload is in line with relevant legislation and policies, regulations of competent bodies, collective agreements, etc.*
- *Teacher workload ensures appropriate distribution of teaching, scientific/artistic activities, professional and personal development and administrative duties.*
- *Teachers are qualified for the course/courses they deliver.*

* Teachers – employees of a higher education institution appointed into scientific-teaching grades (or teaching grades at professional study programmes).

The number and qualifications of teachers of the Faculty of Kinesiology Osijek appointed into scientific-teaching grades are appropriate for the delivery of study programmes and achievement of intended learning outcomes, as well as for performance of scientific activity. This is proven by the data contained in the Analytic Supplement, in tables 4.1.a, 4.2., 4.3 and 4.4. At the beginning of the academic year 2021/2022, the Faculty of Kinesiology Osijek had 16 teachers, of whom 1 full professor, 3 associate professors, 8 assistant professors, 1 postdoctoral researcher, 5 assistants, 2 senior lecturers and 1 lecturer. As we are aware that it is necessary to develop the Faculty's teaching staff, exceptional efforts were made in the past academic year to employ 5 new teachers, i.e. assistants, which ensured additional lowering of the teacher workload for teachers holding scientific-teaching grades in the academic year 2022/2023, and created a basis for future advancement of those assistants toward appointment into scientific and teaching grades. Thus, at the end of academic year 2021/2022, the Faculty had 21 teachers, and at the time of writing this self-evaluation report 23 teachers, of which 13 are holding scientific-teaching grades. It is necessary to point out the fact that the Faculty of Kinesiology Osijek has been active for two calendar years, during which the restrictive employment policy of the Ministry of Science and Education of the Republic of Croatia has been in force, as indicated in the [Attachments 4.1.1](#) and

[Attachments 4.1.2](#). The increase in the number of teachers employed at the Faculty is presented in the Figure 4.1: Total number and structure of teachers as of grades.

Figure 4.1: Total number and structure of teachers as of grades



At the beginning of each academic year, the Faculty Council reaches the Decision on the Faculty organisation ([2021./2022.](#), [2022./2023](#)), the comparison of which proves the increase in the number of teachers assigned to organisational units and their advancement into grades over the stated academic years. Study programmes are delivered according to the study programme elaborations that prove availability of sufficient number of qualified teachers for teaching delivery. All course teachers, as well as external teachers possess necessary qualifications for teaching within the study programmes and skills to achieve intended learning outcomes, as presented in the analytical attachments.

Out of 13 teachers holding science-teaching grades, 10 are appointed into grades in the field of social sciences, 1 in the field of biomedicine and health, 1 in the field of humanities, and 1 in the field of technical sciences. Some of the teachers hold PhD degree, although a PhD degree is not a requirement for their advancement into grades (for lecturers and senior lecturers), while two teachers appointed as postdoctoral researcher and senior lecturer, in addition to their PhD degree, are also appointed into the grade of scientific associate.

Total number of students at undergraduate and graduate studies in the past five academic years proves continuous growth, which is in line with the increased interest in studying at the newly established Faculty. When analysing the years after the establishment of the Faculty of Kinesiology Osijek, numbers of students were as follows: 253 students in the academic year 2020/2021, 318 students in the academic year 2021/2022 (280 full-time and 38 part-time students), and 365 students in the academic year 2022/2023 (310 full-time and 55 part-time

students). The number of teachers has been also increased over the past three years from 14 in 2020/2021, to 16 in 2021/2022, and 23 in 2022/2023. Referring to those data, the ratios of full-time teachers and associates to students at the Faculty of Kinesiology in the mentioned period have been improving from year to year, as follows: 1:18 in 2019/2020, 1:17 in 2020/2021, 1:13 in 2022/2023. The data referring to the number of teachers suggest that the Faculty of Kinesiology provides conditions for the quality teaching process ([Attached student survey on the satisfaction with teaching](#)).

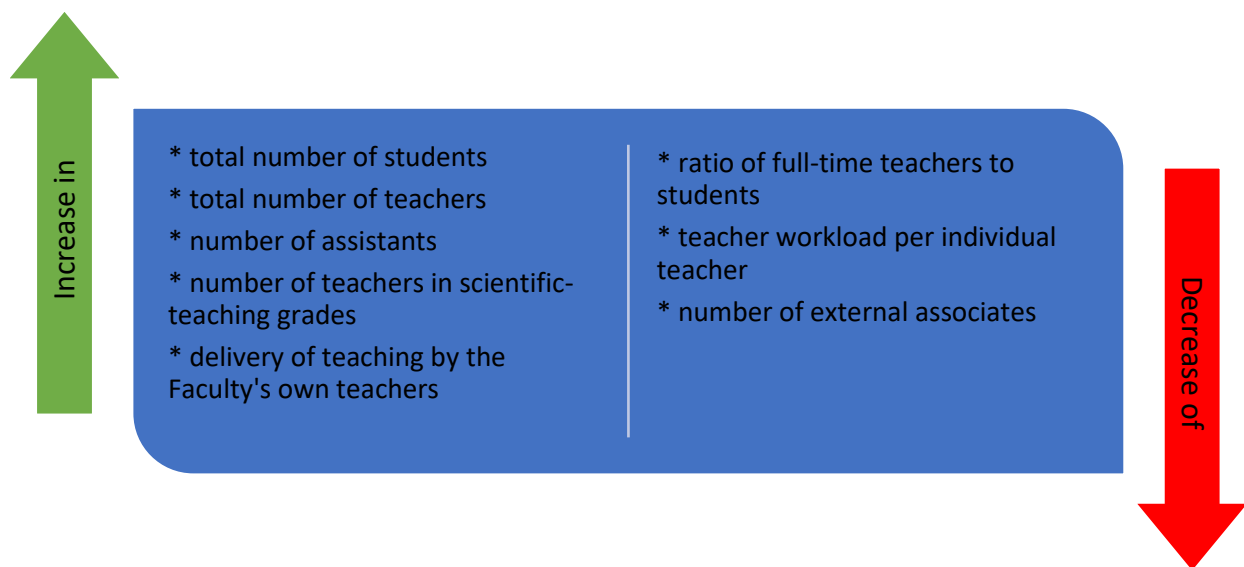
Referring to the assignment of Faculty's teaching staff to courses at undergraduate and graduate studies, there is a positive trend observed, meaning that the number of full-time Faculty teachers engaged in teaching has been increased over the two-year period (2021/2022 – 72 % : 2021/2022 – 75 %), and we believe that such trend will be retained in the coming period. It can be concluded that the Faculty of Kinesiology Osijek ensures delivery of more than 50% of teaching by its own teaching staff, and there is a trend of increase in that percentage regardless of whether only scientific-teaching grades or all teachers are taken into account. The Faculty maintains appropriate delivery of teaching by its own teaching staff, while continuously working on improvement of study programmes and on development of new modules at the undergraduate level. Referring to the individual teacher workload (the average teacher workload in the academic year [2021/2022 it was 144%, and in 2022/2023 it is 119%](#)), the workload of individual teachers is high, but there is a trend of lowering such workload in the current academic year. This is explained by the fact that the Faculty of Kinesiology was founded in August 2020, and during the first year of its activity it was headed by the acting dean, without vice-deans. Vice-deans have been elected on 30 September 2021 ([Decision 1](#) , [Decision 2](#), [Decision 3](#)), for an office term starting on 1 October 2021 to the end of the dean's office term. ([Curriculum for the academic year 2021/2022](#)) was adopted on 14 September 2021, prior to the dean's election, and since lectures had already started, it was not possible to engage new external associates who would take over some of the vice-deans' workload. Furthermore, in the academic year 2021/2022, and also in the winter semester of the academic year 2022/2023, the Faculty employed new teachers, which contributed to the lowering of the teacher workload. Considering the structure of the study programmes and characteristics of individual courses, as well as the need to hire specialists in particular sport disciplines or kinesiology areas, or considering the multidisciplinary of teaching and the lack of Faculty's own teaching staff in certain fields and areas, the Faculty of Kinesiology Osijek engaged external associates from various institutions, such as from the Faculties of Kinesiology in Zagreb and Split. It is important to note that the number of external associates decreased with hiring of assistants and with advancement of staff into scientific-teaching grades during the past years. In the academic year 2020/2021, the Faculty engaged 50 external associates, in 2021/2022 there were 38 of them, while in the current academic year 2022/2023, that number will be reduced to 36 external associates.

Recruitment of new staff at the Faculty of Kinesiology is determined in accordance with teaching needs and strategic goals, after being discussed by individual departments' staff, the Management Board and the Faculty Council. New staff is recruited in accordance with defined procedure by respecting the overall aim to provide sufficient number of suitably qualified teachers. All job positions are publicly advertised in the Official Gazette, on the websites of the Faculty and of Josip Juraj Strossmayer University of Osijek, on the platform of the Croatian

Employment Service - Regional Office Osijek, in newspapers, and on Euraxess - the official platform of the European Research Area for announcements of job offers. Results of recruitment procedures are published on the Faculty website. Announcement of a job position includes the data on scientific field and scientific area within which a candidate is to be selected, and, if necessary, scientific branch or organisational unit. Teachers regularly participate in training courses (scientific activity, professional activity, attendance of workshops, seminars, etc.). The above-mentioned is explained in more detail in the chapters 4.2 and 4.3.

When considering important indicators, i.e. changes occurring over the past 3 years, it is visible that the Faculty Management is putting efforts into development of teaching capacities, as presented in the following Figure 4.2.

Figure 4.2: Trends referring to important indicators for the period 2020 - 2022



Taking into account the teaching workload at the undergraduate and graduate studies, teachers are assigned their teaching duties as determined by legal regulations. Heads of organisational units and the Faculty Management pay attention to even distribution of teaching workload at respective organisational unit. According to the Ordinance on the organisation of job positions of the Faculty of Kinesiology of Josip Juraj Strossmayer University of Osijek, the Faculty teachers are assigned the following duties: teaching at undergraduate and graduate level (delivery of lectures, practices, seminars), duties that are part of the teaching workload (consultations, seminar papers, supervision of bachelor's and master's theses, organisation of exams, preliminary exams, preparation for teaching, training for development of teaching skills, participation in the Faculty Council, in Faculty committees), researching and scientific training (working on projects, including project applications, scientific training and publication of papers), as well as other duties as assigned by the Dean, by a supervisor, or as specified in the employment contract. The Faculty Council adopts the Curriculum as proposed by the Vice-Dean for Education and Student Affairs and by respective department, and assigns courses to teachers that are qualified and competent for their delivery. The Faculty makes sure that the teacher workload is in line with valid legal acts and regulations, with the collective agreement and other relevant ordinances.

Following the provisions of the new [Collective Agreement for Science and Higher Education](#), the total workload is distributed as follows: 45% of the working time is allocated to teaching, and 45% to scientific and research work. The workload of teaching assistants comprises 22.5% of working time in teaching and 67.5% of working time in scientific and research work. The workload for postdoctoral researchers consists of 33.8% of working time in teaching and 56.2% in science, while staff holding teaching positions is burdened with workload consisting of 67.5% of working time in teaching and 22.5% of working time in research and professional work.

4.2. Teacher recruitment, advancement and re-appointment is based on objective and transparent procedures which include the evaluation of excellence

- *Teacher appointment (recruitment) procedures arise from the development goals of the higher education institution and they are aligned with the legislation and internal regulations in effect.*
- *In selecting, appointing and evaluating teachers, the HEI takes into account their previous activities (teaching activity, research activity, feedback from students, etc.).*
- *The higher education institution has adequate methods for the selection of the best candidates for each position and, in addition to the prescribed national minimum conditions for each position, it has prescribed competitive criteria ensuring the selection of excellent candidates.*
- *Promotion of teachers into higher grades is based on the evaluation and rewarding of excellence and the HEI takes into account important achievements (such as international contribution to the scientific discipline, high-impact publications, significant scientific discoveries, successful projects, success in securing additional funds, supervision of theses, authorship of textbooks / study materials, popular lectures, etc.).*
- *Indicators of excellence include scientific/artistic, teaching and professional work and contribution to the development of the higher education institution.*
- *Additional criteria for the promotion of teachers into higher grades reflect the strategic goals of the higher education institution.*

Until the end of the academic year 2021/2022, procedures referring to selection and recruitment of teachers and associates were aligned with the provisions of the [Act on Scientific Activity and Higher Education](#) Official Gazette (OG) 123/2003, 198/2003, 105/2004, 2/2007-Decision of the Constitutional Court of the Republic of Croatia, 174/2004, 46/2007, 45/2009, 63/2011, 94/2013, 139/2013, 101/2014-Decision of the Constitutional Court of the Republic of Croatia, 60/2015-Decision of the Constitutional Court of the Republic of Croatia, and 131/2017), [the Statute of Josip Juraj Strossmayer University of Osijek](#), [the Faculty Statute](#), [Ordinance on election and re-election to titles and corresponding employment positions at Josip Juraj Strossmayer University of Osijek](#), [Ordinance on public announcement of open job positions and selection of candidates for employment at Josip Juraj Strossmayer University of Osijek](#), as well as regulations of the Rectors' Conference of the Republic of Croatia, which is authorised to decide on issues of common interest

for higher education activity in the Republic of Croatia and to define mandatory requirements for evaluation of teaching and professional activities within the procedure of appointment into scientific-teaching grades, artistic-teaching grades and teaching grades and corresponding job positions [Decision on the mandatory requirements for evaluation of teaching and professional activities within the procedure of appointment into scientific-teaching grades](#) (OG 106/2006 and 127/06); [Decision on the mandatory requirements for evaluation of teaching and scientific-professional activities within the procedure of appointment into scientific-teaching grades](#) OG (122/2017); [Decision on the amendments to the Decision on mandatory requirements for evaluation of teaching and scientific-professional activities within the procedure of appointment into scientific-teaching grades](#) (OG 120/21); [Decision on the mandatory requirements for evaluation of teaching and professional activities within the procedure of appointment into teaching grades](#) (OG 13/2012); [Decision on the amendments to Decision on the mandatory requirements for evaluation of teaching and professional activities within the procedure of appointment into teaching grades](#) (OG 120/21); and [Decision on organisation of inaugural lecture within the procedure of appointment into scientific-teaching grades, artistic-teaching grades and teaching grades](#) (OG 129/2005)).

The University Statute and related regulations on the implementation of procedures referring to appointment and re-appointment into grades and appropriate job positions, as well as regulations referring to public announcement of job positions define the conditions and procedure for announcement of job positions and selection of candidates as teachers and associates of the Faculty. The [Ordinance](#) on election and re-election to titles and corresponding employment positions contains all necessary forms, which are also available on the websites of the University and the Faculty.

The Dean of the Faculty, the Vice-Dean for Education and Student Affairs and the Academic Secretary review the dynamics of employment and advancement of teachers to prepare an annual Human Resources Management Plan based on teachers' data and documents, and to determine the Faculty's strategic goals and requirements for human resources at the departments (including chairs) and at the whole Faculty. Amendments to the Human Resources Management Plan are adopted by the University Senate, as well as the relevant Ministry. The Faculty Council is in charge to carry out the whole procedure of teachers' recruitment, from announcing an open job position, appointing an expert committee for selection of candidates, to reaching of decisions on selected candidates.

When deciding on the announcement of open job positions and on the implementation of selection procedure for teachers or associates, the Faculty Council respects the [Human Resources Management Plan of Josip Juraj Strossmayer University of Osijek](#), which determines the dynamics of individual advancement and new recruitment at the Faculty, and acts upon prior University's approval for public announcement of open job position and selection of teachers or associates, which is made after obtaining approval for employment issued by the Ministry of Science and Education of the Republic of Croatia.

Each announcement of open job positions is published in the Official Gazette of the Republic of Croatia, on the web pages of the University and the Faculty, in newspapers, on the official

platform of the European Research Area for announcements of job offers (EURAXESS), and on the platform / notice board of the Croatian Employment Service.

Based on the provisions of the former Act on Scientific Activity and Higher Education (OG 123/2003, 198/2003, 105/2004, 2/2007-Decision of the Constitutional Court of the Republic of Croatia, 174/2004, 46/2007, 45/2009, 63/2011, 94/2013, 139/2013, 101/2014-Decision of the Constitutional Court of the Republic of Croatia, 60/2015-Decision of the Constitutional Court of the Republic of Croatia, and 131/2017), and above-mentioned regulations valid at national, university and faculty level, the Faculty Council is in charge to decide on the public announcement of open job positions and procedure for selection of candidates. It appoints a three-member expert committee for selection of applicants to associate or professional job positions. Committee members have to be appointed into associate/professional grades or scientific-teaching or teaching grades higher than those for which the candidates apply. The Committee for Verification of Fulfilment of Advancement Criteria as a 5-member standing committee of the Faculty Council conducts selection procedures for appointment into scientific-teaching and teaching grades.

Committee/board for implementation of the selection procedure checks all submitted application documents of candidates, prepares a report and proposal of the candidate selected for appointment into appropriate grade and corresponding job position.

Within the procedure of selecting teachers for scientific-teaching job positions, all candidates are required to be appointed into scientific grade, which is carried out by national scientific field committees as of criteria determined by the National Council for Science, Higher Education and Technological Development. Since the Faculty is not authorised to carry out the selection procedure for appointment into scientific grades in the field of social sciences and the area of kinesiology, one part of that selection procedure is carried out by the Faculty of Kinesiology of the University of Zagreb and the Faculty of Kinesiology of the University of Split. Therefore, applications for appointment into scientific grades in other fields and areas are sent to authorised scientific organisations.

After completing the selection procedure for appointment into scientific grades for all candidates who applied to a call for open scientific-teaching job position, the Committee for Verification of Fulfilment of Advancement Criteria submits to the Faculty Council a report on the fulfilment of mandatory conditions for evaluation of teaching and scientific-professional activities, as of conditions defined by the Rectors' Conference of the Republic of Croatia. Such report overviews the candidate's overall activity in teaching and in science or profession, and institutional contribution. Referring to the analysis of candidate's teaching activity, special attention is given to data referring to their contribution in creation of curricula and new courses at all study levels, to authorship and co-authorship of university textbooks and study materials, to mentoring of bachelor's and master's theses, and doctoral dissertations, to textbook reviews, etc. Evaluation of scientific and professional activity comprises overview of candidate's published papers in highly-ranked international and national journals, presentation of papers at international and national conferences, citation of papers (international impact), coordination and participation in international and national scientific projects, delivery of invited and/or plenary lectures at international meetings, membership in organisational and/or scientific committees of conferences, professional papers and professional projects, activities related to popularisation of

science, institutional activities and results of the teaching quality assessment as of the student survey rating. Teachers who are applying for appointment into scientific-teaching grade for the first time are obliged to deliver an inaugural lecture. All above mentioned is elaborated in the report, which proposes a candidate to the Faculty Council to be appointed into grade ([Example of a report prepared by the Committee for Verification of Fulfilment of Advancement Criteria](#)).

In order to ensure high quality of teaching, all candidates who apply for appointment into scientific-teaching and teaching grade for the first time, but who do not have a formal degree in teacher training, have to complete pedagogical-psychological and didactic-methodical training course.

The Faculty teachers and scientists advance into grades by following strict criteria according to applicable acts and regulations. Teachers and scientists are familiar with applicable rules, so that they can plan their professional careers. Advancement of teachers and scientists has to be implemented by obeying limits set by the maximum collective coefficient of an institution (which is determined by the Ministry of Science and Education). So far, there were no complaints of teachers referring to advancement possibilities, which proves quality of planning and transparency of procedures carried out at the Faculty. After reviewing all relevant documents of candidates, the Committee prepares its opinion on the selected candidate's fulfilment of criteria for advancement and submits the proposal to the Faculty Council. So far, the Faculty Council has not dismissed the proposal of the Committee, which confirms the quality of work of professional bodies ([Example of a decision of the Faculty Council](#)).

The Faculty pays special attention to recruitment of assistants and postdoctoral researchers. Selection of assistants is important because they are entering the system, and selection of postdoctoral researchers is important because selected candidates have to undergo training for independent performance of scientific research and teaching. Therefore, recruitment of assistants and postdoctoral researchers is carried out at two levels. The first level refers to checking of formal requirements and awarding points for achieved success during studies. The second level refers to assessment of motivation and additional knowledge testing with the aim to assess excellence in all dimensions. This ensures the uniform and transparent procedure of awarding points and selection of the best candidates. Following the provisions of the Ordinance on election and re-election to titles and corresponding employment positions at Josip Juraj Strossmayer University of Osijek, when selecting assistants, it is taken into account that candidates graduated from appropriate university studies, that they were the most successful students and that they achieved the best results within the motivation assessment and additional knowledge testing ([Example of a Committee's report](#)). Candidates applying for appointment into associate grade and job position of postdoctoral researchers have to meet four mandatory criteria: completed appropriate postgraduate university study and obtained PhD degree, delivery of at least 60 standard teaching hours at a higher education institution as an assistant during past six years prior to announcement of the recruitment call, publication of at least one scientific paper related to the doctoral dissertation research and participation in at least one scientific meeting. Candidates can also meet additional criteria, such as awards or recognitions for excellence in research. The final decision on the appointment is made by the Faculty Council based on the proposals of the Committee ([Example of a decision made by the Faculty Council on the](#)

[appointment of an assistant](#)). After being appointed, work of assistants and postdoctoral researchers is monitored and their excellence is encouraged within the formal evaluation procedure defined by [the Ordinance on evaluation of assistants', postdoctoral fellows' and mentors' performance at Josip Juraj Strossmayer University of Osijek](#) ([Example of evaluation of assistant's performance](#) and [Example of the form for assessment of assistant's work](#)).

Procedure of re-appointment into scientific grades, scientific-teaching or artistic-teaching grades, teaching or associate grades and job positions is regulated by the [Decision on the minimum obligations for re-election into scientific, scientific-teaching, artistic-teaching, teaching and professional job positions and on the form of the expert committee report on employees' work in the re-election process](#) (OG 24/2021).

Within the re-appointment process, there is no public announcement of open job positions, but an expert committee is appointed to inform the Faculty Council on teachers' work and to provide opinion on their fulfilment or lack of fulfilment of minimum work obligations. The content of such report is defined by the Article 37 of the Ordinance on election and re-election to titles and corresponding employment positions at Josip Juraj Strossmayer University of Osijek ([Example of procedure for re-appointment of teachers](#)).

As of the new [Act on Scientific Activity and Higher Education](#) (OG 119/22), in force since 22 October 2022, scientific-teaching and teaching job positions at a university can be occupied by a person with appropriate degree in relevant scientific field and area, if meeting National criteria for selection to scientific-teaching, artistic-teaching, scientific and teaching job position at universities and scientific institutes and if meeting additional criteria determined by general acts of a higher education institution. In addition to the above criteria, a person with PhD degree in relevant scientific field and area registered in the Register of Scientists and Artists can be also employed at a scientific-teaching job position. Teaching job position, associate job position of assistants and professional job position at a university can be occupied by a person who graduated from a university graduate study in relevant scientific field and area. Exceptionally, teaching job position at a university can be occupied by a person who graduated from a professional graduate study in relevant scientific field and area, which is regulated by general acts of a university. Associate job position of an assistant can be occupied by exceptionally successful graduates. Criteria for selection of candidates to an associate job position of assistants are determined by a higher education institution within its general acts. Associate job position of a senior assistant can be occupied by a person with PhD degree in relevant scientific field and area.

Based on the proposal of the Rectors' Conference and relevant scientific field committees, the National Council for Science, Higher Education and Technological Development of the Republic of Croatia determines national scientific and artistic criteria within scientific or artistic fields and areas.

Following the new Act on Scientific Activity and Higher Education (OG 119/22), the Faculty of Kinesiology Osijek is currently drafting a general act on additional criteria for appointment into scientific-teaching grades at the Faculty.

4.3. Higher education institution provides support to teaching staff in their professional development

- *Higher education institution provides the possibility of improving teachers' competencies at unit or university level.*
- *Higher education institution encourages the evaluation and improvement of teaching competencies based on the recommendations acquired through fellow teachers' assessment of their teaching and based on the students' evaluation of teachers' work.*
- *Teachers participate in international mobility programs, collaborative projects, networks etc.*

Faculty of Kinesiology Osijek attaches great importance to the improvement of its teachers' competencies in different ways. Continuous improvement of teachers' competencies is a part of the [Strategy for Development of the Faculty of Kinesiology 2022-2026](#). After gathering the information from all teachers, Vice-Dean for Science and International Cooperation draws up the Plan for Teacher Training, which is adopted by the Committee for Quality Assurance and Improvement of the Faculty of Kinesiology Osijek. A training plan is adopted for each academic year ([Plan for Teacher Training 2021/2022](#), [Plan for Teacher Training 2022/2023](#)). Considering that the Plan for Professional Training is adopted at the beginning of the academic year, certain teachers' Training Plan is modified during the academic year with the purpose of adopting to current events and fulfilling actual needs. Teachers' professional training includes various areas, and for that purpose scientific work, transfer of technology, teaching competencies, research and innovation and, of course, mobility are encouraged. In order to stimulate scientific work to the highest possible degree, the Faculty's Management Board has ensured a financial fund for publishing scientific and professional papers and for participating in scientific and professional conferences. A total of 99,626.38 HRK has been allocated precisely from this fund for such costs. Considering that the Faculty was founded in the second half of 2020 and that it officially began operating on 1 October 2020, there were no costs related to scientific and research activities such as conference fees, accommodation, travel and publishing in journals in the above-mentioned year. In 2021 costs amounted to a total of 46,269.49 HRK, and in 2022 to a total of 53,356.89 HRK. An overview of conferences participation costs is available in the [table](#).

Vice-Dean for Science and International Cooperation regularly informs all teachers about upcoming conferences in which they can participate. The examples of such calls can be seen in the [attachments for encouraging scientific and professional training](#). Teacher training in the area of their scientific and professional work is conducted in many other ways as well, such as participating in scientific and professional gatherings, roundtable discussions, public forums, professional gatherings for drawing-up of international projects, student projects, seminars and attending professional training as a part of various projects (e. g. ERASMUS+). Teachers are also informed of the opportunities and possibility for the transfer of technology by the Vice-Dean for Science and International Cooperation. Professional training encompasses different areas of competencies: computer, information, pedagogical, psychological, educational, philosophical,

and statistical and methodological competencies for scientific and professional work, as well as rhetorical and communicational, that is, social competencies. For that purpose, workshops and lectures, in which all the interested teachers could participate, were organised with the aim of improving teaching competences ([examples of calls for workshops and lectures](#)).

Quality of teaching at the Faculty of Kinesiology Osijek is assessed based on the Unified University Student Survey ([survey 2021/22](#)), and in order to ensure as objective and good insight into the quality of teaching, [teachers' evaluation of classes](#), i.e. teachers' survey is also conducted. Along with the above-mentioned, [peer review of teaching, where teachers attend other teachers' classes and document their observations](#) is also organised with the aim of improving the quality of teaching. Furthermore, the Vice-Dean for Education and Student Affairs analyses the results of the Unified University Student Survey, meaning that they review both the students' numerical and descriptive remarks regarding the teachers, of which they notify the Dean of the Faculty. A conversation is carried out with the professors who received lower grades, an analysis of their work is conducted and measures for improving their work are established. Professors with excellent grades are awarded a commendation for their work.

Teacher mobility is an important factor in the context of a high-quality class. Outgoing teacher mobility encompasses exchange of experience with colleagues from abroad, training and acquiring new scientific, research and teaching competencies, and establishing connections and initiating a range of forms of further cooperation. Every stay at a foreign institution realised by a teacher influences the further development of their competencies. Incoming teacher mobility and their teaching activities is also beneficial for our students and represents a step forward, because foreign teachers enrich our teaching practice with their knowledge and work methods. In the past five years, teachers from the Faculty of Kinesiology realised a total of ten [\(10\) mobilities, out of which six \(6\) were teaching mobilities and four \(4\) training mobilities](#), and one (1) teacher also realised an incoming mobility. Teachers are continuously and in a timely manner notified of the calls for mobility that they can apply to in many different ways: [via the website of the Faculty of Kinesiology Osijek](#), through [direct communication with the Vice-Dean for Science and International Cooperation](#), through heads of departments and sub-departments/chairs, as well as through Erasmus coordinators and [CEEPUS coordinators](#), who are at the teachers' disposition when applying for the calls for mobility. Faculty's Management Board is making great efforts to increase the number of institutions with which the Faculty has signed inter-institutional mobility agreements, as can be seen in the [Report on ERASMUS+ mobilities for academic year 2021/22](#). Teachers are [notified in due time of all domestic and international calls](#) for financial support for scientific and research projects via the Faculty's website, through direct communication with the Vice-Dean for Science and International Cooperation, through heads of departments and sub-departments/chairs, at the Faculty Council meetings and at the meeting of the Faculty's organizational units. In doing so, they can count on the support of both the Faculty's Management Board and all the administrative services in terms of securing all types of professional, administrative and technical help. When it comes to encouraging research activities, last year the Faculty of Kinesiology introduced a system of internal projects, for which an [internal call](#) was launched, which enabled the teachers to associate with each other whilst creating project ideas whose aim is scientific research.

The right to use sabbatical at the Faculty of Kinesiology Osijek can be exercised by teachers elected to scientific teaching positions of assistant professors, associate professors, full professors and tenured professors and teaching positions of lecturers and senior lecturers once every seven years after six years of continuous work in teaching/science and teaching positions and the corresponding workplace at the University, which is regulated by [Article 67 of the Ordinance on Operation of the Faculty of Kinesiology Osijek](#). Considering that the Faculty of Kinesiology Osijek was founded in 2020, no teachers have exercised their right to sabbatical thus far.

4.4. Facilities, equipment and the entire infrastructure (laboratories, IT services, work stations etc.) are appropriate for the implementation of study programmes and ensure the achievement of intended learning outcomes and the realization of scientific/artistic and professional activities

- *Higher education institution plans and improves infrastructural development in compliance with strategic goals.*
- *Facilities, equipment and the entire infrastructure (laboratories, IT services, work stations etc.) are appropriate for the implementation of study programmes and ensure the achievement of intended learning outcomes.*
- *Facilities, equipment and the entire infrastructure (laboratories, IT services, work stations etc.) are appropriate for the realization of scientific/artistic and professional activities.*

Faculty of Kinesiology Osijek considers its infrastructural development one of the key factors for the further development of the Faculty in all segments. Due to the complexity of carrying out the classes of kinesiology studies in general, first and foremost due to the particularities of practices that the students attend as a part of the teaching process, Faculty of Kinesiology organises teaching at multiple locations. In accordance with the strategic goals of improving the infrastructural resources defined in the [Strategy for Development of the Faculty of Kinesiology](#), the Faculty began creating a network of teaching bases which will both help improve the quality of teaching and create prerequisites for strengthening the cooperation with local sports organisations. Therefore, a series of contracts on cooperation were signed, which was elaborated in more detail in Chapter 1.

In the academic year 2021/2022, Faculty of Kinesiology conducted theoretical classes on the following premises:

- Faculty of Kinesiology, Drinska 16a, Osijek (([Contract](#) and [Addendum](#))
- Faculty of Education, Ulica cara Hadrijana 10, Osijek, ([Contract 2021](#), [Contract 2022](#))
- Faculty of Agrobiotechnical Sciences, Vladimira Preloga 10, Osijek, ([Contract](#))
- Rectorate of Josip Juraj Strossmayer University of Osijek, Trg Svetog Trojstva 3, Osijek, ([Contract](#))

In the academic year 2021/2022, practical classes were held on the following premises:

- Faculty of Kinesiology, Drinska 16a, Osijek ([Contract](#) and [Addendum](#))
 - o Sports hall (1045 sq m)
 - o Outdoor fields (1450 sq m)
- Gradski vrt teaching and sports hall, Ulica Kneza Trpimira 23, Osijek ([Contract 2021](#), [Contract 2022](#))
 - o Large multipurpose hall (1750 sq m)
 - o Martial arts hall (360 sq m)
 - o Athletic tunnel (1200 sq m)
 - o Table tennis hall (450 sq m)
- City pools Osijek, Ulica Martina Divalta 6a, Osijek, (3927,7 sq m), ([Contract 2021](#), [Contract 2022](#))
- Tennis centre Osijek, Park kralja Tomislava 1, Osijek (8688 sq m), ([Contract 2021](#), [Contract 2022](#))
- High school playground Osijek, Istarska 1d, Osijek (11290 sq m), ([Contract 2021](#), [Contract 2022](#))
- Kindergarten Osijek, Vijenac Ivana Meštrovića 7, Osijek ([Contract](#))
- Faculty of Economics Osijek, Trg Ljudevita Gaja 7, Osijek (240 sq m), ([Contract](#))
- Fran Krsto Frankopan Elementary School Osijek, Ulica Frana Krste Frankopana 64, Osijek (405 sq m), ([Contract 2021](#) i [Contract 2022](#))
- Education centre of the City Red Cross Society Osijek, Trg Bana I. Mažuranića 8b, Orahovica (648 sq m), ([Contract](#))
- Home for the Raising of Children and the Young, Vinkovačka 61, Osijek, (393 sq m), ([Contract](#))
- Sokolski dom sports centre, Ulica kralja Zvonimira 5, Osijek, (1000 sq m), ([Contract](#))
- Iktus Rowing club Osijek, Šetalište kardinala Franje Šepera, Osijek, (718 sq m), ([Contract](#))

Whereas in the current academic year 2022/2023 several other partner institutions have been added to the list of institutions where classes are held:

- Student Centre in Osijek – Fitness centre in the Student Dormitory Campus, Kralja Petra Svačića 1c, (45 sq m) , ([Contract](#))
- Tennis talents, Drinska 18, Osijek, (1406m²), ([Contract](#))
- Ivan Štark Education Centre in Osijek, Drinska 12b, Osijek, (3085 sq m), ([Contract](#))
- Autism Centre, Vinkovačka 3, Osijek, (1492 sq m), ([Contract](#))
- Sports Academy Osijek

As can be seen in the list of premises where teaching is conducted, Faculty of Kinesiology Osijek tends to provide both infrastructural and material resources of as high quality as possible in order to achieve the intended learning outcomes and provide the students with the highest possible quality of teaching. Considering that the range of sports for which it is necessary to ensure adequate conditions is exceptionally large, Faculty of Kinesiology does not own the proper infrastructure for practising those sports. Rather, it is provided in collaboration with Josip Juraj Strossmayer University of Osijek, City of Osijek and Športski objekti (Sports Objects) company, which is owned by the City and which manages a large number of premises where teaching is

conducted. That is why the Faculty of Kinesiology remains the top priority when it comes to the reservation of sports objects which are owned by the City of Osijek and managed by Športski objekti, all due to mutual agreements and signed contracts with the aforementioned premises. The Faculty of Kinesiology Osijek has ensured additional infrastructure necessary for achieving the intended learning outcomes by signing partnership contracts with sports clubs managed by private capital. With the aim of a detailed insight into all the locations, a [catalogue](#) of all the locations was created, and its aim is to ensure transparency and clarity of infrastructural resources of the Faculty of Kinesiology.

Faculty of Kinesiology operates at Drinska 16a where, based on a [contract](#) and an [addendum](#) on lease shares the facility at said location with the Secondary School of Architecture and Geodesy. As can be seen in the building's [floor plan](#), the Faculty uses 2089,5 sq m of indoor area and 1450 sq m of outdoor area (excluding parking) at said location. Out of the mentioned area, 12 offices are used by the administrative departments and teachers, one office serves as a library and one is used by the student council. Total surface area of all the offices is 295 sq m. At Drinska 16a, six classrooms with a total surface area of 377,60 sq m are at disposal for theoretical instruction. Apart from Drinska 16a, three classrooms with a total surface area of 285 sq m are available for theoretical instruction at the Faculty of Education, two classrooms with a total surface area of 286,6 sq m at the Faculty of Agrobiotechnical Sciences, as well as two classrooms with a total surface area of 100 sq m at the Rectorate of the Josip Juraj Strossmayer University of Osijek. It is important to state that the Faculty of Kinesiology Osijek used 13 classrooms with a total surface area of 1049,20 sq m for theoretical instruction in the academic year 2021/2022. Taking into account that in the academic year 2021/2022 there were a total of 280 students, and that, according to Article 5 of the [Ordinance on the Content of a Licence and Conditions for Issuing a Licence for Performing Higher Education Activity, Carrying out a Study Programme and Re-Accreditation of Higher Education Institutions](#) a minimum of 1,25 sq m of usable space is required per student, it is clear that the Faculty of Kinesiology has more than enough space even if only the area at main address is taken into account (1,35 sq m, that is, 1,26 sq m if part-time students are taken into consideration). If all the locations where classes are held are included in the calculation, this number is much greater (3,74 sq m, that is, 3,50 sq m if part-time students are taken into consideration). All of the classrooms in question are equipped with the necessary IT equipment according to size (projector, computer, loudspeaker system, microphone, speakers and Internet access).

The part of classes related to practices in the academic year 2021/2022 was held at the 14 above-mentioned locations, which are also displayed in the [catalogue](#). Total surface area of all practice fields is 32.889,7 sq m, meaning that all prerequisites for an adequate implementation of study programmes and ensuring the achievement of intended learning outcomes are met. In order to ensure the infrastructure of the highest possible quality necessary for achieving intended learning outcomes, all classrooms are equipped with contemporary IT equipment, all employees have desktop computers, and every office is equipped with a network printer, a photocopier and a scanner. Apart from the desktop computers, every administrative department's organizational unit of the Faculty, as well as a large part of the teachers, has a company laptop at its disposal. In order to facilitate work, there are six computers intended for students at the faculty's premises, which are at their disposal at all times, whereas ten additional laptops are located in the library

intended for on-site use. Necessary software packages and installed at every computer, whereas Statistica programme is provided on the library computers and to all the teachers who requested the access. For the purposes of field teaching, at their disposal teachers have a laptop, a projector and all the cables necessary for establishing connection prepared in laptop bags in order to be able to use said equipment at any given place. As far as technical equipment goes, all employees also have a photographic camera and a high-end performance digital camera at their disposal for work purposes. In accordance with the agreement signed with the Faculty of Education, students also have an IT classroom with 20 computers at their disposal.

For the purposes of the student union and for a more pleasant stay at the Faculty's premises, students also have a room for the student union activities, quiet study space as well as an adequately equipped area in the Faculty's hall for their day-to-day time spent at the Faculty. Other than office desks, the hall is equipped with tables for socializing and eating, but also with sofas for more comfortable sitting. The entirety of the Faculty has full wireless Internet coverage, which is at the students' disposal. Apart from office furniture, students can also use a laptop, a desk computer and a printer in their office.

For the purposes of realising scientific and professional work, the Faculty ensured facilities in the [Rectorate of Josip Juraj Strossmayer University of Osijek](#) with the total surface area of 67,2 sq m, which are primarily intended for diagnostic purposes, namely scientific and professional work. The facility is equipped with IT equipment and props in accordance with each teacher's needs, whereas a [catalogue of equipment for teaching and professional work](#) in order to facilitate the process of keeping track on all the sport equipment and props used in any type of activity was created. Furthermore, a [catalogue of research and measuring devices](#) containing a list of equipment used primarily for realising scientific work was also created.

From the above it can be seen that the facilities, equipment and complete infrastructure of the Faculty of Kinesiology are suitable for implementing study programmes and ensure the achievement of intended learning outcomes.

4.5. Library and its level of equipment and the approach to additional contents ensure the availability of literature and library services as a prerequisite for high-quality studying and high-quality scientific and teaching / artistic and teaching work

- *Library and its level of equipment and the additional contents ensure the prerequisites for high-quality studying.*
- *Library and its level of equipment and the additional contents ensure the prerequisites for high-quality scientific and teaching / artistic and teaching work.*

The library of the Faculty of Kinesiology Osijek is located in the Faculty's building at Drinska 16a. [The library of the Faculty of Kinesiology](#) is registered as a higher education library belonging to the Faculty of Kinesiology on 16 February 2022. All the students enrolled in the academic year

2019/2020 had the [possibility to use the library services of the library of the Faculty of Education](#) until the handover of the library collection purchased for the purposes of the first, second and third year of the undergraduate university study programme in Kinesiology. [The handover¹ was performed on 12 January 2022](#). From October 2021 until January 2022 the students of the Faculty of Kinesiology Osijek had the possibility to use library services of the library of the Faculty of Kinesiology Osijek. The Faculty's library is located in Room 13 with a total surface area of 66 sq m. Information desk and quiet study space with a total surface area of 30 sq m are also located in Room 13. Quiet study space is equipped with two (2) computers and with 5 places for work. An area for organising cultural activities and reading rooms for group work with a total surface area of 30 sq m are also a part of the library. Students have access to computers for working (8) and places for group work (2) in those area. Another part of the library is the exhibition area located outside the library with a total surface area of 6 sq m, where different popular study-related topics and current and new books are exhibited. Students/users can also use the computers to browse [the library's online catalogue](#). The library and quiet study space are open every day in rotational shifts – first and third week of the month in the morning shift from 8:30 A.M. until 2:00 P.M, and second and fourth week of the month from noon until 6:00 P.M.

One permanent employee with a master's degree is employed in the library in the title of a senior librarian. Total stock of library fond on 5 December 2022 when individual title was taken into account amounted to 580 copies of book materials, 117 copies of printed bachelor's theses, 26 volumes of bound periodicals, five titles of foreign journals and three titles of domestic journals.

Book materials are acquired in accordance with the curriculum, guidelines for acquiring book materials¹, in cooperation with the Faculty's departments and in compliance with the financial resources, but also through donations by individuals and institutions. Faculty's library intends to ensure the prerequisites for high-quality studying, scientific and research and professional work from the very beginning, which can be seen in the total number of purchased book in a very short period. [Between 10 November 2021 and 5 December 2022, Faculty of Kinesiology purchased 269 copies of book materials worth 51.860,17 HRK for the library's purposes as follows: in 2021, 53 copies of book materials worth 11.553,36 HRK were purchased, out of which 53 copies of compulsory reading, and in 2022 \(until 5 December 2022\) 227 copies of book materials and three copies of non-book materials worth 40.306,81 KR \(out of which 186 were compulsory reading\).](#)

The library of the Faculty of Kinesiology was provided with [a list of 226 units of book materials](#) by the library of the Faculty of Education, out of which 141 copies of book materials were entered into inventory. Also, a total of three copies of non-book materials worth 455,00 HRK were acquired in said period, with the purpose of activating a library fund of the special part of [the Green Library, which was launched in May 2022](#). In accordance with that, the library has at its disposal a sufficient number of copies of compulsory reading materials for almost all courses, which enables the students of the Faculty of Kinesiology to properly fulfil all of their study duties.

¹ Guidelines for Acquiring Book Materials of the Library of the Faculty of Kinesiology Osijek are currently in preparation, and they are listed in the Strategic Plan on Operation of the Library of the Faculty of Kinesiology Osijek 2021-2026

The students also have access to the [Ask the librarian](#) service, through which they can get help in finding reference literature for writing seminars, BA, MA and PhD theses. Since the beginning of 2022 and throughout the end of November 2022, the library has responded to 5 inquiries received through this service. The library provides everyday guidance in selecting reference literature through direct contact with the students. The users have access to [online databases subscriptions provided by The Ministry of Science and Education](#), and access to online databases is provided through [The Electronic Source Portal](#) for Croatian academic and scientific community/society. Access to most of the online databases is regulated by the range of IP addresses of the Faculty computers, while the rest belong to free access databases which offer access from home via a proxy server. Accessing Scopus and Ebsco is enabled by Shibboleth with the use of personal AAIEdU username and password.

The Faculty's library is a part of an integrated librarian system called ZAKI – Library of the City of Zagreb. All book materials have been formally and contentually processed in the library system ZAKI and available to users for [browsing via an online catalogue](#). Library of the Faculty of Kinesiology Osijek has been working in said programme since the very beginning. Literature that the library does not own and which is not available in bookstores, but is necessary for teachers' and students' scientific and research work is obtained [via interlibrary loan](#), primarily through cooperating with other higher education institutions in the country. This is one of the services that all the Faculty's teachers and students can use. Faculty of Kinesiology Osijek has a [digital repository created as a part of DABAR platform](#). All theses are regularly stored in the repository. [Current situation of the digital repository of Faculty of Kinesiology](#) is as follows: bachelor's theses – 79, master's theses – 13 (as of 7 December 2022).

The library of the Faculty of Kinesiology Osijek, through the [Bibliometric service](#) issues Certificates of representation and citation of papers in the databases, as well as other indicators in journals and other bibliometric data prescribed by the Ordinance on election to titles and employment positions. The library issues a Certificate on the representation and citation of papers and a Certificate on the status of journals with indexed papers in the relevant databases. In 2022, the library issued a total of 2 Certificates of representation and citation of papers for the purpose of the advancement of its teaching staff.

The library also organizes individual development of information literacy of its users, in which the [library's employee educates the users how to browse the library catalogue and databases and how to use library services](#). Detailed posters, located in and outside the library, were designed for that purpose. [The library prepares information guides with all the library services for the students, and they can find them in quiet and group study spaces](#). Also, [the library offers support for using Turnitin system and the system for easier navigation of data on bibliographic units while writing scientific papers](#).

The library strives to encourage reading amongst students, as well as to promote the existence and availability of the library and its services in cooperation with the faculty professors. For the second year in a row, the library has organized a competition on the [occasion of the Croatian Book Month](#). With this event, the library has managed to attract and promote the use of compulsory reference literature by reading passages of compulsory titles of each university course of the Faculty of Kinesiology. Cooperation with other libraries of the University of Josip

Juraj Strossmayer has been achieved since the very establishment of the library. The library of the Faculty of Kinesiology Osijek cooperated with the Croatian Library for the Blind in October 2021 with the aim of supporting the new mandatory course Sport for people with disabilities and developmental difficulties, thus enabling the possibility of borrowing system adjustments. For the purpose of analysis and evaluation of library services, the library will conduct a survey on user satisfaction and its services. In addition to the survey, with the aim of improving the quality of forming its services, the library regularly collects suggestions and remarks from its users who can submit the comments anonymously or with personal information into a designated box in the reading room. Considering that the library offers diverse contents and various forms of support both to students and teachers, additional attention is paid when it comes to reporting about the work of the library via [online sites](#) and social media, such as [Facebook](#) and [Instagram](#). The procedural rules of the library, as well as the conditions and means of using the books and other library materials are regulated by [the Ordinance on Operation of the Library of the Faculty of Kinesiology](#).

With the purpose of establishing a higher education institution as a part of the Ministry of Science and Education, the library prepared [the Strategic Plan on Operation of the Library of the Faculty of Kinesiology Osijek 2022-2026](#). According to the strategic plan, the library fulfilled and began creating library collections and new titles of book materials, took over and continued the entry of digital versions of theses into the institutional repository, secured approaches to national and other databases to all employees and students of the Faculty, processed, organised and prepared all the materials entered into inventory for borrowing, enabled business management in ZAKI programme software, and accommodated and protected library materials. The Faculty equipped and enabled the library to store the book materials and provided with the possibility of working in the reading room for all the students/users. The library established cooperation with the Faculty's departments, that is, with the Faculty's teaching staff, with the aim of popularising reading and promotion of the written word in the sense of higher attendance of the newly-founded library. Library operation is in line with [the Development Strategy 2022-2026](#) and [the Strategic Programme of Scientific Research 2022-2026](#).

Given the constant changes in contemporary information surroundings, The Faculty's librarian constantly attends professional trainings, mainly through Training Centre for Continuing Education for Librarians in the Republic of Croatia, which implements a programme of lifelong learning and continuous professional training of librarians and information technology experts. Continuous professional training of librarians provides the users with a better service of higher quality. The Faculty's library partakes in the institution's media visibility by writing papers on certain events and by editing different announcement posted on the Faculty's website on a daily basis. Also, the library takes part in the institution's cultural activities and encourages reading, exercising and a healthy lifestyle in general. In line with the Strategic Plan on Operation, the Faculty's library plans on creating a collection of manuals (reference books), a collection of journals, a collection of old book materials and a collection of audio-visual materials. It also plans on conducting an audit of the materials and analyse and evaluate the library services using the Survey on the Satisfaction of Users of the Library of the Faculty of Kinesiology and finish preparing the Guidelines for Acquisition of Book Materials. In line with the Strategic Plan on Operation and in cooperation with certain courses, the Faculty's library also plans on regularly organising the

development of information literacy of its users on browsing the library's online catalogue and browsing databases available under national licences in the form of live lectures.

4.6. Higher education institution rationally manages financial resources

- *Financial sustainability and efficiency is visible in all aspects of operation of the higher education institution.*
- *Higher education institution transparently, efficiently and purposefully manages financial resources.*
- *Additional sources of financing are used for the development and improvement of the higher education institution.*
- *Additional sources of financing are obtained through domestic and international projects, cooperation with the industry, local community, etc.*

When looking at the structure of revenue of the Faculty of Kinesiology Osijek, it can be observed that the Faculty's biggest source of revenue is the Ministry of Science and Education. The Ministry finances salaries, employees' entitlements, and co-finances material costs of classes and scientific activity and the costs of studying of full-time students, in accordance with the Decision of the Government of the Republic of Croatia on programme funding for public higher education establishments in the Republic of Croatia ([Official Gazette, no. 87/2018](#)).

Faculty of Kinesiology Osijek handles funds allocated from different sources of financing in a fit-for-purpose manner. Funds acquired for the needs of basic operation of scientific work are spent on improving scientific productivity and as an aid for acquiring necessary equipment in order to increase scientific production. Further evidence of the importance the Faculty pays to scientific production can be seen in the fact that in the last academic year the Faculty invested more funds into encouraging scientific production than the amount of funds allocated by the Ministry. In the last two years, the Faculty of Kinesiology Osijek ensured 150.730,38 HRK (46.269,49 HRK in 2021 and 104.460,89 HRK in 2022) for the encouraging of scientific production, whereas the first funds the Faculty received from the Ministry amounted to 90.057,89 HRK, and that was in 2022, which is much less than the total amount of the ensured funds. Funds obtained from tuitions of the part-time students are partly used to improve the higher education institution by acquiring additional equipment for scientific research.

Funds allocated with the purpose of covering the material costs are used exclusively for that purpose, that is, for the costs of regular operation such as the costs of renting the Faculty's building and the objects necessary to conduct classes, services of current and investment upkeep, uniforms and work clothing, external cooperation, etc.

The Faculty's assigned revenue (scholarships for undergraduate and graduate studies, enrolment fees, additional assessments) are directed into encouraging scientific productivity, teaching and professional competencies of the employees and encouraging professional training, investing into the library fund, acquiring IT and other types of equipment, as well as the costs of regular

operation. The faculty also finances, and, by doing that, encourages students' scientific and professional work and the costs of operation of student associations founded within the Faculty. Considering that the building in which the Faculty is located is not owned by the Faculty, a large portion of costs is related to renting a part of the Faculty's building, but also the facilities necessary for regular conducting of teaching. [The Ordinance on the Exercise of Rights and Rights of Using Own, Assigned and Other Revenue and Receipts of the Faculty of Kinesiology Osijek](#) stipulates the manner of acquiring revenue achieved on the market and the criteria for handling assigned and own revenue achieved on the market by conducting teaching.

The Faculty provides its administrative staff with the possibility of additional training related to the specific needs of their workplace, as well as the ability to partake in mobility programmes.

The Faculty plans its financial operation by creating financial plans with projections for the following two years in accordance with the set limits prescribed by the Instructions for the Preparation of the Draft State Budget of the Republic of Croatia for each triennial period, and every deviation from the plan due to the lack of information at the time of its creation is corrected through a rebalance of the financial plan in the current year in accordance with the available funds. Financial plans are published on the [Faculty's website \(please see College level documents/Regulations\)](#). The Faculty keeps analytical records according to budget classifications.

Faculty of Kinesiology Osijek keeps a register of all the public procurement contracts in compliance with the regulations, and also drafts a plan of procurement for each calendar year. The register of contracts and the procurement plan are published on the [Faculty's website under Procurement](#). In 2022 the following documents aimed to regulate the ways of responsible, transparent and fit-for-purpose management of the Faculty's financial resources were developed: [Treasury Operation Procedure](#), [Issuing and Settling Travel Orders Procedure](#), [Instructions on Handling Claims and Recovery of Claims](#), [Ordinance on the Implementation of The Procedure of Simple Procurement and the Invoice Reception, Verification and Payment Procedure](#).

It is important to state that the Faculty was founded in October 2020 and that it had an acting dean and no vice-deans in the first year of operation, which significantly aggravated the development of new sources of revenue. Another aggravating circumstance was the pandemic, which was amid the second wave at the time of the Faculty's founding. Despite all challenges, the data from the Faculty's Financial Report for 2021 show that the Faculty's current business was positive. Structure of revenue demonstrates that the Faculty is financially sustainable by virtue of the revenue provided by the Ministry of Sciences and Education, Josip Juraj Strossmayer University of Osijek and the Faculty's assigned revenue. All Financial Reports for 2020 and 2021 are [available at the Faculty's website \(please see faculty level documents/financial reports/regulations\)](#).

5. Scientific Activity

5.1. Teachers and associates employed at the higher education institution are dedicated to achieving high quality and quantity of scientific research.

- *Teachers and associates publish an appropriate number of quality scientific publications.*
- *The higher education institution has effective procedures for encouraging quality scientific publication.*
- *The higher education institution records data on publications (indexing, citations, h-index, if applicable).*
- *The scientific/artistic activity of the higher education institution is visible in doctoral theses.*
- *Teachers and associates of the higher education institution actively promote scientific/artistic achievements at conferences in the country and abroad.*

Scientific research activity, along with teaching and professional activities of the Faculty, is the fundamental purpose of the establishment and work of the Faculty of Kinesiology Osijek. At the same time, the Faculty strives to improve the quality, recognition and international visibility of its scientific research activities with the aim of generating new knowledge in the field of kinesiology and related disciplines. Accordingly, achieving excellence in the scientific research process by increasing the quantity and quality of scientific research work is in line with the [Faculty's mission](#) and is defined as one of the important strategic goals of the [Development Strategy 2022-2026 \(document in English language\)](#) and the [Strategic Program of Scientific Research 2022-2026 \(document in English language\)](#) of the Faculty of Kinesiology Osijek.

The Faculty of Kinesiology Osijek is a recently established component of Josip Juraj Strossmayer University of Osijek and has been operating for just over 2 years. The Faculty still does not have a permit to carry out scientific activities, but it was requested in November 2022 ([Form for the submission of data and evidence with the request for the issuance of a permit to perform scientific activity](#)). Obtaining a permit to perform scientific activities in the field of Social Sciences will enable the Faculty to be competitive and have greater opportunities for financing scientific activities, and thus achieve better results. Scientists of the Faculty of Kinesiology mainly carry out their scientific work in the area of Social Sciences, the field of Kinesiology, and most of the teaching staff was elected in the field of Kinesiology. The Faculty also employs scientists from other scientific fields (Technical Sciences, Biomedicine and Health, Humanities as well as the fields of Economics, Pedagogy and Psychology within the Social Sciences) and part of the research is interdisciplinary.

Given that the Faculty of Kinesiology Osijek was founded on August 3, 2020, and began operating in October 2020, most of the Faculty's scientific production and potential is not adequately visible

in the CROSB database ([bibliography of the Institution in the period 2020-2022 according to CROSB categories of papers](#); [bibliography of the Institution in the period 2020-2022 according to MOZVAG categories of papers](#)) and personal bibliographies of teachers and associates employed at the Faculty were used for the analysis of the Faculty's scientific production.

The Faculty systematically monitors the scientific production of teachers and associates through annual Reports on the achievements of the Faculty teachers ([Report for the academic year 2020/2021](#), [Report for the academic year 2021/2022](#)). These reports specifically record papers indexed in the Web of Science Core Collection (hereinafter referred to as WoSCC) and Scopus databases, as well as other papers, participation in conferences, project activities, invited lectures, editorships, mobility and professional development. Within the [Development Strategy 2022-2026 \[EN\]](#) and [Strategic Program of Scientific Research 2022-2026 \[EN\]](#) of the Faculty of Kinesiology Osijek, strategic goals, activities and quality indicators that will be monitored with the aim of achieving scientific excellence of the Faculty have been established. Based on the collected data, guidelines are given and funding of the Faculty's scientific activities is planned with the aim of improving the quantity and quality of scientific production in future periods.

The trend of the number of published papers is continuously monitored, with special emphasis on the trend of published papers of teachers and associates of the Faculty indexed in WoSCC and Scopus databases and the citation of these papers (Scopus: [collective indexing and citation of papers for the period 2018-2022](#) and individually by years: [2018.](#), [2019.](#), [2020.](#), [2021.](#), [2022.](#); WoSCC: [collective indexing and citation of papers for the period 2018-2022](#) and individually by years: [2018.](#), [2019.](#), [2020.](#), [2021.](#), [2022.](#)). In the previous five-year period, a stable number of publications indexed in the WoSCC and Scopus databases and the number of citations of publications are visible (Table 5.1, Graph 5.1), while it should be taken into account that for some recently published papers should pass a certain period of time to enter the scientific database. For each paper published in the WoSCC and Scopus databases, the quartile of the journal and the impact factor are systematically recorded (Scopus: [2018.](#), [2019.](#), [2020.](#), [2021.](#), [2022.](#); WoSCC: [2018.](#), [2019.](#), [2020.](#), [2021.](#), [2022.](#)). There is a visible increase in publications in the journals of the first and second quartile in both scientific databases for the last two years since the establishment of the Faculty.

In the previous five-year period, the Faculty's teachers and associates published 48 publications that were indexed in the WoSCC database. As can be seen from Table 5.1, the number of scientific papers by teachers and associates ranges from 7 to 12 per year. Furthermore, in the previous five-year period, teachers and associates of the Faculty published 53 scientific papers indexed in the Scopus database, and the number of papers ranges from 5 to 14 per year. It should be taken into account that for some recently published papers should pass a certain period of time to enter the scientific base, and an increase is expected for 2021 and 2022.

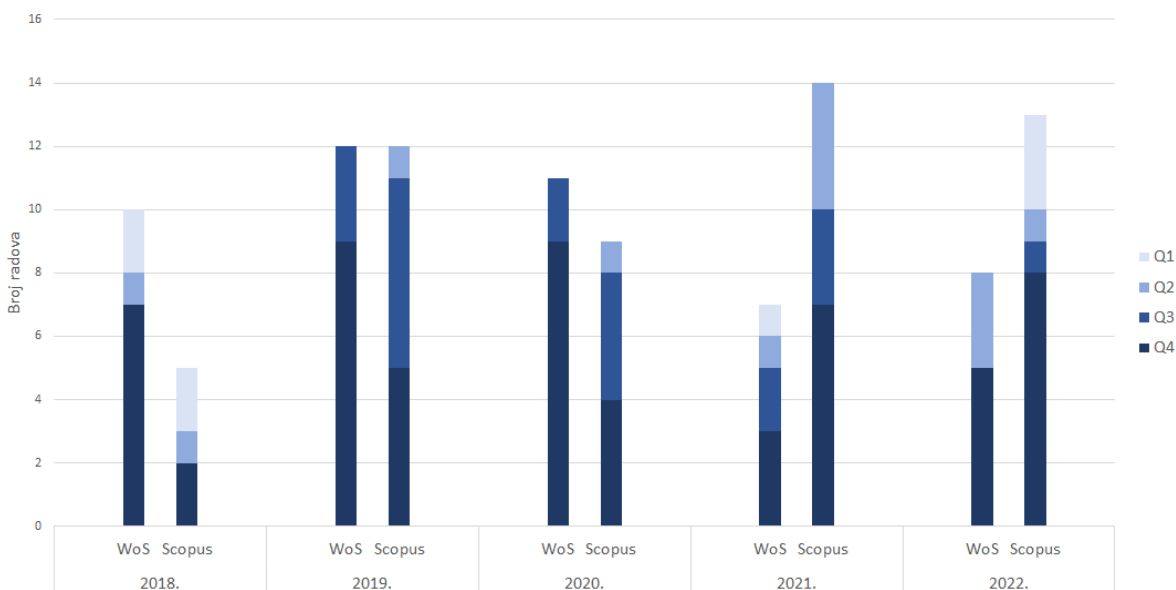
Table 5.1. Number and citations of publications in WoSCC and Scopus databases

| | 2018 | 2019 | 2020 | 2021 | 2022 | Total |
|--|---------|---------|---------|---------|---------|-----------|
| Number of publications in WoSCC | 10 | 12 | 11 | 7 | 8 | 48 |
| Quartile rankings of journals (Q4/3/2/1) | 7/0/1/2 | 9/3/0/0 | 9/2/0/0 | 3/2/1/1 | 5/0/3/0 | 33/7/5/3 |
| Citations* of publications in WoSCC | 28 | 20 | 7 | 20 | 5 | 80 |
| Number of publications in Scopus | 5 | 12 | 9 | 14 | 13 | 53 |
| Quartile rankings of journals (Q4/3/2/1) | 2/0/1/2 | 5/6/1/0 | 4/4/1/0 | 7/3/4/0 | 8/1/1/3 | 26/14/8/5 |
| Citations* of publications in Scopus | 1 | 8 | 13 | 21 | 52 | 95 |

*without self-citations

Source: Excerpt from the WoSCC scientific database for [2018.](#), [2019.](#), [2020.](#), [2021.](#), [2022.](#) and [collective indexing and citation of papers for the period 2018-2022](#); Excerpt from the Scopus database for [2018.](#), [2019.](#), [2020.](#), [2021.](#), [2022](#) and [collective indexing and citation of papers for the period 2018-2022](#).

Graph 5.1. Number of publications with regard to the quartile of journals in the WoSCC and Scopus databases



In the past five years, teachers and associates of the Faculty of Kinesiology Osijek have published papers in scientific journals of the highest category in the fields of kinesiology, biomedicine, and healthcare, as well as in interdisciplinary journals, of which the following stand out: Journal of

Clinical Medicine (IF=4.96), Scandinavian Journal of Medicine & Science in Sports (IF=4,645), International Journal of Environmental Research and Public Health (IF=4,614), Women and Birth (IF=3,349), Diagnostics (IF=3,199) and Healthcare (IF=3,16).

In the observed five-year period, 206 scientific papers of teachers and associates of the Faculty were recorded and analyzed ([List of publications categorized in accordance with the valid Pravilnik o uvjetima u izbor u znanstvena zvanja in areas and fields of the teachers from the Faculty of Kinesiology Osijek in the last five years](#), Table 5.1 of the analytical attachment from MOZVAG). Of the total number, 90 papers were of the highest category in accordance with [Pravilnik o uvjetima u izbor u znanstvena zvanja](#) (NN [28/17](#), [72/19](#), [21/21](#), [111/22](#)) (papers indexed in WoSCC, Scopus and other A1 papers, for example proceedings from conferences co-organized and co-published by the Croatian Academy of Sciences and Arts), while the remaining 94 papers are in the category of *other papers* in accordance with [Pravilnik o uvjetima u izbor u znanstvena zvanja](#) (NN [28/17](#), [72/19](#), [21/21](#), [111/22](#)). Also, in the observed five-year period, teachers and associates of the Faculty published [22 professional papers](#). Furthermore, in the past period, teachers and associates of the Faculty participated in [74 scientific and professional conferences](#), which resulted in the publication of [77 peer-reviewed scientific papers](#), some of which are classified in the highest category of papers in accordance with the *Pravilnik o uvjetima u izbor u znanstvena zvanja*, and the rest in the category of other papers. In addition to scientific papers, [one university textbook and 8 book chapters](#) were also published.

On average, teachers and associates of the Faculty published 37 scientific papers per year, of which 18 were in the highest category in accordance with [Pravilnik o uvjetima u izbor u znanstvena zvanja](#) (NN [28/17](#), [72/19](#), [21/21](#), [111/22](#)) (papers indexed in WoSCC, Scopus and other A1 papers) and 19 papers from the category of other papers. The average number of publications per teacher in the scientific-teaching and teaching profession in one year is 1 paper of the highest category and 1 paper from the category of other papers. Most of the published papers (78 out of 90 from the highest category and 72 out of 94 from the category of other papers) were published in co-authorship with colleagues from other universities and scientific organizations from the country and abroad. Among the higher education institutions and scientific organizations with which papers are published in cooperation, we point out: the Faculty of Kinesiology of the University of Zagreb and the Faculty of Kinesiology of the University of Split, as well as the Faculty of Education of the Josip Juraj Strossmayer University of Osijek, the Department of Teacher and Preschool Teacher Education of the University in Zadar, the Faculty of Sports and Physical Education of the University of Novi Sad, the Faculty of Physical Education and Sports of the University of Tuzla and the Science and Research Centre of Koper, Republic of Slovenia.

In addition to the number and indexing of scientific publications, the h-index is also monitored, both of the institution and of employed teachers and associates. The total h-index of the institution is 5 and is equal in the [WoSCC](#) and [Scopus](#) databases. The average h-index according to WoSCC database for teachers elected to scientific-teaching positions is 2.2, while the highest h-index of an employed teacher is 5 ([h-index WoSCC](#)). The average h-index according to the

Scopus database for teachers elected to scientific-teaching positions is 1.8, while the highest h-index of an employed teacher is 5 ([h-index Scopus](#)). The average h-index according to the Google Scholar database for teachers elected to scientific-teaching positions is 4.8, while the highest h-index of an employed teacher is 14 ([h-index Google Scholar](#)).

With the aim of greater visibility and recognition of the Faculty, teachers and associates regularly update bibliographic data on their papers in [Croatian Scientific Bibliography – CROSBI](#). Furthermore, all teachers and associates have publicly visible [CROSBI profile \(example\)](#). The Faculty's management encourages all activities with the aim of better international visibility of the Faculty so that all teachers and associates have an open [Google Scholar profile \(example\)](#) and [Open Researcher and Contributor ID \(ORCID\) \(example\)](#), and the majority of teachers and associates are registered on [ResearchGate \(example\)](#). The link to the CROSBI bibliography, ResearchGate and Google Scholar is available on the profile of each teacher at the [Faculty's website](#).

One of the motives for teachers and associates in achieving excellence is also the [Reward and Recognition Policy of the Faculty of Kinesiology Osijek](#) adopted at the 4th session of the Faculty Council in academic year 2022/2023 which provides for the awarding of prizes in several categories in the domain of scientific production: the reward for excellence in scientific research work, the reward for a successful young scientist, the reward for a published scientific article in a journal with the highest resonance factor, and the reward for excellence in the application and realization of international, EU projects and of national projects financed by the Croatian Science Foundation (HRZZ). In the next five-year period, the application of this Policy will certainly result in an increase in the scientific production of teachers.

Teachers and associates of the Faculty of Kinesiology Osijek regularly actively participate in international gatherings and conferences, which are extremely important for the exchange of experience and communication with colleagues from the international and national scientific community. In the past five-year period, teachers and associates actively participated in 74 scientific and professional conferences, which resulted in the publication of 77 papers in extenso, and the other 58 presentations were published in the form of a summary ([List of conferences](#)), i.e. a total of 135 presentations were made at conferences. Encouraging participation in scientific conferences and scientific publications from the academic year 2021/2022 and year 2023 are regulated by the Decision on dedicated financing of science ([Odluka o namjenskom financiranju znanosti za akademsku god. 2021./22.](#) and [2023](#)), and scientific excellence is additionally rewarded through the [Reward and Recognition Policy of the Faculty of Kinesiology Osijek](#).

In addition to the funding of scientific activities, the Faculty provides other resources for the regular performance of scientific activities. Investments are made in the maintenance of existing teachers' offices and the adaptation of existing spaces into additional office capacities, and significant funds were also invested in the purchase of computer equipment, library resources and research equipment (more details in 5.4). The Faculty has basic measuring devices for research in kinesiology ([List of research equipment](#)). In order to further encourage the quantity

and quality of scientific publication, the Faculty Council of the Faculty of Kinesiology Osijek, at its 2nd session in the academic year 2020/2021, which took place on November 8, 2021, adopted the [Decision on the announcement of an internal grant for the application of institutional scientific research projects of the Faculty of Kinesiology Osijek for the year 2022 SciKifos2022](#) and the tender was published on the [Faculty's website](#). As part of the tender, scientific equipment and the dissemination of the results of scientific research projects by teachers of the Faculty of Kinesiology Osijek were financed ([results of the tender](#)). A total of [11 institutional scientific research projects were financed](#).

In the last 5 years, employees of the Faculty of Kinesiology have defended 6 doctoral dissertations, mainly in the field of kinesiology. Of these employees, three were subsequently elected to scientific-teaching positions, while three are still in associate and/or teaching positions, but were elected to the titular scientific positions of scientific associate. The Faculty of Kinesiology Osijek does not conduct postgraduate doctoral studies, but it finances the studies of employed associates. All three assistants employed at the Faculty are enrolled in postgraduate doctoral studies in kinesiology, and those who are employed in lecturer positions are at postgraduate studies ([list of defended dissertations and teachers who enrolled in doctoral studies](#)). Doctoral students employed at the Faculty [are involved in the projects carried out at the Faculty](#) and regularly publish scientific papers co-authored with teachers in scientific and teaching positions ([List of papers](#)). Each associate at the Faculty has a mentor in a scientific-teaching position who guides and helps him in his teaching and scientific progress, which is regularly evaluated in an [annual report](#). In this way, the Faculty ensures scientific perspective and productivity in the future period as well.

In the observed period, the Faculty of Kinesiology organized or co-organized [8 scientific and professional conferences](#) ([list of conferences organized or co-organized by the Faculty](#)). In May 2021 the Faculty organized [Scientific colloquium "Physical exercise, society and health"](#). The goal of the colloquium was the exchange of experience, cooperation and encouragement among teachers, associates and students of the Faculty in their scientific research work. The colloquium hosted eminent scientists from the field of kinesiology, and a part was reserved for presentations of students and teachers of the Faculty of Kinesiology Osijek. In the same year, the Faculty was a co-organizer of the [4th Osijek Days of Bioethics](#), a scientific gathering, which was held on November 8 and 9, 2021 in Osijek.

In 2022, the Faculty was a co-organizer of 6 scientific and/or professional conferences: [3rd International Conference "Ethics, Bioethics and Sport"](#) which was held on April 1 and 2, 2022 in Zagreb and Varaždin, [Internation Students' GREEN Conference](#) which was held on June 2 and 3, 2022, [30th Summer School for Kinesiologists of the Republic of Croatia](#) held from June 29 to July 2, 2022 in Zadar, [5th Congress of Sport Management in Tourism and 3rd Congress of Health Tourism](#), held from October 11 to 13, 2022 in Osijek, [5th Osijek Days of Bioethics](#) held on November 7 and 8, 2022 in Osijek and professional conference ["Professional personnel - the basis of the development of sports recreation"](#) held on November 25 and 26, 2022 in Čakovec.

In the co-organization of the conferences, the Faculty of Kinesiology Osijek cooperated with a large number of reputable scientific, higher education and professional institutions from the country and abroad, such as the Faculty of Kinesiology of the University of Zagreb, the Faculty of Kinesiology of the University of Split, the Ministry of Tourism and Sports of the Republic of Croatia, Education and Teacher Training Agency of the Republic of Croatia, Croatian Kinesiology Association, Croatian Federation for Sports Recreation "Sport for All", Croatian Olympic Committee, Scientific Center of Excellence for Integrative Bioethics, Academy of Arts and Culture of Josip Juraj Strossmayer University of Osijek, Faculty of Medicine at Josip Juraj Strossmayer University of Osijek, Faculty of Dental Medicine and Health of Josip Juraj Strossmayer University of Osijek, Faculty of Economics of Josip Juraj Strossmayer University of Osijek, Croatian Bioethics Society, Centre for Integrative Bioethics of the Faculty of Humanities and Social Sciences, University of Split, Center for Integrative Bioethics of the Faculty of Philosophy, University of St. Cyril and Methodius in Skopje, study of Kinesiology of the Faculty of Science and Education, University of Mostar, Faculty of Teacher Education, University of Zagreb and International Association of Sport Kinetics.

5.2. The higher education institution proves the social relevance of its scientific, professional and artistic research and transfer of knowledge.

- *The higher education institution monitors the needs of society and the labor market and takes them into account when planning its research activities.*
- *The higher education institution has an effective system of support for research and the transfer of knowledge and technologies.*
- *Teachers and associates participate in the activities of scientific, artistic and professional associations.*

The Faculty of Kinesiology Osijek cooperates with local government and self-government bodies, sports organizations operating at the state level, sports federations and clubs, scientific and higher education institutions and educational institutions of all levels, which effectively monitors the needs of society, the labor market and the transfer of knowledge, and the focus is on scientific and professional activities directed towards the recognized needs of society and the local community. In the observed period, the Faculty signed 15 agreements and cooperation contracts ([list of agreements](#)). Among the concluded agreements and contracts, the following contracts and agreements with the Croatian Paralympic Committee, the Croatian Kinesiology Association, Sports Facilities d.o.o. in Osijek, Osijek Autism Center, the Center "Ivan Štark" Osijek, the Red Cross Osijek, the Sports Association of the Osijek-Baranja County Zrinjevac as well as numerous sports clubs such as NK Osijek, RK Osijek, KK Vrijednosnice Osijek, Krpan & Babić Academy, Osijek - Žito Gymnastics Club, VK Iktus and others should be highlighted.

The Osijek-Baranja County launched the [Revitalization Project of the area of the former OLT industrial complex](#) (Kralja Petra Svačića 4, Osijek). As part of the implementation of the project, it is planned to create spatial planning documentation and define the necessary and desired contents in that space, and the project will be implemented in several stages of design and construction, with support from the European Structural and Investment Funds in the financial perspective for the period 2021-2027, grants national funds aimed at the implementation of strategic projects in the proposed sectors and County funds. One of the projects in which the Faculty of Kinesiology Osijek is involved is the project of establishing a Sports Incubator. Teachers, representatives of the Faculty are part of the [Team for cooperation in the preparation of the sports incubator project](#), which aims to improve the sports infrastructure in the area of Osijek-Baranja County. Within the scope of the Sports Incubator, contents are planned that are aimed at the development of young athletes, their guidance and the provision of support for the achievement of the highest quality sports results. The team was founded with the aim of achieving multidisciplinary cooperation between Osijek-Baranja County, the Town of Osijek and the scientific and professional community for cooperation in the preparation of the Sports Incubator. The Faculty of Kinesiology Osijek plays an important role in providing professional and scientific expertise within the framework of project planning and implementation. The team consists of a leader and 11 members-representatives of the Osijek-Baranja County, the City of Osijek, Sports Associations of the city of Osijek, the Croatian Olympic Committee, the Faculty of Kinesiology in Zagreb and the Faculty of Kinesiology in Osijek. Five employees of the Faculty of Kinesiology Osijek were appointed to the team: associate professor Zvonimir Tomac Ph.D., head of the team as a representative of the Faculty and the members: assistant professor Danijela Kuna, Ph.D., Marin Marinović, mag. cin., assistant professor Hrvoje Ajman, Ph.D., and Iva Macan, mag. cin. The members of the team created and submitted the [conceptual design and expertise](#) to the Osijek-Baranja County.

A significant example of the scientific cooperation of the Faculty of Kinesiology Osijek with the sports sector in the application of knowledge and transfer of technology took place during the Thirteenth Edition of the State Competition and World Cup in Gymnastics from May 27 to June 12, 2022, held in Osijek's Gradski vrt hall. Representatives of the Faculty of Kinesiology [conducted a series of research](#) in which male gymnasts participated with the aim of examining the anthropological status of top gymnasts and analyzing the contractile properties of muscles using a TMG device that we provided for research purposes in cooperation with the Faculty of Kinesiology in Split. The measurements were carried out by assistant professor Danijela Kuna, Ph.D., Iva Macan, mag. cin., assistant and Marin Marinović, mag. cin., assistant. Students of the Faculty of Kinesiology Osijek were also involved in the research procedures: Ivan Paravac, Nikolina Užnik and Ivan Brajković. Croatian Olympic gymnasts led by Robert Seligman and Tin Srbić recognized the importance of this scientific activity and joined as participants.

In addition to the aforementioned agreements and contracts, it is also important to mention cooperation at the international level. In the observed period, the Faculty signed [7 agreements on cooperation with higher education institutions and scientific organizations from abroad](#)

(agreements: [1](#), [2](#), [3](#), [4](#), [5](#), [6](#), [7](#)). Within the framework of cooperation with foreign institutions, the Faculty submits projects that have social and scientific relevance. Through cooperation with Gdansk University of Physical Education and Sport from Poland, students and assistant professor Iva Šklempa Kokić, Ph.D. participated in the project [„The New Era of Pre- and Postnatal Exercise – training for instructors and trainers of various forms of physical activity in the field of online provision of exercises for pregnant and postpartum women“](#) ([confirmation of participation](#)). Students involved in the project have the opportunity to attend free [international education and get a certificate](#) for the provision of specialized services in the field of kinesiology, which can help them improve their status on the labor market. Students have the opportunity to acquire the "Exercise in Pregnancy and Postpartum" Lifelong Learning qualification (EQF level 4) in accordance with EuropeActive international standards.

The Faculty of Kinesiology Osijek is also included in the FitBack network, [„The European Network for the Support of Development of Systems for Monitoring Physical Fitness of Children and Adolescents“](#) which deals with monitoring physical activity among children and young people ([proof of acceptance in the network](#)). The project deals with the problem of physical activity of children and young people from the professional and scientific point of view, which is a socially relevant topic because the level of physical inactivity of this population is reaching worrying levels today. The Faculty's participation in the FitBack network is coordinated by assistant professor Josip Cveniċ, Ph.D.

At the same time, the research focus of the Faculty of Kinesiology takes into account the current needs of society and the demands of the labor market, which is also evident from [Strategic program of scientific research 2022-2026 \[EN\]](#) and [scientific and professional projects](#) that were carried out or are still being carried out by the teachers of the Faculty of Kinesiology Osijek in the past five-year period. A large number of research topics planned in the [Strategic program of scientific research 2022-2026 \[EN\]](#) but also current [institutional scientific research projects](#) deals with socially relevant problems such as physical activity/inactivity of children and young people, prevention of non-contagious chronic diseases and preservation of physical and mental health through physical activity and healthy lifestyles, planning better rehabilitation programs that enable better working capacity of the population, and part of the research activities is aimed at the kinesiology of sports and achieving better sports results and preserving the health of athletes, considering that sports are an important promoter of the Republic of Croatia in the world.

The Faculty has established an efficient system of support for scientific research. Encouraging participation in scientific conferences and scientific publications from the academic year 2021/2022 and year 2023 is regulated by the Decision on dedicated financing of science ([Odluka o namjenskom financiranju znanosti za akademsku god. 2021./22.](#) and [2023](#)), and scientific excellence is additionally rewarded through [Reward and Recognition Policy of the Faculty of Kinesiology Osijek](#). Also, the Faculty has set aside a certain amount of funds for the [financing of the institution's scientific research projects](#), and in this way it is possible to purchase research equipment and ensure the costs of disseminating the results of scientific research projects. After

obtaining a permit to perform scientific activity, access to funding for scientific activity will be more favorable. Also, the Faculty provides quality support for scientific work through support with spatial, library and IT resources. Every teacher and associate has adequate IT equipment and a place to work, the library has a rich fund with the possibility of interlibrary loan, and through the Portal of electronic resources for the Croatian academic and scientific community access to a whole range of scientific databases is possible. The Faculty systematically acquires, in accordance with its possibilities, [research equipment](#) for kinesiology research.

In the past five-year period, teachers and associates of the Faculty published a total of [22 professional papers](#) and participated in and/or organized a number of [professional public lectures, workshops and forums](#). They also participated in a series of professional conferences, of which we highlight regular participation in the conferences Physical Conditioning of Athletes organized by the Faculty of Kinesiology Zagreb and the Croatian Physical Conditioning Association as well as the Summer School for Kinesiologists organized by the Croatian Kinesiology Association and partners ([list of conferences](#)).

The Faculty's teachers and associates are actively involved in [science popularization activities](#) such as the [Science Festival](#), [European week of sport](#), Croatian Book Month ([2021](#), [2022](#)) and [Brain Awareness Week](#), and the Faculty itself was the [organizer of a series of science popularization activities](#). In the 2021/2022 academic year, several science popularization activities were held at the Faculty of Kinesiology Osijek. On the occasion of the 21st Brain Awareness Week, which was held from March 14 to 20, 2022, we hosted [two exceptional lecturers](#), associate professor Tena Velki, Ph.D. from the Faculty of Education Osijek, who held a lecture on the topic "Positive and negative effects of computer games on children's development" and associate professor Siniša Maslovara, Ph.D., MD, specialist in otolaryngology and audiologist from the Vukovar National Memorial Hospital, who gave a lecture on the topic "The role of the brain in the perception of space and maintenance of balance". Also, organized by the Faculty's Library, the [Book night](#) was organized on April 25, 2022, the theme of which was related to the Glagolitic script and the diet of Glagolitic speakers. Two invited lectures were held, full professor Milica Lukić, Ph.D. from the Faculty of Humanities and Social Sciences Osijek, gave a lecture named About "slovokret" (with special reference to Glagolitic script) and a video projection of "slovokret", exercise and writing in Glagolitic script using body and movement, and a lecture by full professor Danijela Čačić Kenjerić, Ph.D. from the Faculty of Food Technology Osijek *Did the people who used Glagolitic script eat healthy?*

The Faculty of Kinesiology Osijek also [participated in Science Festival](#) from May 2 to 7, 2022 with a series of lectures, workshops and posters on the theme of the Festival, which this year was "Life". Also, the Faculty actively participated in the [Science Festival](#) in 2021.

On the occasion of the 2nd Days of the Faculty of Kinesiology Osijek, which took place from May 5 to 27, 2022, [several activities to popularize science took place](#). We hosted full professor Dejan Donev, Ph.D. from the Department of Philosophy, Faculty of Philosophy, University of "St. Cyril and Methodius" in Skopje, who held a lecture on the topic "The place and significance of moral

values in sports in the new concept of ethical education". Also, a workshop on writing projects in sports organizations was held under the leadership of assistant professor Tvrtko Galić, Ph.D. from our Faculty and MSc Darija Krstić from the Office for EU funds, professional and development projects with the economy of the Josip Juraj Strossmayer University of Osijek. Višnja Sak Bosnar, mag. oec., head of the Department for Academic Recognition of Foreign Higher Education Qualifications, Recognition of Study Periods and ECTS Credits of the Center for Improvement and Quality Assurance of Higher Education at Josip Juraj Strossmayer University of Osijek, held a lecture on academic etiquette. Student Matilda Sorić gave a lecture on the combination of basketball and mathematics, while full professor Daniela Čačić Kenjerić, Ph.D., vice dean for education and students at the Faculty of Food Technology in Osijek, held a lecture on the topic "The importance of nutrition for runners". Zdravko Jadrijević, national champion in 100 km running, also held an interesting lecture on long-distance running. A year before, we celebrated the [1st Days of the Faculty of Kinesiology Osijek](#) with a series of science popularization activities.

The teachers and associates of the Faculty of Kinesiology Osijek participated in numerous [professional, public, advisory bodies and committees in the public and private sector](#) in the past observed period. Associate professor Zvonimir Tomac, Ph.D. is the head of the [Faculty Team for cooperation in the preparation of the sports incubator project in Osijek-Baranja County](#), while assistant professor Danijela Kuna, Ph.D., Marin Marinović, mag. cin., assistant professor Hrvoje Ajman, Ph.D. and Iva Macan, mag. cin. are team members. Assistant Iva Macan, mag. cin. is a member of the Executive Committee for planning the Conceptual Draft of the Sports Incubator in Osijek-Baranja County, the Executive Committee for the candidacy of Osijek-Baranja County for the title: "European Sports Region for 2024" and the Executive Committee for the organization of the Sports Weekend in Antunovac.

Full professor Vesnica Mlinarević, Ph.D. is the president of the [Administrative Council of the City and University Library Osijek](#), a member of the [University Council of Josip Juraj Strossmayer University of Osijek](#) from the ranks of university teachers in a scientific-teaching or art-teaching profession, and a member of the Team for cooperation in the implementation of the strategic project of the Osijek-Baranja County [Revitalization Program of brownfield area of OLT Osijek](#).

In the period from 2019-2021, before employment at the Faculty of Kinesiology Osijek, assistant professor Iva Šklempe Kokić, Ph.D. was the [president of the Field Committee for Biomedicine and Health](#) of the Council of Polytechnics and Colleges of the Republic of Croatia and a member of the Committee for coordinating the work of field committees of the Council of Polytechnics and Colleges of the Republic of Croatia and the Commission for Drafting Proposals for Amendments to the Decision on Conditions for the Evaluation of Teaching and Professional Activities and the selection process for teaching positions (NN 20/12, 85/13, 4/15), the Council of Polytechnics and Colleges of the Republic of Croatia (2020-2021), as well as the president of the Ethics Committee for Scientific and Professional Research of the College of Applied Sciences "Lavoslav Ružička" in Vukovar.

Associate professor Ivica Kelam, Ph.D. was a member of the GMO Council (2017-2021), and Mario Oršolić, mag. cin., is a member of the Board of Directors of Dom za odgoj djece i mladeži Osijek. Associate professor Zvonimir Tomac, Ph.D. is a member of the Dalj Elementary School Board, while Zoran Špoljarić, mag. cin., assistant, was the president of the School Board of the Center "Ivan Štark" Osijek (2017-2021) and is a member of the Committee for the Training of Personnel of the Croatian Paralympic Committee.

Most of the teachers and associates of the Faculty are involved in the work of [professional or civil associations at the local, national and international level](#), for example the Croatian Kinesiology Association, the Osijek-Baranja County Tennis Association, Croatian snow sports instructors and trainers association, the Croatian physical conditioning coaches association, the Association of Kinesiologists of the City of Osijek, Association of Kinesiologists of the City of Vukovar, Sports Associations of the City of Valpovo, two professional chambers (Croatian Psychological Chamber and Croatian Council of Physiotherapists), but also charitable organizations, for example Lions Club Mursa Osijek and Rotary Club Josip Juraj Strossmayer. We especially emphasize that assistant professor Dražen Rastovski, Ph.D., is a member of the Supervisory Board of the Croatian Kinesiology Association and vice-president of the Association of Kinesiologists of the City of Osijek, while assistant professor Tvrtko Galić, Ph.D. is a member of the Board of Directors of Futsal Club Osijek. Associate professor Ivica Kelam, Ph.D. is the president of the Croatian Bioethics Society, while Ivana Duvnjak, lecturer is a member of the Board of Society of Psychologists Osijek.

5.3. The scientific/artistic and professional achievements of the higher education institution are recognized in national and international frameworks.

- *Teachers, associates and professional staff are winners of university, national and international awards and recognition for scientific/artistic/professional achievements.*
- *The higher education institution is the holder of an appropriate number of scientific/artistic/professional projects (university, national, international).*
- *A significant number of teachers, associates and experts participate in invited lectures at national and international conferences.*
- *Teachers and associates are members of scientific/artistic/professional committees of conferences and editorial boards of journals.*

The teachers and associates of the Faculty of Kinesiology Osijek are winners of [several awards and recognitions](#) for their scientific and professional achievements in the observed five-year period. For example, assistant professors Josip Cvenić, Ph.D. in 2022 received an award for the successful cooperation and implementation of the sport fishing training program of the Croatian Sport Fishing Association, and in 2021, he received the Acknowledgment from the Agency for

Science and Higher Education of the Republic of Croatia. Ivana Duvnjak, lecturer, is the winner of the Award for excellent teaching work of the Faculty of Humanities and Social Sciences of the Josip Juraj Strossmayer University of Osijek, and assistant professor Iva Šklempe Kokić, Ph.D. in 2018 and 2019 received the Award for the best scientific productivity for teachers of the College of Applied Sciences "Lavoslav Ružička" in Vukovar. Assistant Marin Marinović, PhD student at the Faculty of Kinesiology in Zagreb, won 1st place in 2019 and 2nd place in 2020 in the competition for the best student paper of the Faculty of Kinesiology, University of Zagreb.

The Faculty of Kinesiology Osijek still does not have a permit to carry out scientific activities, and therefore its access to external financing of scientific activities is limited. For example, the Faculty cannot compete in tenders for financing national and bilateral projects financed by the Croatian Science Foundation. A permit to perform scientific activity was requested in November 2022 ([Form for the submission of data and evidence with the request for the issuance of a permit to perform scientific activity](#)). Due to the short existence of the Faculty and the limited possibilities of access to the financing of scientific projects, the Faculty is still not the holder or partner in any project. Also, the Faculty has not yet established an office for projects that would provide administrative support in the application and implementation of projects that are definitely planned in the near future. However, the teachers of the Faculty are involved in a [number of scientific and professional projects](#) at the national and international level.

The Faculty of Kinesiology Osijek, in the academic year 2021/2022 initiated the financing of [institutional scientific research projects](#) (Table 5.3 of the analytical attachment from MOZVAG) with the aim of strengthening the qualifications and competence of teachers in scientific-teaching, teaching and associate positions and profiling the Faculty as a center of excellence in scientific research work. Financing was approved for 11 projects that will be implemented from January 2022 to January 2023. Students of the Faculty are also involved in the projects.

Although the Faculty does not have the possibility to compete in tenders of the Croatian Science Foundation and it doesn't have the office for projects, in the academic year 2021/2022, the Faculty competed as a partner in several tenders for scientific projects funded by the EU. For example, in January 2022, the Faculty, as a partner [submitted the OPTIMISE project proposal](#) within the HORIZON-RIA, HORIZON-HLTH-2022-STAYHLTH-01 tenders, together with the following consortium members: Experientia Srl (holder) (Italy), Medizinische Hochschule Brandenburg (Germany), Istituto Superiore di Sanita (Italy), Universiteit Twente (Netherlands), Universitaet Hamburg (Germany), Alma Mater Europaea (Slovenia), Panepistimio Thessalias (Greece), Istanbul Universitesi (Turkey), Arditi – Agencia Regional para o desenvolvimento da investigacao, tecnologia e inovacao – Associacao (Portugal), Stichting Ziekenhuisgroep Twente (Netherlands), Znanstveno-raziskovalno središče Koper (Slovenia), Experientia Global SA (Switzerland), Karolinska Institutet (Sweden), Associazione Cittadinanzattiva Onlus (Italy), Frodskapersetur Foroya (Faroe Islands), STOBklub, podpora lidi s nadvahou a obezitou z.s. (Czech Republic), Syddansk Universitet (Denmark). In a strong competition, the project proposal was slightly below the [threshold](#).

In March 2022, as partners of the University of Pécs, Faculty of Sciences, in Hungary we submitted the project proposal Walk in pairs: Physical activity to improve health and inter-generational and inter-national cohesion (HEALTHPEERS) as part of the tender ERASMUS-SPORT-2022-SSCP Small scale partnerships. The application received 79 points (the threshold was 60), but unfortunately the [project application](#) did not receive funding. Furthermore, as part of the tender HORIZON-RIA, HORIZON-HLTH-2022-DISEASE-07-03 in April 2022 [the project proposal MetaHealth - Youth was submitted](#), and the members of consortium were: Akdeniz University (Turkey), MIA Teknoloji (Turkey), BYS Grup (Turkey), Univerza v Mariboru (Slovenia), Università degli studi di Bari Aldo Moro (Italy), Znanstveno-raziskovalno središče Koper (Slovenia), Univerzitet u Sarajevu (Bosnia and Herzegovina), Reserchable B. V. (Netherlands), Mednarodna zveza za zdravje mladih (Slovenia), BioCC OU (Estonia). In a strong competition, the project proposal was slightly below the [threshold](#).

In October 2022, together with the University of Pécs, Faculty of Sciences, University of Münster, Rey Juan Carlos University, Albert-Ludwigs-Universität Freiburg, Karolinska Institutet, Università degli Studi di Sassari the project proposal Sport for People and the Planet – a new approach on sustainability through sport in Europe within the framework of the tender Final Call at the Universities, [PPPA-SPORT-2022](#) was submitted. Results for this project application are expected.

Precisely because of the limitations of competing in domestic tenders for scientific projects, the Faculty turned to funding opportunities within the European Union program by being [registered](#) on the European Commission's portal [Funding & tender opportunities](#) and [interest in partnerships was expressed in the following tenders](#): HORIZON-CL2-2022-TRANSFORMATIONS-01-10, Socio-economic effects of ageing societies, HORIZON-HLTH-2022-DISEASE-07-03, Non-communicable diseases risk reduction in adolescence and youth (Global Alliance for Chronic Diseases - GACD), HORIZON-HLTH-2022-STAYHLTH-01-05-two-stage, Prevention of obesity throughout the life course, HORIZON-HLTH-2022-ENVHLTH-04-01, Methods for assessing health-related costs of environmental stressors, EU4H-2021-PJ-09, Action grants for the initiative 'HealthyLifestyle4All': promotion of healthy lifestyles.

Also, as part of the tender [Erasmus+ Programme – International Credit Mobility Key Action 1 – Learning mobility of individuals between programme and partner countries](#), Call for applications for individual mobility of (non)teaching staff and for individual mobility of students within the Erasmus+ project 2022-1-HR01-KA171-HED-000076074 the Faculty successfully [secured mobility for teachers \(incoming\) and students \(incoming and outgoing\)](#) between the Faculty of Kinesiology Osijek and the Faculty of Sports and Physical Education of the University of Sarajevo, Bosnia and Herzegovina and the Faculty of Physical Education and Sports of the University of Tuzla, Bosnia and Herzegovina. The goal of individual mobilities within this tender is to intensify international cooperation, develop institutional capacities for international mobilities, internationalize the curriculum, strengthen the social dimension of international exchanges, strengthen the international network of partners and develop professional, scientific and teaching skills with a sustainable effect on long-term cooperative activities. As partners of the Faculty of Sports and

Physical Education of the University of Belgrade, Serbia, we have applied for a similar competition within the Erasmus+ KA131 program, for which the results haven't been received yet.

Regardless of the previously described circumstances, the teachers of the Faculty of Kinesiology Osijek participated in several national and international projects ([List of projects](#)). For example, assistant professor Iva Šklempa Kokić, Ph.D. participates with the affiliation of the Faculty of Kinesiology Osijek in two COST actions. These are: [Network for blood pressure research in children and adolescent, HyperChildNET, COST Action CA19115](#) (2020-2024) ([HyperChildNET web page](#)) and [Network on evidence-based physical activity in old age, PhysAgeNet, COST Action CA20104](#) (2021-2025) ([PhysAgeNet web page](#)). She is also engaged as an expert on an international project [The New Era of Pre- and Postnatal Exercise – training for instructors and trainers of various forms of physical activity in the field of online provision of exercise for pregnant and postpartum women, NEPPE: New Era of Pre- and Postnatal Exercise](#) in which the students of the Faculty of Kinesiology are actively involved. Coordinator is the Gdansk University of Physical Education and Sport from Poland, and the partners are University of Warwick and Aston University from Great Britain, Lithuanian Sports University from Lithuania, University of Alberta and Western University from Canada, EuropeActive and others.

Associate professor Zvonimir Tomac, Ph.D. participates on the project "Impact of consumption of enriched chicken eggs (with omega-3 fatty acids, lutein, vitamin E and selenium) on vascular and endothelial function, oxidative stress levels and endothelial-leukocyte interaction in the athlete population" (2017-2023) which is financed by the European Fund for Regional Development, whose holder is the [Scientific Center of Excellence for Personalized Health Care, Josip Juraj Strossmayer University of Osijek](#).

Full professor Vesnica Mlinarević, Ph.D. participates on the project „[Competence standards of teachers, pedagogues and mentors](#)“, UP.03.1.1.03.0056 (2019-2022) led by the University of Zadar in partnership with the Faculty of Education, University of Osijek, the Faculties of Humanities and Social Sciences in Osijek, Split, Rijeka and Zagreb, Faculty of Science Zagreb and MORH which is financed by the European Commission, and the goal is the development of quality assurance procedures and models of project teaching, practice rooms and mentoring systems, and the competence of teaching and non-teaching staff to improve and develop lifelong learning programs for the acquisition of teaching competencies of flight instructors.

Also, full professor Vesnica Mlinarević, Ph.D. participated in the Erasmus+ project „[Pacemaking the education and employment: answers to new challenges and opportunities](#)“ (2016-2018) whose holder was Pučko otvoreno učilište Koprivnica, and partner was the Faculty of Education Osijek, Spoleczna Akademia Nauk, Poland, Infor Elea, Italy, MBM Training and Development Center ITD, Great Britain and „Židinio“, Vilnius, Lithuania. The goal of the project was to create an education module for vulnerable social groups, migrants, asylum seekers and Roma people.

Assistant professor Iva Šklempa Kokić, Ph.D. participated in Erasmus+ project within the key action „Cooperation for innovation and the exchange of good practices“ entitled „[Digital Tools](#)

[and Methods for Safe Transfer Techniques for Caregivers in Today's Health Care Sector – STTech Project](#)“ 2020-1-DK01-KA204-075155 (2020-2022) whose holder is The Municipality of Aarhus, Center of Assisted Living Technologies for Denmark in partnership with College of Applied Sciences „Lavoslav Ružička“ in Vukovar, Research centre on Interactive media, Smart Systems and Emerging Technologies and Archangelos Michael Nursing Home from Cyprus, Fundacion Universitaria San Antonio from Spain, Västerås Rehabilitation Care Center from Sweden and University College of Applied Sciences from Denmark. The goal of the project was to develop the competencies of educators who teach healthcare professionals patient transfer methods and to develop digital tools and methods for teaching transfer techniques.

Associate professor Vjekoslav Galzina, Ph.D. participated on the project “[RED FAITH Restoring Ecological Diversity of Forests with Airborne Imaging Technologies](#)” (2017-2019) as part of the interim Interreg V-A Hungary – Croatia Co-operation Programme 2014-2020 (Ref. HUHR/1601) through partner the Faculty of Education Osijek. Furthermore, the same teacher participated on the project “[Safer Internet Centre Croatia: Making Internet a Good and Safe Place](#)” (2018-2019), Agreement Number INEA/CEF/ICT/A2015/1153209 through partner the Faculty of Education Osijek.

Ivana Duvnjak, lecturer participates on the project [Science - Society Dialog Island Lab; Adriatic - Central Baltic Smart Innovation Clusters Network](#) (2021-2027) financed by the European Committee of the Regions, Joint Research Centre (European Commission).

Teachers also participate in institutional projects of other institutions. For example, Ivan Perić, Ph.D., participates in institutional projects of the Faculty of Dental Medicine and Health Osijek, and Ivana Duvnjak, lecturer participated in institutional projects of the Faculty of Humanities and Social Sciences Osijek. Assistant professor Ivica Franjko, Ph.D. participated in the institutional projects of the Faculty of Kinesiology Zagreb financed by Hrvatska elektroprivreda ([List of projects](#)).

In the past five years, the teachers of the Faculty of Kinesiology have held 20 invited lectures ([List of invited lectures](#)) even though we are relatively young as a higher education institution, and the scientific and teaching staff are mostly assistant professors, i.e. in the initial stages of their scientific and teaching careers. We highlight the invited lecture "Improving university teaching" by full professor Vesnica Mlinarević, Ph.D. at the Faculty of Agrobiotechnology of the Josip Juraj Strossmayer University of Osijek, then the lecture "Culture of free time of children and young people" organized by Matica Hrvatska, Osijek branch and the lecture "Culture of the contemporary school" organized by the University of Zadar, as well as lectures at meetings of professional and methodological preparation of preschool teacher trainees for passing the state exam organized by the Education and Teacher Training Agency of the Republic of Croatia. Assistant professor Hrvoje Ajman, Ph.D. in 2018, 2020 and 2022, held invited lectures on kinesiology operators in preschool education in the field of athletics at the Croatian Institute of Kinesiology. Three teachers (full professor Vesnica Mlinarević, Ph.D., assistant professor Tvrtko Galić, Ph.D. and assistant professor Iva Šklempe Kokić, Ph.D.) held invited lectures at the Croatian Sport and Health Tourism Expo, which took place from 11 to 13, October 2022 in Osijek.

In the observed period, the teachers of the Faculty of Kinesiology participated as editors of a total of [5 journals](#) (Table 5.5. Analytical attachment from MOZVAG), of which 2 journals are published in the Republic of Croatia (Život i škola; Pannoniana), and the remaining three abroad (Serbia (Évkönyv (Godišnjak); Módszertani Közlöny (Metodički glasnik) and the United States of America (International Journal of Mental Health Promotion). Teachers participated as chief editors, members of the editorial board, executive and technical editors, and guest editors of the special issue. We emphasize that the teachers of the Faculty, assistant professor Iva Šklempe Kokić, Ph.D. and Ivana Duvnjak, lecturer are guest editors of the special issue of the journal [International Journal of Mental Health Promotion](#) titled „Quality of Life, Well-Being and Mental Health in the context of Physical Activity and Health“, and the journal is indexed in WoSCC database.

In the observed period, teachers and associates of the Faculty of Kinesiology Osijek were also active as members of the organizational, scientific and program committees of [27 scientific and professional conferences](#) (Table 5.4. Analytical attachment from MOZVAG). For example, full professor Vesnica Mlinarević, Ph.D. participated in the scientific committee of the 1st International Scientific Conference "Competent Systems in Early Childhood Education and Care" which was held in 2022 in the organization of the Faculty of Education of Josip Juraj Strossmayer University of Osijek and the Croatian Academy of Sciences and Arts, Center for scientific work in Vinkovci. Furthermore, full professor Vesnica Mlinarević, Ph.D. participated in the organization of the International Scientific Conference "Intercultural Education", held in 2020, and was organized by the Faculty of Education of Josip Juraj Strossmayer University of Osijek, the Croatian Academy of Sciences and Arts, the Academy of Arts and Culture of Josip Juraj Strossmayer University of Osijek, Burdur Mehmet Akif Ersoy University, Burdur, Republic of Turkey, Faculty of Philosophy, University of Tuzla, Bosnia and Herzegovina; Croatian Academy of Sciences and Arts, Center for Scientific Work in Vinkovci.

Assistant professor Danijela Kuna, Ph.D. was a member of the scientific committee of the 30th Croatian Kinesiology Summer School held in 2022, organized by the Croatian Kinesiology Association with partners. Associate professor Zvonimir Tomac, Ph.D., assistant professor Hrvoje Ajman, Ph.D. and assistant professor Josip CveniĆ, Ph.D. were members of the scientific committee of the 5th International Scientific Conference "Exercise and Quality of Life 2019: From Active Childhood to Healthy Aging" organized by the Faculty of Sports and Physical Education in Novi Sad in 2019. Associate professor Ivica Kelam, Ph.D. participated in the organization of many conferences in the field of bioethics, of which we should point out the 1st to 5th Osijek Days of Bioethics, which took place from 2017 to 2022.

Assistant professor Iva Šklempe Kokić, Ph.D. was a member of the scientific committee of the International Scientific and Professional Conference "Innovative Methods and Approaches in Working with Children with Developmental Disabilities", which took place in 2022 in Osijek, organized by "DOKKICA" Osijek and the Faculty of Humanities and Social Sciences Osijek, and a member of the scientific and/or organizing committee of 4th to 7th International scientific and

professional conferences "Physiotherapy in sports, recreation and wellness" held from 2018-2021 and organized by the College of Applied Sciences "Lavoslav Ružička" in Vukovar.

5.4. The scientific/artistic activity of the higher education institution is sustainable and developmental.

- *The strategy for the development of scientific/artistic activity is aligned with the vision of the development of the higher education institution.*
- *The scientific/artistic activities of the higher education institution represent the realization of the strategic program.*
- *The higher education institution has adequate resources for scientific/artistic activities.*
- *The higher education institution recognizes and rewards the scientific/artistic achievements of its employees.*
- *The higher education institution continuously improves its scientific/artistic activity by financing, increasing human resources, adapting the space and investing in the necessary equipment, acquiring appropriate literature, supporting the dissemination of results and the preparation of doctoral theses.*

The Faculty of Kinesiology Osijek was registered at the Commercial Court in Osijek on August 3, 2020, and began its scientific and teaching work on October 1, 2020. For the first academic year, the Faculty operated with the interim dean, full professor Vesnica Mlinarević, Ph.D. without vice deans. In July 2021, full professor Vesnica Mlinarević Ph.D. was appointed dean of the Faculty, and in October of the same year, vice deans of the Faculty were also elected, which created conditions for the functioning and development of the Faculty. At the 5th session of the Faculty Council in the academic year 2021/2022 on February 28, 2022, the [Development Strategy 2022-2026 of the Faculty of Kinesiology \[EN\]](#) was adopted, which represents the framework for the Faculty's activities in the future five-year period. Consistent implementation of the strategic goals defined in the Faculty's Development Strategy will achieve the [mission and vision of the Faculty](#), ensure the continuity of good practice and enable more significant development in the future key activities of the Faculty. At the 7th session of the Faculty Council in the academic year 2021/2022 which was held on April 8, 2022, the [Action Plan of the Faculty of Kinesiology Osijek for 2022](#) was accepted.

At the 8th session of the Faculty Council in the academic year 2021/2022 which was held on May 20, 2022, the [Strategic Program of Scientific Research 2022-2026 of the Faculty of Kinesiology Osijek \[EN\]](#) was adopted. One of the main strategic goals in accordance with the Strategic Program of Scientific Research 2022-2026 is obtaining a permit to perform scientific activities. On July 19, 2022, a [positive review](#) of the Strategic program of scientific research, as a prerequisite for seeking a permit to perform scientific activities was received. A permit to perform scientific

activity was requested in November 2022 ([Form for the submission of data and evidence with the request for the issuance of a permit to perform scientific activity](#)). By obtaining a permit for scientific activity, the Faculty will begin to fully function in both of its core areas of work.

In its [vision](#), the Faculty of Kinesiology Osijek has defined that it will strive to improve the quality of higher education and develop study programs, projects and lifelong learning programs in accordance with the needs of society and sport as a global universal value. The Faculty will strive for:

- creating new knowledge in the field of kinesiology, sports and related scientific disciplines based on the competence approach, learning outcomes and principles of lifelong learning and
- encouraging and strengthening innovative interdisciplinary culture, encouraging excellence in research, quality of higher education teaching, especially in academic and sports achievements of students, respecting academic values and ethical principles.

The Faculty of Kinesiology Osijek is the only higher education institution in the field of kinesiology in Eastern Croatia, and one of three in the Republic of Croatia. The Faculty educates personnel for all areas of applied kinesiology based on scientific and professional knowledge. The Faculty bases its work on high academic and ethical values, on knowledge based on research and professional expertise, and on optimal infrastructure conditions. The Faculty of Kinesiology Osijek aims to significantly contribute to the improvement of sports, sports recreation, kinesitherapy, physical and health culture of students and the continuous improvement of the quality of active life and health of Croatian citizens, and thus the economy of Slavonia.

The goal of the [Strategic Program of Scientific Research \[EN\]](#) for the period from 2022 to 2026 is the determination and presentation of strategic goals and tasks that will be possible to apply and implement organizationally in the next five-year period, as well as obtaining a permit to carry out scientific activities in the field of Social Sciences which would enable further progress of the Faculty, which we hope will happen in the near future. Scientific research activity, along with higher education activities, is the fundamental purpose of the establishment and work of the Faculty of Kinesiology Osijek. In doing so, the Faculty will strive to improve the quality, recognition and international visibility of its scientific research activities with the aim of generating new knowledge in the field of kinesiology and related disciplines.

[Strategic Program of Scientific Research 2022-2026 \[EN\]](#) defines 5 basic research areas that the teachers and associates of the Faculty of Kinesiology Osijek will work on. The areas are as follows:

- Kinesiology of sports,
- Kineziology education,
- Kinesiology recreation and fitness,
- Kinesitherapy and adapted physical activity and
- Interdisciplinary research in Kinesiology.

In each of the research areas, individual research topics that will be covered are listed. When defining the topics, current scientific problems and the needs of society in Croatia and the European Union were taken into account. Furthermore, [Strategic Program of Scientific Research 2022-2026 \[EN\]](#) defines the main strategic goals as well:

- To create a stimulating, multidisciplinary and interdisciplinary scientific environment with the aim of achieving scientific recognition and excellence.
- Improve and make maximum use of the personnel and material resources of the Faculty for the purpose of national and international recognition and excellence.
- Connect with the local community with the aim of realizing joint research activities that will result in the development of society and the popularization of science.
- Provide material and organizational infrastructure for the scientific research activity of the Faculty.
- To connect with similar institutions in the European Research Area with the aim of realizing joint research activities that will result in international recognition and top scientific achievements.

Achieving scientific excellence is based on strengthening the scientific and professional competences of teachers and other employees, involving students in scientific work, connecting with the local community, but also with institutions in the European Research Area, and improving the Faculty's research infrastructure through the acquisition of equipment, the establishment and equipping of laboratories, as well as the expansion of spatial capacities. In the next five-year period, the goal of the Faculty is to position itself as a successful scientific institution operating in the area of eastern Croatia and as a prominent component of Josip Juraj Strossmayer University in the European research area.

[Strategic Program of Scientific Research \[EN\]](#) of the Faculty of Kinesiology Osijek for the period from 2022 to 2026 is in line with the following European and national documents:

- [Europe 2020: A strategy for smart, sustainable and inclusive growth,](#)
- [The National Development Strategy of the Republic of Croatia until 2030,](#)
- [Strategy of Education, Science and Technology of the Republic of Croatia,,](#)
- [Strategic Plan of the Ministry of Science and Education 2020–2022,](#)
- [Development plan for research infrastructure in the Republic of Croatia 2016,](#)
- [European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers,](#)
- [Code of Ethics of Josip Juraj Strossmayer University of Osijek,](#)
- [Strategy of Josip Juraj Strossmayer University of Osijek 2021–2030,](#)
- [Strategy of sports development in Osijek 2020–2030,](#)
- [Development Strategy of the Faculty of Kinesiology Osijek 2022-2026. \[EN\]](#)

Given that the Faculty's [Strategic Program of Scientific Research \[EN\]](#) has only existed for a short period of time, it is impossible to provide a detailed report on its implementation, as the full realization of the strategic goals is expected only in the next period. However, in 2022, the Faculty

largely fulfilled the goals set by the Strategic Program, the main of which was the initiation of the procedure for obtaining a permit for scientific activity.

Research topics of scientific research currently carried out by the Faculty teachers, as well as ongoing [institutional scientific research projects](#), are in accordance with those defined in the Strategic Program of Scientific Research of the Faculty. The procedure for obtaining a permit to perform scientific activities has also been initiated in November 2022 ([Form for the submission of data and evidence with the request for the issuance of a permit to perform scientific activity](#)). The Faculty's scientific production is systematically monitored and annual reports on teachers' achievements are prepared ([Report for academic 2020/2021](#), [Report for academic 2021/2022](#)). These reports specifically record papers indexed in the WoSCC and Scopus databases, other works, participation in conferences, project activities, invited lectures, editorships, mobility and professional training, all in accordance with the strategic goals and quality indicators defined in the Strategic Program of Scientific Research 2022-2026.

The Faculty of Kinesiology Osijek is financed from the state budget, from the Josip Juraj Strossmayer University of Osijek, and income gained from the market. Looking at the structure of the Faculty's income, it is evident that the Faculty receives the largest part of its income from the Ministry of Science and Education for salaries, material rights of employees and co-financing of material costs of teaching and scientific activities and study costs of full-time students, in accordance with the [Decision on the Financing of Public Higher Education Establishments in the Republic of Croatia in academic years 2018/2019, 2019/2020, 2020/2021 and 2021/2022](#) (NN 87/2018) and [Decision on the Financing of Public Higher Education Institutions in the Republic of Croatia in the academic year 2022/2023](#) which was adopted by the Ministry of Science and Education of the Republic of Croatia.

The Faculty of Kinesiology Osijek purposefully spends funds transferred from various funding sources. Funds obtained for the basic financing of scientific activities are spent specifically for the improvement of scientific productivity and support for the purchase of necessary equipment, although they are quite limited. [Agreement on rights to use own, dedicated and other income of the Faculty of Kinesiology Osijek](#) prescribes the method of acquiring income realized on the market and the criteria for disposing of dedicated and own income realized on the market from the performance of teaching activities. The dedicated funds of the Faculty (tuition fees for undergraduate and graduate studies, enrollment fees, and additional examinations) are directed to the stimulation of scientific productivity, teaching and professional competences of employees and the stimulation of professional development, investment in the library fund, procurement of IT and other equipment and regular business expenses. A part of these funds is also used to encourage the scientific and professional work of students.

Costs for scientific activities are provided from the aforementioned sources, but in accordance with the [Strategic Program of Scientific Research 2022-2026](#) [EN] and [Development Strategy 2022-2026](#) [EN] of the Faculty of Kinesiology Osijek it is also expected to secure funding for scientific activities from funds obtained in tenders for national and international scientific

projects. Although the Faculty functions without the office for projects, and cannot compete in tenders of the Croatian Science Foundation until it receives a permit for scientific activity, it is actively trying to obtain funding within the European Union program, so the Faculty is [registered](#) on [Funding & tender opportunities portal of the European Commission](#) and participated in several project applications as part of a consortium (more in chapter 5.3).

The Faculty plans its financial operations on the basis of prepared financial plans with projections for the next two years, and in accordance with the Instructions for the preparation and delivery of proposals for financial plans of budget users of section 080 - Ministry of Science and Education ([Instructions for the period 2022-2024](#); [Instructions for the period 2023-2025](#)), and the deviation from the plan due to the lack of information at the time of its creation is corrected by rebalancing the financial plan in the current year in accordance with the available funds. [Financial plans](#) are published on the Faculty's website. The Faculty keeps analytical records according to budget classifications. Financial reports for 2020 and 2021, as well as other financial documents and reports, are available on the [Faculty's website](#), on the link "Documents at the Faculty level".

In 2022, documents were prepared that regulate the methods of responsible, transparent and purposeful management of the Faculty's financial resources, namely: [Procedura Blagajničkog poslovanja](#), [Procedura izdavanja i obračunavanja putnih naloga](#), [Uputa o postupanju s potraživanjima i naplatom potraživanja](#) i [Pravilnik o provedbi postupaka jednostavne nabave roba, radova i usluga i procedura zaprimanja i provjere računa i plaćanja po računima na Kineziološkom fakultetu Osijek](#).

Given that the Faculty was founded in the second half of 2020 and formally began operating on October 1, 2020, in the mentioned year, there were no expenses related to registration fees for conferences, accommodation, travel expenses and publications in journals for the financing of scientific research activities. In 2021, the costs amounted to HRK 46,269.49, and in 2022 HRK 53,356.89. The specification of costs for participation in conferences is available in the [table](#).

The first funds for scientific research activity were transferred in 2022 in the amount of HRK 90,057.89. In the period from 2020 to 2021, the scientific research activity is financed from the dedicated funds of the Faculty. It is clear that in the previous period, the Faculty allocated a significant amount of its own funds each year to finance the scientific activities of teachers and associates and the dissemination of scientific research results, and that this significantly exceeds the amount of dedicated funds.

Financing of the scientific activity of teachers and associates, which refers to participation in scientific conferences and the publication of papers in scientific journals from the academic year 2021/2022 and year 2023 are regulated by the Decision on dedicated financing of science ([Odluka o namjenskom financiranju znanosti za akademsku god. 2021./22.](#) and [2023](#)). Each teacher and associate has at his disposal a certain amount of funds for the costs of scientific papers and other activities that contribute to the scientific production of the Faculty. The Faculty has set aside a certain amount of funds for the financing of the institution's scientific research projects, and in

this way it is possible to purchase research equipment and ensure the costs of disseminating the results of scientific research projects. ([Internal tenders for institutional scientific research projects; tender results](#)). Also, scientific excellence will be additionally rewarded through [Reward and Recognition Policy of the Faculty of Kinesiology Osijek](#).

The Policy was adopted at the 4th session of the Faculty Council in academic 2022/2023 held on December 8, 2022, and the awarding of prizes in several categories in the domain of scientific production is foreseen: the reward for excellence in scientific research work, the reward for a successful young scientist, the reward for a published scientific article in a journal with the highest resonance factor, and the reward for excellence in application and implementation of international, EU and national projects financed by the Croatian Science Foundation (HRZZ).

The reward for excellence in scientific research work will be awarded to a teacher or associate who, in the past calendar year, has achieved the highest scientific productivity in terms of the number of points achieved based on publication in journals that are indexed in the prestigious databases Web of Science and Scopus and/or for a published scientific monograph or an editorial book by internationally recognized publishers and in other scientific activities that are scored (invited lectures, doctoral dissertation mentoring, membership in editorial boards) according to the points system established by the Policy.

The reward for a successful young scientist is awarded to a teacher or associate of the Faculty under the age of 35 who, in the past calendar year, has achieved the highest scientific productivity in terms of the number of points achieved based on publication in journals that are indexed in the prestigious databases Web of Science and Scopus and/or for a published scientific monograph or editorial book by internationally recognized publishers and in other scientific activities that are scored (invited lectures, membership in editorial boards, etc.) according to the scoring system established by the Policy.

The reward for a published scientific article in a journal with the highest resonance factor is awarded to a teacher or associate of the Faculty who, in the past calendar year, published a paper in a journal indexed in the Web of Science database with the highest resonance factor. The reward for excellence in the application and realization of international, EU projects and projects of the Croatian Science Foundation will be awarded to a teacher who was the leader or principal researcher or collaborator in a national, international or EU project that was successfully completed, i.e. received a positive report from the supervisory body according to point system established by the Policy.

Associates employed at the Faculty are financed with tuition fees from postgraduate doctoral studies in accordance with the [Collective Agreement for Science and Higher Education](#). In addition to tuition fees, associates are also financed to travel to scientific conferences and are [involved in the projects of teachers](#) in the scientific-teaching profession.

Since its foundation, the Faculty has continuously invested in funds to ensure adequate resources for carrying out scientific activities. In addition to the essential investment in the maintenance of

existing teaching offices and the adaptation of existing spaces into additional office capacities, significant funds were invested in the purchase of computer equipment and licenses for computer programs, library resources, and measuring and research equipment for kinesiology research.

In the past period, computer equipment was purchased in the amount of HRK 213,515.54. Since, in the beginning, the Faculty had modest financial resources at its disposal, most of the purchase value of the equipment (HRK 206,023.50) was assigned and donated by the University. HRK 43,818.40 was spent on licenses for computer programs and software support up to the time of writing the Self-Evaluation. The cost specification is available in the [table](#). This ensures that every teacher and associate has, for the purpose of his scientific work, a computer, software support and other equipment (printer and scanner) necessary for the performance of daily tasks.

Equipment for research in the field of kinesiology is also systematically and continuously procured ([list of existing measuring equipment](#)). In the period from the foundation of the Faculty to the writing of Self-Evaluation Report (2020 - December 2022), the value of purchased research equipment in the field of kinesiology was HRK 71,665.67, despite the limited funds available to the Faculty for financing scientific activities.

Considerable funds were also invested in library materials. From the very beginning, the Faculty's library strives to meet the requirements of scientific research and professional work, as shown by the total number of books purchased in a very short period of time. [In the period from 10th November 2021 to 5th December 2022, the Faculty of Kinesiology Osijek purchased 269 copies of materials worth HRK 51,860.17](#) for the library as follows: in 2021, 53 copies of library materials worth HRK 11,553.36 were purchased, of which 53 copies of obligatory literature were purchased, and in 2022 (till 5th December 2022) 227 copies of library materials and 3 copies of other materials worth HRK 40,306.81 (of which 186 copies of obligatory literature). [The total balance of the library fund](#) as of 5th December 2022, according to individual collections, was 580 copies of library materials, 117 copies of printed final papers, 26 volumes of periodicals, i.e. 5 titles of foreign journals and 3 titles of domestic journals.

Access to scientific databases is provided through the [Electronic Resources Portal for the Croatian Academic and Scientific Community](#) on the basis of a national license provided by the Ministry of Science and Education. Access to the majority of online databases is regulated by the range of IP-addresses of the Faculty's computers, while the other part of the databases belongs to the group of databases with free access and can be accessed from home with the help of a proxy server, and to connect to Scopus and Ebsco using Shibboleth with the use of a personal AAIEduser-name and password. Through cooperation with other domestic and international higher education and scientific institutions, inter-library exchange and the use of databases to which other institutions have access are enabled.

Faculty of Kinesiology Osijek as a new component of the Josip Juraj Strossmayer University of Osijek is in the current premises at Drinska 16a, Osijek, since its establishment in 2020. With

regard to the spatial capacities, the Faculty's Management invests extra effort and, in cooperation with the Rectorate, continuously and actively works to improve the infrastructure. For this purpose, offices will be provided and equipped exclusively for scientific research work in a space of more than 60 m² in the premises of the University's Rectorate from the spring of 2023 ([contract](#)). All teachers and associates are provided with external locations for the implementation of activities related to scientific research work (swimming pools, sports hall, gymnasium, tennis courts, school halls, outdoor and indoor playing fields, and a whole range of other locations). As a [partner](#) on the project of the development of the sports incubator and diagnostic center with the Osijek-Baranja County, in the next five-year period, all infrastructural resources for the scientific research and professional work of our teachers and associates will be greatly improved.

The Faculty of Kinesiology Osijek has at its disposal a building at Drinska 16a, Osijek, with a total square footage of 759.23m², as well as other premises where it is possible to conduct applied research in the field of social sciences based on a lease agreement and a cooperation agreement (more information in chapter 4). The Faculty also has the spatial capacities of Josip Juraj Strossmayer University of Osijek available on several components of the University (more information in chapter 4). Scientific and teaching staff also have their offices, IT infrastructure and a library with a total square footage of 66m² at their disposal.

The management of the Faculty believes that it is necessary to equip the institution with the necessary equipment, laboratories and space for scientific activity. Therefore, in the coming period, the priority is to improve these conditions and strengthen the research potential. In cooperation with the Rectorate of the University, the City of Osijek and the Osijek-Baranja County, intensive work is already being done to improve research conditions through new spaces and equipping these spaces with research equipment. In constant cooperation with the scientists employed at the Faculty, research areas are analyzed and necessary equipment is detected for procurement both in the short term and in the long term so that the investments are as efficient as possible and follow the research goals.

Increasing human resources is one of the challenges of today's higher education because it is very limited due to the restrictive employment policy in public services at the state level. It is impossible to employ young researchers through the competitive projects of the Croatian Science Foundation, because the Faculty without a permit to carry out scientific activities is unable to compete for the Foundation's tenders. However, in the past two years, since the Faculty was established and started working, elections were made for scientific-teaching titles and scientific-teaching positions for 7 teachers (2 associate professors and 5 assistant professors), 1 election for associate title and associate position of postdoctoral researcher, 2 teachers are employed in the scientific-teaching title and in the scientific-teaching position of assistant professor and 2 associates in the associate title of assistant and in the associate position of assistant.

In accordance with Article 111 of the Act on Higher Education and Scientific Activity (NN 119/22), a teacher or associate elected to a scientific-teaching or associate position before the commencement of this Act continues to work in the same position. An associate who was elected to the position of postdoctoral researcher before the commencement of this Act continues to work in the position of senior assistant.

5.5. Scientific/artistic and professional activity and achievements of the higher education institution improve the teaching process.

- *Space and equipment for scientific/artistic research and professional activities are used in undergraduate, graduate and postgraduate classes.*
- *Undergraduate, graduate and postgraduate students are involved in scientific/artistic/professional projects of the higher education institution.*
- *Teaching at postgraduate university studies and doctoral theses reflect scientific/artistic research, professional activity and achievements of the higher education institution.*

All resources of the Faculty of Kinesiology Osijek for scientific activity are used in both undergraduate and graduate classes. This refers to spatial resources, IT resources, library resources, but also measuring research equipment that was purchased for carrying out scientific research. The Faculty of Kinesiology Osijek still does not have an IT classroom available for classes, so the Faculty of Education Osijek has provided students with an IT classroom for the purposes of conducting classes. For the purposes of preparing final and graduate theses, i.e. checking their authenticity, a license for Turnitin is used, which was acquired for the needs of public higher education institutions in the Republic of Croatia through the University Computing Center (SRCE). For each final and graduate thesis, the mentor prepares a Mentor's Certificate on the completed process of checking the originality of the work, which also contains the percentage of correspondence of the work determined by the Turnitin system.

Due to unfavorable epidemiological conditions, Microsoft Teams has been frequently used over the past few years, but also other programs for online classes/meetings such as the Zoom platform, Google Meet, Slack, as well as the Merlin e-learning system. Teachers were very creative in conducting virtual classes during unfavorable conditions due to the pandemic and found different solutions with the help of IT technology to achieve learning outcomes. Teachers also use various data processing tools such as the Statistica software package, SPSS Statistics (Trial), AMOS (trial), G*POWER and R. The Statistica software package is also [available to students](#). Various software packages are also used for specific data processing in kinesiology, such as the Kinovea program used for video analysis in kinesiology. Workshops were also held for Faculty students on the use of the Kinovea program, the [last](#) of which was held in December 2022. Workshops on the

use of the Mendeley program are also held regularly ([workshop 2021](#)), and the [last one](#) was held in October 2022.

In the period since the establishment of the Faculty, great attention is paid to the involvement of students in scientific research work. [Ten papers](#) in co-authorship with students were published. These papers were published as papers in the proceedings of scientific conferences. We emphasize the co-authorship of teachers and students and the joint participation in the 2nd International Student Green Conference (4 presentations) which took place in June 2022 in Osijek, then the participation in the 9th International Scientific Conference of the Slovenian Gymnastics Federation (1 presentation) in May 2022 in Ljubljana. There are also the participation of teachers and students in co-authorship at the Interdisciplinary Management Research XVIII conference, which took place in May 2022 in Opatija, and participation in the conferences Fitness preparation of athletes and Summer school of kinesiologists. Students of the Faculty actively participated and [presented their papers](#) at the Scientific Colloquium "Physical Exercise, Society and Health" organized by the Faculty in May 2021.

Additionally, through mentoring work with teachers, students independently prepared, published and presented [15 papers at 2 scientific and professional conferences](#) (the 30th Croatian Summer School for Kinesiologists in the Republic of Croatia held in June/July 2022 and the 20th Annual International Conference Physical Conditioning of Athletes 2022 held in February 2022).

[Institutional scientific research projects](#) are also currently being implemented at the Faculty. [Seventeen students](#) were formally involved in these projects, and even more informally. So far, the projects have resulted in [7 final thesis](#) (final thesis: [1](#), [2](#), [3](#), [4](#), [5](#), [6](#), [7](#)) and [4 graduate thesis](#) (graduate thesis: [1](#), [2](#), [3](#), [4](#)). Four students participated in the international project [„The New Era of Pre- and Postnatal Exercise – training for instructors and trainers of various forms of physical activity in the field of online provision of exercises for pregnant and postpartum women“](#) ([confirmation of participation](#)) and will have the opportunity to acquire free [international education and certification](#) for the provision of specialized services in the field of kinesiology and thereby improve their status on the labor market.

A significant example of the involvement of students of the Faculty of Kinesiology Osijek in scientific research was created during the 13th edition of the state competition of the World Gymnastics Cup in Osijek, held from May 27 to June 12 2022, in Osijek's Gradski vrt hall. Representatives of the Faculty of Kinesiology [conducted a number of research](#) on male gymnasts with the aim of examining the anthropological status of top gymnasts with the analysis of muscle contractile properties using a TMG device that was provided in cooperation with the Faculty of Kinesiology from Split. The students of the Faculty of Kinesiology Osijek Ivan Paravac (then second year of undergraduate studies), Nikolina Užnik (then third year of undergraduate studies) and Ivan Brajković (then second year of graduate studies) were also involved in the research procedures. The best Croatian gymnasts, led by Robert Seligman and Tin Srbić, recognized the importance of this scientific activity and were part of the research sample of respondents. On April 5, 2022, [a practical workshop](#) for students and teachers was held at the Faculty on the

application of TMG devices as part of the incoming Erasmus+ mobility by full professor Boštjan Šimunič, Ph.D. from the Science and Research Center of Koper, Republic of Slovenia. About the same device, full professor Boštjan Šimunič, Ph.D. also held an [online lecture](#) for students in March 2021 (due to epidemiological circumstances at that time).

Every academic year, a large number of students are involved in science popularization activities organized or participated in by the Faculty of Kinesiology Osijek. Students actively participated in the Science Festival ([Science Festival 2021](#), [Science Festival 2022](#)), [European Week of Sport](#), Croatian Book Month ([2021](#), [2022](#)), [1st](#) and [2nd](#) Days of the Faculty of Kinesiology Osijek and many others.

As part of the Student Assembly of the Faculty of Kinesiology, the Section for Science is also active, led by Rita Šolaja, a 2nd-year graduate student in Kinesiology Education, bacc. cin., and the mentors are assistant professor Danijela Kuna, Ph.D. and assistant Marin Marinović, mag. cin. The section is extremely active and regularly organizes workshops and events for students. The section operates from the academic 2021/2022 and its work was formalized by the adoption of the [Student Sections Rulebook](#), which was adopted at the 4th session of the Faculty Council of the Faculty of Kinesiology Osijek in the academic year 2022/2023 held on December 8, 2022. In the academic year 2022/2023, the Section organized [three workshops for students](#) and together with the Student Section for Physiology and Immunology of the Faculty of Medicine Osijek and the Croatian Medical Laboratory Diagnostics Students' Association held a [preventive public health action](#) on the occasion of [World Diabetes Day](#) on November 13 and 14, 2022 in the Avenue Mall shopping center in Osijek. Through such activities, students directly use the knowledge and skills acquired during their studies and prepare for the labor market, as well as future professional and scientific activities.

Doctoral students employed at the Faculty are also actively involved in the implementation of the Faculty's research activities. They are [involved](#) in the implementation of the institution's scientific research projects, co-mentoring [final](#) and [diploma](#) papers and regularly publish papers in co-authorship with teachers in scientific and teaching professions, as well as students of the Faculty.

The teaching staff employed at the Faculty of Kinesiology Osijek is relatively young, and 6 teachers [earned a PhD in the last 5 years](#) (of which three have advanced to scientific and teaching positions, and three are still in associate and teaching positions). All assistants and lecturers [are attending postgraduate doctoral studies](#). When creating research topics, their scientific interests and planned topics of doctoral dissertations were taken into account, because it is expected that in the near future they will receive Ph.D., increase their scientific production, become independent researchers and advance to scientific and teaching positions, thereby securing the future of the Faculty.

In teaching, teachers use scientific research equipment and students acquire competence in handling it. Part of the undergraduate and graduate studies include courses that prepare students for scientific research work. Also, in teaching, teachers use knowledge and examples derived from

scientific research projects in order to encourage a better understanding of the contents provided by the curriculum. The results of research and projects are used in conducting seminars and exercises. Evidence-based practice, scientific knowledge and the results of scientific research are largely present in classes and form the backbone of the teaching process at the Faculty. Given that research in kinesiology is specific and is performed on humans, it is very important to familiarize students with the ethical principles of such research. For this purpose, [students are educated](#) about the needs and methods of obtaining an ethical permit for research with humans.