

**INTERNATIONALIZATION STRATEGY OF
COLLEGE "LOGOS CENTAR" IN MOSTAR
2023-2028.**

Mostar, April 2023

Content

- INTRODUCTION.....3**
- Working group3**
- Documentation development4
- The mission statement and vision development6**
- INTERNATIONALIZATION.....7**
- Current state and context8**
- International Relations Office 14**
- Analyse..... 16**
- Analysis of the internationalization..... 16
- S.W.O.T. analyses of Logos..... 17
- The strategic objectives of internationalization..... 20**
- Monitoring..... 21
- ACTION PLAN 22**
- Action plan 23**
- INDICATORS OF INTERNATIONALIZATION..... 27**
- Indicators of development of internationalization at Logos in the period 2023-2028 28**

INTRODUCTION

The creation of a strategic document in the field of internationalization is the obligation of the College in the post-accreditation period and in accordance with the document STRATEGY OF COLLEGE "LOGOS CENTAR" IN MOSTAR. It is based on the institutional development strategy and earlier strategic documents of Logos in the field of internationalization.

Working group

For the purposes of developing the Internationalization Strategy of College "Logos Centar" in Mostar for the period from 2023 to 2028, a project team was formed at the proposal of the director (decision no.: 101-1-3634/22 of November 18, 2022,) composed of:

- College prof. Tarik Humačkić PhD – team leader;
- College lecturer Mateo Marković - team member;
- College prof. Mia Glamuzina PhD – team member;
- College lecturer Božidar Konjevod, mag.ing. traff., business environment - team member
- Mario Raspudić, mr.sc., general secretary, team member;
- College lecturer Maja Gakić, mag.ing. comp., head of the international cooperation office, team member;
- Goran Kraljević, alumni
- Mahir Medar, student of Design, President of the Student Union.

Working group met periodically and, if necessary, in accordance with the agreed schedule. In its work on the preparation of this document, special attention was paid to meeting the criteria for accreditation of higher education institutions in Bosnia and Herzegovina, as well as post-accreditation recommendations from the Report made by the Commission of international and local experts for quality assessment, audit of quality and giving recommendations on accreditation of College "Logos Center" in Mostar¹ which carried out an external evaluation of Logos and gave a recommendation for accreditation.

¹ Abbreviated: Accreditation Commission

The document, before the adoption at the competent authority, will be submitted to the "peer review" to identified partners and stakeholders

Documentation development

Taking into account the changes that have taken place at the world level in the last ten years in the understanding of the goals and scope of internationalization and globalization (increasingly competitive higher education market, multiple increase in the number of mobile students, teachers and researchers, increase in the number of joint publications of international research teams, increase in the number of joint study programs, etc.), and the context of the availability of international exchange programs Logos created the Internationalization Strategy for the period 2023-2028. As a key document, the strategy will reflect the main goals, measures and activities as well as the time frame in which Logos will strive to achieve the assigned tasks in the field of its international activities and internationalization.

At the same time, internationalization is not set as a goal in itself, but should contribute to the quality of all segments and processes at Logos, especially teaching, and increase the reputation and position of Logos in the higher education system.

With this document, Logos will comprehensively coordinate tasks and activities within the Internationalization Strategy in accordance with the institution's strategy, which represents the continuation of Logos' efforts aimed at the internationalization of its activities.

The project team was also guided by the fact that there is no strategy that can be implemented in one move. In addition, no matter how well thought out it is, it is realized in some future period in which the expected circumstances manifest themselves in a modified form, and new ones arise in the meantime. Therefore, it can neither be a one-time act nor be left out of control.

At the regular meetings of the Team, an overview of the situation was made and strategic goals were determined. We have further broken down the strategic goals into measures that can be turned into programs, projects and activities.

Main principles of internationalization

In the implementation of the aforementioned strategic goals, it is necessary to emphasize the main principles that Logos will respect with the aim of ensuring equal opportunities and non-discrimination. The main principles in achieving the stated goals are inclusiveness, transparency and flexibility.

I INCLUSIVENESS In addition to students from Bosnia and Herzegovina, study programs are open to students of all other nationalities, which emphasizes non-discrimination and equality of students and staff, as well as the promotion of equal opportunities, inclusion of people with disabilities, and fundamental values of democratic citizenship such as tolerance. Logos will actively work to promote the Erasmus+ professional stay and professional practice so that students, in addition to professional and practical skills, develop their communication skills in an international environment. International cooperation with the widest possible range of foreign partners will also be encouraged in order to maximize the opening of various opportunities for knowledge transfer.

II TRANSPARENCY With the aim of transparency and strengthening the quality of education through mobility, Logos will continue to work continuously on removing any administrative obstacles and ensuring the recognition of mobility periods through various tools (recognition of ECTS credits, registration of recognized ECTS credits...).

III FLEXIBILITY It is based on meeting students' needs, teaching and non-teaching staff. This principle includes the creation of innovative opportunities for acquiring knowledge and skills, whereby due attention will be paid in the coming period to the introduction of different forms of mobility (such as blended mobility). This will make mobility more flexible and at the same time more accessible to all interested parties. Moreover, the COVID-19 disease pandemic has further changed the ways of functioning of modern society, and enabling distance learning has become one of the priorities of education development. Based on the model of strategic goals, the stated principles are also interconnected and form a whole in the way the internationalization measures determined by this Strategy will be implemented.

The mission statement and vision development

The mission of Logos is:

- Logos will be recognized in the region within which is located by its quality, innovation and knowledge that students acquire.
- Logos will strive for continuous improvement of the curriculum of their studies.
- Logos will be associated with the environment in which it is located, and will strive to achieve excellence in education, research and artistic work.
- Logos will be focused on international co-operation and mobility through internationalization.
- Develop physical and human resources,
- Develop student activities and provide a holistic approach to the educational process, working to develop the sports, social and extracurricular life of its students.

Vision of development

The vision of Logos is to become a recognizable regional college which strives towards achieving excellence and quality in education, research and artistic work, and in cooperation with the region they develop society, economy and culture based on knowledge, new technologies and innovation.

INTERNATIONALIZATION

Current state and context

Internationalization of higher education, among other things, can be seen as the process by which we improve the quality of study including: the launch of joint programs with foreign higher education institutions, the launch of incoming and outgoing mobility of students, teachers and non-teaching staff, encouraging the introduction of courses in foreign languages (“internationalization at home”) and cross-border cooperation in quality assurance and analysis of data on mobility. The internationalization of higher education is also important because it brings positive changes not only to the individual but also institutional and wider social level.

1. At the individual level: the increase of employment of the individual, the experience of travel and study in another country - allows different learning experience, encouraging the development of new cultural, social and academic values and allows the personal development of individuals.
2. At the institutional level, institutions of higher education through internationalization improve quality culture and quality of study programs, and strengthen their capacities. Mobile students and teachers are holders of new ideas and contacts and influence to increase international cooperation, thus enabling the exchange of scientific experience and findings and create conditions favourable for the development of innovation. This, with the proper implementation of various international projects, is useful for the development of higher education institutions, but also for the economy and society as a whole.

Council of Ministers, on proposal of the Ministry of Civil Affairs, adopted the Decision on the adoption of the priorities for the development of higher education in Bosnia and Herzegovina for the period 2016 - 2026 (The decision was made and came into force on 30. 3. 2016).²

With the Decision it was normalized that these priorities "are the main measures and activities to be implemented in Bosnia and Herzegovina in order to on the one hand

² Making these priorities after 2015, was set as one of the main objectives of the Joint Project of the European Union and the Council of Europe "Strategic Development of Higher Education and Qualification Standards" (financed from IPA funds).

strengthen the development of higher education, on the other hand made its full involvement in the European Higher Education Area '

(Paragraph 1) "Identified priorities will contribute to further harmonization of higher education in Bosnia and Herzegovina with the policies, objectives and priorities of the European Higher Education Area '

(Paragraph 3). The question is; however, how successfully standardized measures and activities will be implemented, i.e., create conditions for the achievement of the objectives set out in the Decision and then those laid down in our Strategy. A wide range of subjects determined that, as participants, work together in implementing the priorities (the competent education authorities, Ministry of Education, Rectors' Conference, higher education institutions, agencies in the field of higher education in BiH, academic community, representatives of the labour market, student organizations and the Union, Ministry of Labour and employment, local authorities, the Ministry of Finance, the general public), should guarantee their implementation. The Strategy for Development of Science in Bosnia and Herzegovina 2016-2021 - The revised document, which stated that "the basis of international cooperation in the field of scientific research carried out through the activities of the Ministry civil Affairs. ...

In accordance with the provisions of the Framework Law on the Basis of scientific research activity and the coordination of internal and international scientific and research cooperation of Bosnia and Herzegovina, it is necessary that the funds for co-financing the activities of the international scientific and research cooperation are continuously provided in the budget of BiH institutions. "In this context, is the obligation of the Ministry to ensure funding for key EU programs in the field of science and access to EU funds for education (paragraph 6).

By signing the Agreement with the European Union on the participation of BiH in the EU Framework Program for research and innovation Horizon 2020 (January 2014), Bosnia and Herzegovina was given the status of associated country for the period 2014-2020, by which has acquired the ability to participate fully in all the activities within the Program, including the JRC (Joint research centre) and the Marie Curie Actions (the mobility of researchers).

The main instruments for financing scientific- research and research- development activities and for strengthening the European Research Area (ERA), are the Framework Programs (FP - Framework Program) for EU research and development. Reasons for joining Horizon 2020, among others are initiating the mobility of BiH researchers and intensification of international scientific cooperation. All this could mean the creation of favourable environment for the realization of the objectives in this area.

International mobility of teachers and students, joint study programs, international cooperation and institutional partnerships, international short programs and the internationalization of the curriculum, as well as aspects of internationalization, contributing to the realization of the key role of the Logos in the development of economy, society and individuals. All these aspects are expressed and present in our current practice, but not in a satisfactory and sufficient extent. Their strengthening will contribute to improving the quality of the education system, high academic standards, excellence of academic staff and recruitment of young people to the global labour market and their linguistic and intercultural competences.

College "Logos Centre" has procedures and provides resources to support international activities and has signed international bilateral agreements with higher education institutions Croatia, Serbia, Slovakia, Slovenia, Spain, Hungary, Turkey, Romania, Montenegro, Russia and others. Until the inclusion in the Erasmus program, the exchange of teachers and students was carried out through bilateral and multilateral cooperation agreements with partner institutions.

The mobility of students, teaching and non-teaching staff at Logos is on the rise, but we still strive to develop it to the greatest possible extent. We realized mobility as part of Erasmus+ projects with institutions: Kodolany Janos University of Applied Sciences, Hungary, "Nikola Tesla" Polytechnic in Gospić, Croatia, IES de Teis, Spain, Faculty of Management Science and Informatics, University of Žilina, IES Luis Seoane, Spain, IES Ribera do Louro, Spain, Joan Brossa Institute, Spain, IES Federico Garcia Lorca, Spain, Universidad de Vigo, IES Miguel de Cervantes, Academy of Technical and Vocational Studies Belgrade, Belgrade Polytechnic, Serbia, Lucian Blaga University of Sibiu.

Participation in:

- International conferences: Management and Safety M@S 2016, 2017, 2018
- 12th International Robotics Competition in Turkey 2018
- 13th International Robotics Competition 2019 in Samsun
- International Summer School "Risk Prevention in Urban Environments" Sarajevo 2019.
- International Photographic and Environmental Colony in Novi Sad 2019.
- 1st International Robotics Conference in Bosnia and Herzegovina "The Future Happening Now" 2020.
- Winter School "Financial Investigations of Corrupt Crimes" 2020.
- Summer School SECURITY OF URBAN SYSTEMS – Technical systems in fire protection and private security, Sarajevo, 2021
- International Week of Lucian Blaga University of Sibiu 2022
- International student conference "Sustainable development in your hands" Kiseljak 2022
- International summer school "Analysis and Management of Business operational risks" Kiseljak, 2022.

Projects: Erasmus+ project "Re-Cycling" Netherlands, "International kindergarten" in Krakow, volunteer practice for Design, "We are the world" in Vienna, "Drive Morocco to better education" international professional practice in Morocco, Global Volunteer practice for Design in Greece.

Institutions with which we have signed Agreements:

- B&B Visokoškolski zavod Kranj and training, Kranj, Slovenia
- Visoka škola modernog biznis, Belgrade, Serbia
- Fakultet prometnih znanosti, Zagreb Croatia
- Visoka škola za sigurnost, Zagreb Croatia
- Aydin Istanbul Univerzitet, Istanbul, Turkey
- Visoka škola za menadžment i dizajn "Aspira", Split, Croatia
- Veleučilište "Nikola Tesla" Gospić, Croatia
- VŠ za poslovnu ekonomiju i preduzetništvo, Beograd, Serbia
- Fakultet zaštite na radu u Nišu, Niš, Serbia
- Kodolanyi Janos University of Applied Sciences, Budapest, Hungary
- VŠ za informacijske tehnologije VSITE, Zagreb, Croatia
- VŠ za primjenjene i pravne nauke "PROMETEJ" , Banja Luka, BiH
- University of Nova Gorica, Nova Gorica, Slovenia
- "IES de Teis" , Vigo, Spain
- VŠ CEPS -Centar za poslovne studije, Kiseljak, BiH

- Univerzitet Donja Gorica, Podgorica, Montenegro
- Taganrog Institute of Management and Economics, Taganrog, Russia
- International Slavic University "Gavrilo Romanovic", Macedonia
- VŠ "CMS- centar za multidisciplinarne studije, Tuzla, BiH
- Sveučilište Sjever, Koprivnica, Croatia
- ESAD Mestre Mateo, Santiago de Compostela, Spain
- IES Gregorio Prieto, Ciudad Real, Spain
- IES ALFONSO VIII, Cuenca, Spain
- CIFP Juan de Colonia, Burgos, Spain
- Institut Provencana, Barcelona, Spain
- VŠ strukovnih studija Beogradska politehnika, Beograd, Serbia
- Institute for European education, socio-cultural and economic policies, Skopje, Macedonia
- University of Presov, Prešov, Slovakia
- BBW Hochschule, University of Applied Sciences
- IES Luis Bunuel de Alcorcon „CENTRO ESPECIFICO DE FORMACION PROFESIONAL“
- Institut Joan Brossa, Spain
- CIPF Luis Suner Sanchis
- IES Luis Seoane, Pontevedra
- IES Miguel de Cervantes, Sevilla
- Universidad de A Coruna, A Coruna
- IES El Lago, Madrid
- CIPF Valentin Paz Andrade, Vigo
- Universitatea „Lucian Blaga“ din Sibiu, Romania
- IES Plurilingue Anton Losada Dieguez, Pontevedra
- University of Žilina, Faculty of Management Science and Informatics, Slovakia
- Akademija tehničkih strukovnih studija Belgrade
- Bjelovar University of Applied Sciences, Croatia
- Universidad de Vigo, Spain

As for the flow of information about international cooperation, all relevant information is published on the Logos website, the e-University platform, accounts on social networks, and delivered via e-mail to teaching and administrative-professional staff and students, so that everyone has the opportunity to get relevant information, and to get the necessary help at the Office for International Cooperation.

Due to the increase in incoming mobility, i.e. enabling foreign students to study at our institution, we are trying to increase the number of courses held in English. The number of courses offered to incoming students is increasing, as shown by the data in the annual reports. According to the Report on the Implementation of the Internationalization Strategy for the period from 2018 to 2023, there are currently 92 courses offered for incoming students.

However, in this part, improvement will be slow because the teaching staff needs to be brought to the level where they can carry out the teaching process in a foreign language, that is, hire new staff who will be able to do it. It is also possible to achieve a certain degree of improvement in this segment by making changes and additions to the study programs. The number of courses offered in a foreign language for incoming students still depends on the knowledge of English or other foreign languages of the teaching staff, but also the interest of teachers and associates who speak English or another foreign language to carry out the teaching process in a foreign language. Incoming mobilities are correlated with the visibility of Logos and its promotion as a quality destination for studying. Once they return to their home institution, these students are in fact our ambassadors, and that image largely depends on what kind of experience they had.

Organizing joint study programs, as a form of strengthening institutional cooperation and improving the quality of higher education with one or more foreign higher education institutions, also depends on several factors, the most important of which, from the point of view of (UrMS), is the dependence on the knowledge of English or other foreign languages of the teaching staff, but also the interest of those participants who know English or another foreign language to conduct their classes in a foreign language. This attitude misses the opportunity to increase the incoming and outgoing mobility of students and teachers through this form of internationalization.

Mobility data is monitored and analysed once a year. The Office for International Cooperation regularly reports on its work to the Director and Senate of Logos on a daily and weekly basis.

The incoming and outgoing mobility of students, as well as the mobility of teaching and administrative - professional staff is regulated by the Rulebook on Mobility. According to this Rulebook, mobility takes place within the framework of international mobility programs available in Bosnia and Herzegovina and takes place in accordance with the procedures of specific programs (ERASMUS, CEEPUS, etc.), which are clear, transparent and publicly available on the official website.

All issues related to international (and inter-university) cooperation (initiation and realization of cooperation, signing of cooperation agreements, conditions and consent for signing, scheduling of meetings, notification hierarchy, incoming and outgoing visits, policy of accepting and rejecting invitations for cooperation) are regulated by the Act Procedure of international cooperation on Logos.

International Relations Office

International Relations Office of Logos was founded in January 2013., because of the need to acquire an international perspective, intercultural awareness, transfer of information, knowledge, staff, students, development of competences and skills, at the regional and international level.

Mobility programs at college level are conducted and administered by the Office of International Cooperation and student services of the College. To persons who wish to be included in mobility we put at disposal all our resources, assist in administration, track them, and organize an information meeting after their return.

International Relations Office organizes visits of visiting professors, reception of delegations which come to visit, trips to conferences of college professor, organizing study visits.

The task of the Office for International Cooperation is to inform students and teachers about mobility projects, tenders, scholarships, assistance in applying for various mobility programs.

Office organizes info events so that students get acquainted with the program of mobility and thus animate students. Office helps students in the administrative part, providing information to other students and increase the visibility of the office.

The office is constantly working on applications for available programs. Mobility within the framework of international mobility programs available to Bosnia and Herzegovina takes place in accordance with the procedures of specific programs in which Logos has the right to participate. These are primarily ERASMUS+, CEEPUS, MEVLANA, etc. Logos has regulated the issue of mobility with the Regulation on Mobility, which is publicly available on the official website. The Mobility Ordinance regulates the basic principles of mobility of incoming or visiting and outgoing students, academic and administrative staff, type and duration of mobility, application procedure, basic documents, rights and obligations of students, academic and administrative staff, as well as other issues related to the implementation of the program mobility.

Logos also adopted the Procedures of international and inter-university cooperation. Procedures regulate the basics related to the initiative for international and inter-university cooperation, steps for the realization of cooperation, signing the Cooperation Agreement, terms of signing, consents for signing, scheduling meetings, notification hierarchy, incoming and outgoing visits, the practice of awarding gifts, sending congratulations and acceptance policy and rejection of invitations to cooperate.

In order to increase its activities, the office started an activity where every week there is a student day when students can come to the office to get information about exchange programs. It is explained to them how to write a Curriculum Vitae, motivation letter, how to fill out applications.

A significant segment of the work of the Office for International Cooperation is the work of student assistants. Their tasks include: contacts with students and professors; publication of news (announcements, scholarships, contests, projects, news); regular administrative tasks; assisting in organizing visits and lectures of delegations that come for an official visit to Logos; assisting in organizing info-sessions; translation; assistance to students when applying for various student mobility programs; work on increasing the visibility of the Office and animating students, etc.

Analyse

Analysis of the internationalization

SWOT analysis is a qualitative analytical method which through the four factors aims to show the strengths, weaknesses, opportunities and threats to certain events or situations. However, one should take into account that this is a subjective method. Every organization must take into account the internal and external environment. In this context, this analysis can be understood as a representation of internal strengths and weaknesses of the organization and the external opportunities and threats that this same organization is facing.

The project team conducted a SWOT analysis of internationalization at Logos, which including SWOT analyse of Logos and supporting documents, served as the basis for the creation of operational objectives in this area.

Environment	Positive	To improve
Internal	<p>Strengths</p> <ul style="list-style-type: none"> - There is awareness among students and staff members regarding mobility programs - Good promotion of mobility programs through international office and staff members - Awareness of the importance of mobility and student/staff exchange - Awareness of importance of internalization for the improvement of the quality of education - Motivation for mobility - Opinion on good knowledge of English language among students - Willingness of the students and staff members to take part in mobility programs 	<p>Weaknesses</p> <ul style="list-style-type: none"> - Motivation for mobility is not clear for students - Potential lack of recognition of ECTS credits - There is a language barrier especially for studying in other languages than English - Lack of necessary and relevant information about exchange program and study program available at the host institution - Lack of additional financial resources - Difficult to find study programs with courses that are matching with our study programs - Difficulties with issuing visas, resident permit and other documents - Lack of institutional strategy for Internalization - Internalization is financed mostly from EU funds - Lack of personnel employed at the international office

		<ul style="list-style-type: none"> - Insufficient of knowledge of policies or strategies at cantonal / entity level or the state level - Lack of visibility
External	Opportunities <ul style="list-style-type: none"> - Internationalization - Long-lasting international partnerships/collaboration - Integration of intercultural experiences - International attractiveness of Mostar - International networking - Active participation in international research programs - Gaining knowledge about other educational system 	Threats <ul style="list-style-type: none"> - There is a big interest for only small number of countries for mobility - Brain drains - Limited budget and changes in BH HE system - Recognition problems due to inadequate legal frame

S.W.O.T. analyses of Logos³

The strengths of Logos

- clear mission, vision and objectives to which Logos strives
- organizational structure that allows fast transfer of information, short reaction time
- quick adaption to new conditions of the environment
- high-quality teaching staff
- motivated staff, teachers, associates and other non-academic staff for the operation and best possible work
- developed international cooperation,
- availability of information to all interested parties
- commitment to quality and its constant improvement,
- clearly defined procedures and rules
- modern and attractive curricula
- qualification profile that enables adequate employment
- potential of the network of former successful students
- multidisciplinary of studies
- modern information system and excellent IT equipment
- excellent physical resources for teaching and extracurricular activities of students
- IT in the administration
- satisfied students

³Strategy of Logos Center in Mostar

- opportunities to maintain student practice
- developed marketing strategy

Weaknesses of Logos

- insufficient number of projects with the business environment
- poor passability to the II cycle of study in certain study programs
- insufficient number of non-academic staff
- student passivity
- insufficient development of lifelong learning
- insufficient involvement in international projects
- insufficiently developed scientific and research work and a small number of publications by teaching staff , as well as students
- many teachers at Logos work part time,
- insufficient investment in training teaching staff to use new teaching methods, as well as new technologies
- insufficient representation of practical work in certain study programs
- poor knowledge of English among teachers, students and of non-academic staff creates problems in the development of international cooperation

Opportunities of Logos

- better connection with higher education institutions in the country, region and Europe
- location of Logos
- realization of signed cooperation agreements
- availability of additional funding sources through international projects
- development of new curricula and programs needed by future workers on the labour market
- dynamic business environment
- access to a large number domestic and international funds
- mobility of teachers, associates and students
- possibility of starting "joint-degree" and "double-degree"
- improvement of cooperation with the economy through the organization of various joint events
- increase in the need for lifelong education programs

Threats to Logos

- the changing and unstable political situation in Bosnia and Herzegovina, at all levels of government,
- inadequate legislation in the field of higher education,
- opportunities in the economy
- high inflation rate, slow economic growth
- demographic trends,
- recognition of higher education qualifications from higher education institutions in BiH
- bad opinion of the public about private higher education
- unfair competition.

The strategic objectives of internationalization

At the working meetings the project team has agreed strategic goals for the development of internationalization at Logos in the coming period 2023 – 2028, after that, using a variety of available documents and thorough evaluation of periodic reports on self-evaluation of Logos and study programs, Reports on: mobility, projects, work of the office, various ministries and government bodies and following modern trends in higher education.

For the internationalization an analysis of the current situation was made in the area and the context in which Logos works, and recommendations for further development were given, according to a clear set USUS, concise and analytical. Any proposed objective consists of activities that lead to its fulfilment. We tried to develop long-term strategic objectives which require significant resources for their implementation, using project approach. Medium and short-term projects under the program are defined as "Quality Plan" and presented in tabular form with the following elements:

- a. Strategic programs, projects, activities
- b. Activities aimed at meeting strategic programs, projects, activities
- c. Target - value indication to be fulfilled
- d. Resources and Risks
- e. The responsible persons / offices / teams
- f. Timeframe
- g. Reporting - responsibility system

The Development Strategy of college Logos Center 'in Mostar 2023 -2028, Strategic pillar 3 refers to internationalization, computerization and quality, and the identified strategic goal is to develop links with the region, Europe and the rest of the world through the strengthening of internationalization and mobility.

Based on the above, following operational objectives of Logos were identified in the field of internationalization in the period 2023-2028.:

- Intensification of promotional activities aimed at improving the process: collaboration, mobility and development of projects,
- Improving the mobility process,
- Strengthening and improving the process of international cooperation and internationalization,
- Increase the number of applications and participation in international projects,
- Improvement of recognition process,

- Improving the resources and support to carry out the process of collaboration, mobility and internationalization.

and measures:

1. To increase promotion of activities and involvement of students and staff to maximize and achieve high-quality mobility that will strengthen their competencies, knowledge and skills.
2. In order to increase the incoming student mobility, as well as the incoming mobility of teachers, increase the number of subjects in which instruction is given in English or another foreign language.
3. Make study programs more attractive, enhance and internationalize the curriculum and create preconditions for organizing one or more international short programs or programs for lifelong learning, with intense involvement of student organizations at Logos.
4. Put promotional material on the Web page, and the experience of incoming students after completion of their stay at Logos.
5. In order to facilitate the outgoing mobility, implement the adopted programs of activities for internationalization and promoting mobility including all stakeholders in this process.
6. Encourage increased participation in mobility through formal recognition of competence of local teachers acquired abroad, attractive mechanisms and ensuring appropriate working conditions for mobile staff.
7. Take measures to organize joint study programs, multilateral summer schools and regional forms of cooperation in higher education in order to establish a balance in the flow of mobility with one or more foreign institutions of higher education.
8. For balancing the mobility of students undertake activities related to the recognition of diplomas and credit transfer, which will at the same time achieve the strengthening of the European Higher Education area.
9. Create and use a quality information system for support, monitoring and analysis of realized mobility and carrying out surveys determine their quality.

Monitoring

The Office for International Co-operation periodically submits the report to the Director or the Senate on the degree of fulfilment of strategic objectives on the basis of individual reports of persons responsible for specific activities from the action plan and defined monitoring mechanisms.

ACTION PLAN

Action plan

Strategic programs, projects, activities	Activities aimed at meeting strategic programs, projects, activities	Indicators of fulfilment	Resource	Responsible	Time	Reporting
1.1. Intensification of promotion activities and involvement of students and staff in order to improve and increase the quality of mobility	1.1.1. Make a plan of promotional activities aimed at students and staff, monitor and analyse the potential programs and projects at different levels due to the strengthening of international cooperation, mobility and internationalization	1.1.1.1. Drafted and adopted annual plan of activity promotion 1.1.1.2 Identified potential programs and projects at different levels due to the strengthening of international cooperation and mobility 1.1.1.3 Number of projects and programs, active, in total, in a given period, considering the trends 1.1.1.4 Analysis of programs and projects which included Logos are periodically performed and discussed in the appropriate authority	Existing resources	International Relations Office Director	Continuously	International Relations Office informs the Director Director reports to the Senate
	1.1.2. Create and use a high-quality information system for support, monitoring and analysis of realized mobility and by carrying out surveys determine their quality	1.1.2.1 Greater recognition of Logos at the local, regional and international levels - improve rating 1.1.2.2 increase the IS number of users 1.1.2.3 Created mobility and statistical database with reporting system 1.1.2.4 Increasing the number of news and other content 1.1.2.5 Defined and created statistics of mobility 1.1.2.6 The adopted system of research, surveys are conducted periodically 1.1.2.7 Statistics on research and mobility is periodically discussed with the competent authority	Existing resources	IT administrator and e-University administrator International Relations Office Contact persons on study programs	Continuously	International Relations Office informs the Director Director reports to the Senate
1.2. The increase in incoming and outgoing mobility of students, teachers and administrative staff	1.2.1. In order to increase coming mobility, make study programs more attractive, enhance and internationalize the curriculum and create preconditions for organizing one or more international short programs or programs for lifelong learning, with intense involvement of student organizations at Logos.	1.2.1.1 Number of incoming and outgoing mobility 1.2.1.2 Number of revised curricula 1.2.1.3 Number of innovative items on the curriculum 1.2.1.4 Database of innovative subjects / curriculum exists and is periodically updated 1.2.1.5 The number of international short programs and lifelong learning programs	EU programs (Erasmus and others), the global mobility programs, bilateral and multilateral agreements	International Relations Office	Continuously	International Relations Office informs the Director Director reports to the Senate

	<p>1.2. 2.. Put promotional material on the website - a short presentation about Logos and the environment, a short CV of Logos and state documents that students - guests must fill.</p>	<p>1.2.2.1 Number of presentations as a promotional tool</p> <p>1.2.2.2 Web page is constantly updated - statistics and trends</p> <p>1.2.2.3 Number of visitors and number of report of updates have been reported in different time periods, and the results are periodically discussed in the competent authorities</p> <p>1.2.2.4 Short CV and presentation about Logos are available on the website and the information is periodically refreshed</p>	<p>existing resources;</p> <p>hiring experts to make presentations</p>	<p>IT administrator</p> <p>International Relations Office</p>	<p>Continuously</p>	<p>International Relations Office informs the Director</p> <p>Director reports to the Senate</p>
	<p>1.2.3. Undertake activities related to the recognition of diplomas and credit transfer for the purpose of balancing the mobility of students;</p> <p>Maximum respect the provisions of the Ordinance on mobility, according to the findings in its application - possibly modify it</p>	<p>1.2.3.1. Number of performed activities, periodically analysed and considered</p> <p>1.2.3.2 There is a system for the recognition of diplomas and credit transfer. It is analysed and periodically examined</p> <p>1.2.3.3 The satisfaction of all participants in the process is measured and monitored by a special survey, which was adopted and placed on the website</p> <p>1.2.3.4 Periodic review of internal documents and procedures for mobility</p>	<p>Existing resources</p>	<p>IT administrator</p> <p>International Relations Office</p>	<p>Continuously</p>	<p>International Relations Office informs the Director</p> <p>Director reports to the Senate</p>
	<p>1.2.4. Increase the number of subjects in which instruction is given in English or another foreign language</p>	<p>1.2.4.1 Number of subject / subjects in English</p> <p>1.2.4.2 Number of subject/subjects in other languages with which refers to the language that is associated</p> <p>1.2.4.3 Training of teaching staff takes place periodically</p>	<p>Existing resources</p> <p>An expert from the practice for additional training of staff</p>	<p>International Relations Office</p> <p>Heads of study departments</p> <p>Director</p>	<p>Continuously each academic year</p>	<p>Director reports to the Senate</p>
	<p>1.2.5. Make study programs more attractive, enhance and internationalize the curriculum</p>	<p>1.2.6.1 Number of incoming mobility, attitudes, trends</p> <p>ref. 1.2.1</p>	<p>existing resources</p>	<p>Heads of study departments</p> <p>Teachers and associates</p>	<p>Continuously each academic year</p>	<p>The Director reports to the Senate and, if necessary, the competent Ministry</p>
	<p>1.2.6. formally recognize the competence of local teachers acquired abroad, arrange attractive mechanisms and provide adequate working conditions for mobile staff.</p>	<p>1.2.7.1 The number and types of competencies that can be formally recognized</p> <p>1.2.7.2 Satisfaction of staff in mobility is measured by a separate survey in regular procedure</p> <p>1.2.7.3 Logos has developed a system to support the mobility of its staff</p> <p>1.2.7.4 A formal system of recognition was established for the recognition of competencies of teaching staff and it</p>	<p>existing resources</p> <p>A system of recognition in accordance with applicable regulations</p>	<p>Heads of study departments</p> <p>Director</p>	<p>Continuously</p>	<p>Director reports to the Senate</p>

		<p>was discussed periodic at the competent authorities</p> <p>1.2.7.5 The number and structure of personnel involved in the mobility is monitored and reviewed periodically</p>				
	1.2.7. analyse the current situation in the field of mobility, international cooperation and internationalization and propose measures for improvement	<p>1.2.8.1 Number of mobility and other activities in the field of mobility, international cooperation and internationalization is monitored periodically analysed and considered</p> <p>1.2.8.2 Partners were identified to promote and strengthen international cooperation, mobility and internationalization</p>	<p>Existing resources</p> <p>Information system - platform e-University</p>	<p>Heads of study departments</p> <p>Director</p>	Continuously each academic year	Director reports to the Senate
1.3. Strengthening and improving the process of internationalization	1.3.1. create conditions for the organization of multilateral summer schools and regional forms of cooperation in higher education	<p>1.3.1.1 The number of schools and other forms of cooperation with the designation of the type of cooperation</p> <p>1.3.1.2 The number and structure of participants</p> <p>1.3.1.3 Satisfaction of participants is measured, monitored and considered</p>	<p>Existing resources, bilateral agreements, mobility programs</p> <p>An additional resource in accordance with the project approach</p>	<p>Heads of study departments</p> <p>Director</p>	Continuously each academic year	Director reports to the Senate
1.4. Registration and management of international projects	1.4.1. Systematically encourage applications for international projects	<p>1.4.1.1 The number and quality of projects submitted</p> <p>1.4.1.2 The number and structure of personnel involved</p> <p>1.4.1.3 Engagement: registered - approved project</p> <p>1.4.1.4 Number of institutional partnerships in the project</p>	Existing resources	<p>International Relations Office</p> <p>Heads of study departments</p> <p>Director</p>	Continuously	<p>International Relations Office informs the Director</p> <p>Director reports to the Senate</p>
	1.4.2. continue to educate staff for writing and managing of international projects	<p>1.4.2.1 The number and type of successful projects</p> <p>1.4.2.2 The number and types of projects and project failures</p> <p>1.4.2.3. Number of successfully implemented educational measures</p> <p>1.4.2.4 The number and structure of the involved students</p>	Existing resources	<p>International Relations Office</p> <p>Heads of study departments</p> <p>Director</p>	Continuously	<p>International Relations Office informs the Director</p> <p>Director reports to the Senate</p>
1.5. making analyse and the scope of quality of the Office for Cooperation and proposing measures for improvement	1.5.1. analyse the activities within its competence and efficiency of their performance	<p>1.5.1.1 Number of successfully completed tasks, periodically evaluated</p> <p>1.5.1.2. Conducting survey / research about the satisfaction with the services of the IRO, with the results to be considered</p>	Existing resources	International Relations Office	Periodically, 2 times a year	<p>International Relations Office informs the Director</p> <p>Director reports to the Senate</p>

<p>1.5.2. propose measures for improving the work of the Office</p>	<p>1.5.2.1 Report of the IRO exists and is reviewed yearly with the competent authorities</p> <p>1.5.2.2. Improvement Plan for IRO exists, was adopted, is public and transparent</p> <p>1.5.2.3 When creating a plan of improvement, satisfaction of students and staff members and their comments and suggestions were taken into account.</p>	<p>Existing resources</p>	<p>International Relations Office</p>	<p>Continuos each academic year</p>	<p>International Relations Office informs the Director</p> <p>Director reports to the Senate</p>
---	--	---------------------------	---------------------------------------	--	--

INDICATORS OF INTERNATIONALIZATION

Indicators of development of internationalization at Logos in the period 2023-2028

Indicators represent operational variables related to specific empirically measurable characteristics of higher education institutions or programs on which evidence can be collected to determine whether the standards have been met. Using Indicators performance trends and areas are identified where there is need for action and / or to enable comparison of actual results with the established objectives. They are also used for implementation of the theoretical aspects of one or more areas that is been observed in practice, and that is known as operationalization. They differ from the criterion which represent the data for determining the level of performance of the checked subject and of the standards which represent the level of acceptable performance in terms of a specific numeric criterion.

Performance indicators include a series of statistical parameters by which the level of implementation of the higher education institution or a program in a certain quality dimension is measured. The indicators are qualitative and quantitative measures of the output (current measurement results) and measuring outcomes (long-term measurement of outcomes and impacts) of a system or a program.

They allow institutions to benchmark their own performances or allow comparison of higher education institutions, etc. Performance indicators are only effective when used as part of a coherent set of input, process and output indicators. Given that higher education institutions carry out different activities and, as such, is geared towards achieving multiple objectives, for the identification and implementation of a large number of performance indicators it is necessary to cover the entire field of activity.

Therefore, in the area of internationalization and international cooperation at Logos in this document we will establish unique mechanisms of identification, data collection, monitoring and analysis of 20 indicators.

Area	Indicators
Contracts and partnerships	1.1. Number of newly signed international agreements (Bilateral)
	1.2 The degree of implementation of international agreements by year (the contracting parties, the time of signing, the time of renewing the contract, content, implementation of the contract for each year)
	1.3 Number of networks and associations in which Logos is a member (Multilateral), namely: national, regional and international

Indicator 1.1	Number of newly signed international agreements (Bilateral)
Description	The newly signed agreements on academic and other forms of cooperation with foreign higher education institutions and institutes are a precondition for the development of internationalization and international cooperation and in

	<p>several forms: application for international projects, academic mobility, organization of joint study or other types of educational programs such as summer schools and scientific conferences.</p> <p>This indicator measures the number of such signed contracts at the annual level, and Logos will endeavour that number of newly signed agreement is in constant growth, but not at any price but planned and in a systematic way.</p>				
Data	The Office for International Cooperation				
Application	Relatively complex because for the management of the institution a challenge was put to find new quality partner institutions and agree new forms of cooperation.				
Level	Institution				
Connection	Objectives: 1, 2, 3 and 4.				
Value	2023.	2024.	2025.	2026.	2027.
	5	5	5	7	7

Indicator 1.2	The degree of implementation of international agreements				
Description	<p>Although Logos has signed several contracts with other institutions of higher education, we didn't critically analyse the degree of implementation of these contracts nor anyone was seriously engaged in that matter.</p> <p>The current situation is such that the contracts were signed for prestige, although open many possibilities for real cooperation to more fields. In the initial phase we will make an analysis of all contracts and enumerate potential areas and mechanisms of cooperation for each.</p> <p>We will establish a register or by using any other suitable electronic services follow the degree of fulfilling our contractual obligations, renewal of contracts / agreements and monitor their degree of fulfilling.</p> <p>This indicator is descriptive in its initial phase, after which it will become a numeric indicator.</p>				
Data	International Relations Office				
Applicability	<p>Complex. Because this kind of activity is not so far made, the analysis of all contracts signed in the initial phase will be quite challenging. The establishment of the electronic register, which will follow the value of this indicator later, too.</p> <p>After the initial load further application of this indicator and its monitoring will be simple.</p>				
Level	Institution				
Connection	Objectives: 2, 3 and 4.				
Value	2023.	2024.	2025.	2026.	2027.
	Descriptive	Descriptive	Descriptive	Descriptive	Descriptive

Indicator 1.3	Number of networks and associations in which Logos is a member (Multilateral), namely: national, regional, international				
Description	<p>Membership in national, regional and international networks and associations is of interest to Logos for the realization of new connections with foreign higher education institutions, but also to strengthen existing contacts with partners. The indicator will keep track of the number of networks and associations in which Logos acquired the status of a member, of any kind. The</p>				

	size and importance of networks or associations should be taken into consideration.				
Data	International Relations Office				
Applicability	Simple as the International Office is the coordinator of these activities.				
The level of application	Institution				
Connection	Objectives: 1, 2, 3 and 4.				
Value	2023.	2024.	2025.	2026.	2027.
	-	1	1	2	2

Area	Indicators
<ul style="list-style-type: none"> Projects 	2.1 Number of international projects in which Logos is a partner, number of letters of consent issued and ratio

Indicator 2.1	The number of international projects applied by Logos, the number of approved projects and ratio				
Description	Through involvement in various projects in which it is a partner, Logos develops the level of internationalization and involvement in European trends in the field of higher education, but also science and professions, depending on the projects involved. This indicator quantitatively shows the number of new projects in which Logos is a partner, the number of letters of consent issued and the ratio between signed letters of intent and actual projects in which Logos participates. By monitoring the defined value of the indicator, Logos will be able to monitor and react to developments and invitations to participate in projects, through the search for new partners, more active participation in writing project proposals, etc.				
Data	International Relations Office				
Application	The application of this indicator is simple. The Office for International Cooperation reports the director about the value of the indicators annually.				
Level	Institution				
Connection	Objectives: 1 and 4.				
Value	2023.	2024.	2025.	2026.	2027.
	partner 2 Number of issued letters of consent 7 Ratio 1/7	partner 2 Number of issued letters of consent 8 Ratio 1/8	partner 2 Number of issued letters of consent 10 Ratio /10	partner 2 Number of issued letters of consent 12 Ratio 2/12	partner 2 Number of issued letters of consent 15 Ratio 3/15

Area	Indicators
<ul style="list-style-type: none"> Incoming mobility 	3.1 Number of incoming students
	3.2 Number of incoming academic staff
	3.3 Number of lectures by incoming academic staff
	3.4 Number of incoming administrative staff

Indicator 3.1	Number of incoming students in total and per cycle				
Description	The number and structure of students from foreign countries who decide to spend part of their education at Logos is one of the key indicators that measures the success of academic mobility, and is one of the elements for measuring the attractiveness of study programs and the institution in general.				
Data	International Relations Office, Offices				
Application	<p>For easier monitoring of indicators, the information system was promoted in the part relating to the Registrar's Office with enabling the recording of these students in the information system.</p> <p>The realization of this indicator is directly dependent on several factors (legal regulations for incoming students, the number of study programs in foreign languages, resources, subjects that are performed in foreign languages, a somersault or training in English or other foreign languages, etc.</p> <p>For this reason, during the interpretation of this indicator in the account can be taken the movement of indicator of which this indicator is directly dependent, and because of all this its applicability is complex.</p>				
Level	Institution				
Connection	objectives: 1 and 2				
Value	2023.	2024.	2025.	2026.	2027.
	3	3	5	7	10

Indicator 3.2	Number of incoming academic staff				
Description	The intensity of the arrival of the teaching staff from other foreign higher education institutions to Logos, with the aim of teaching over time or teaching special subjects, training and programs shows the openness and attractiveness of Logos for the acquisition of new academic skills and progress in the educational and scientific field as well as commitment to the internationalization in the general sense.				
Data	International Relations Office				
Application	Relatively complex because it is a segment that Logos must in the coming period additionally build / improve. Also, this indicator requires the creation / improvement of certain legal regulations and related procedures.				
Level	Institution				
Connection	Objectives: 1 and 2				
Value	2023.	2024.	2025.	2026.	2027.
	10	15	17	20	25

Indicator 3.3		Number of lectures by incoming academic staff				
Description	Incoming mobility of academic staff are extremely important for international cooperation and internationalization. With monitoring of these indicators, we want to achieve better insight into the topics and areas that are of interest to teachers in incoming mobility. The aim is to definitely increase incoming mobility and to develop it in those areas where the number of incoming mobility is possibly bad or reduced.					
Data	The Office for International Cooperation					
Application	Simple. Based on the work plan and real activities of the incoming staff in respect to the incoming mobility, the international office has access to the necessary information.					
Level	Institution					
Connection	Objectives: 1, 2, and 3					
Value	2023.	2024.	2025.	2026.	2027.	
	10	12	15	18	20	

Indicator 3.4		Number of incoming administrative staff				
Description	Quantitative expresses the arrivals of the administrative staff from foreign higher education institutions for training, holding courses etc. When interpreting this indication, we should take into account the reasons for the administrative staff from foreign higher education institutions is staying at Logos, or whether the reason is personal training or specialization and training of employees in the administration on Logos.					
Data	The Office for International Cooperation					
Application	As Logos is the host institution, with adequate application of associated procedures, the applicability of this indicators is simple					
Level	Institution					
Connection	Objectives: 1, 2 and 3					
Value	2023.	2024.	2025.	2026.	2027.	
	5	7	9	9	11	

Area	Indicators
<ul style="list-style-type: none"> Outgoing mobility 	4.1 Number of outgoing students
	4.2 Number of outgoing academic staff
	4.3 Number of outgoing administrative staff
	4.4 Number of education of students and staff on internationalization and mobility

Indicator 4.1	Number of outgoing students
----------------------	------------------------------------

Description	Measures and monitors the number of students who go on mobility abroad at different periods and for different reasons. It can be said that the indicator measures the interest of students for training and acquiring new knowledge at other foreign institutions of higher education. At the same time, this indicator is one of the main parameters of the openness of Logos in the process of internationalization. The indicator monitors various aspects of students who go on mobility. The source is the information for the management of Logos in this segment of internationalization.				
Data	The Office for International Cooperation				
Application	Relatively simple, provided that it requires the adoption and promotion of certain documents, primarily the procedure on mobility and recognition by which the visit to another higher education institution abroad will be regulated or the recognition of this period, i.e. acquired certificates and credits during their stay in mobility. Construction / amendment of particular electronic register module and an information system that monitors these parameters is also required.				
Level	Institution				
Connection	Objectives: 1, 2 and 3				
Value	2023.	2024.	2025.	2026.	2027.
	3	5	5	7	10

Indicator 4.2	Number of outgoing academic staff				
Description	It measures the number of outgoing academic staff who spend a certain period of time on some of the higher education institutions abroad. While monitoring and analysis of this indicator the reasons for teachers leaving in mobility will be taken in the account. This is also one of the indicators that can be classified as the most important in terms of the intensity of the internationalization of the Logos.				
Data	The Office for International Cooperation				
Application	Relatively simple with adequate application of the Ordinance on mobility, and creating legal preconditions for academic mobility.				
Level	Institution				
Connection	Objective: 1, 2 and 3				
Value	2023.	2024.	2025.	2026.	2027.
	10	12	17	17	20

Indicator 4.3	Number of outgoing academic staff				
Description	Indicator monitors and measures the number of administrative staff who has spent a specified period of time in higher education institutions abroad. In the analysis and interpretation of this indicator the reasons why the administrative staff stayed abroad should be considered, or whether the reason is personal training or education of staff abroad				
Data	The Office for International Cooperation				
Application	A relatively simple with the proper application of the provisions on the regulation of the period of stay in higher education institutions abroad.				

Level	Institution				
Connection	Objectives: 1, 2 and 3				
Value	2023.	2024.	2025.	2026.	2027.
	3	4	4	4	5

Indicator 4.4	Number of education of students and staff on internationalization and mobility				
Description	Starting the process of internationalization requires some form of training for students, academic and administrative staff. For this purpose, it is necessary to organize a number of different workshops, of informative or educational character, where participants can be informed of the manner in which it is possible to participate in mobility, writing and applying for international cooperation projects and the like.				
Data	The Office for International Cooperation				
Application	With the creation of the necessary legislation, and subsequently created opportunities to participate in mobility programs, the applicability of this indicator is simple				
Level	Institution				
Connection	Objectives: 1, 2 and 3				
Value	2023.	2024.	2025.	2026.	2027.
	4	5	5	7	7

Area	Indicators
<ul style="list-style-type: none"> Conferences, summer schools and other short courses / programs 	5.1 The number of international summer schools
	5.3 Number of subjects at Logos and study programs that can be listened in foreign languages .

Indicator 5.1	The number of international summer schools				
Description	International Summer Schools as educational programs in many ways contribute to the internationalization of Logos. In addition to the adoption of new knowledge it can be said that while performing these programs also academic incoming mobility is carried out, which is especially important. This indicator will track the number of held international summer schools including the number of participants and lecturers from abroad.				
Data	International Relations Office				
Applicability	Simple because the International Office is directly involved in the organization of any international summer school making it easier to monitor this indicator.				
Level	Institution				
Connection	Objectives: 1, 2, 3, 4 and 5				
Value	2023.	2024.	2025.	2026.	2027.

	x	x	1	1	2
--	---	---	---	---	---

Indicator 5.2		Number of subjects at Logos and study programs that can be listened in foreign languages				
Description	<p>For the initial phase of internationalization, and improving incoming mobility, the number of subjects that can be held in a foreign language at all study programs will be determined. The goal is to offer foreign students attending educational content on specific subjects.</p> <p>In the analysis of this indicator, it is important to pay attention to the fact that after the initial phase of the recording status in this area, given the existing staff, the number of subjects in foreign languages will not change much. Larger fluctuations we can expect with opening of new study programs, hiring new staff, etc..</p>					
Data	Heads of study programs / International Office					
Applicability	To apply this indicator, it is necessary to regulate the extra hours that teachers hold to incoming students in addition to the regular number of hours. With legal regulations the application of indicators is relatively simple.					
Level	Institution / study programs					
Connection	Objectives: 1, 2, 3, 4 and 5					
Value	2023.	2024.	2025.	2026.	2027.	
	100	105	110	115	120	

Area	Indicators
<ul style="list-style-type: none"> Staff 	<p>6.1 Percentage of income from international projects and IRO work (for all programs) in the total budget of the institution</p> <p>6.2 Number of staff at the Office for International Cooperation</p>

Indicator 6.1		Percentage of income from international projects and IRO work (for all programs) in the total budget of the institution				
Description	<p>International projects can play a significant role in the overall budget of the College. The goal of the College is to gradually increase income from international projects. This indicator measures and monitors total revenues for all international projects at the institution and the ratio of revenues for international projects in the total budget of the institution.</p>					
Data	Accounting and financial service					
Applicability	Relatively simple. These data are collected from the adopted financial plan.					
Level	Institution					

Connection	Strategic Objective: 6				
Value	2023.	2024.	2025.	2026.	2027.
	2%	2%	3%	3%	4%

Indicator 6.2	Number of staff in the Office of International Cooperation				
Description	Full time or part-time employees who in the description of their jobs perform activities related to international cooperation and the internationalization and members of the network of the Office for International Cooperation.				
Data	International Relations Office				
Applicability	Office for International Cooperation is active at Logos. In future one of the biggest challenges for Logos will be an increase in the volume of work in accordance with the promotion of work of the Office for International Cooperation provided in this Strategy. Strengthening of the Office for International Cooperation will be provided with administrative support for all forms of international activities, and already formed internal network will be enhanced for the development of international cooperation with the addition of internationality in a broader sense. Taking into account the stated applicability of this indicator will be complex.				
Level	Institution				
Connection	Objective: 6				
Value	2023.	2024.	2025.	2026.	2027.
	1	1	1	2	2

Area	Indicators
• Visibility	• Monitoring of international visibility
	• Promotional material has been developed, publicly available and is intended for the improvement of internationalization and mobility
	• The attractiveness of the website and content in English

Indicator 7.1	Monitoring of international visibility
Description	The results of the application of the above indicators ultimately should lead to a better positioning of Logos to the world rankings as Webometrics, and the like. When ranking higher education institutions, world rankings take into account, most frequently, the visits to official website, and then the citation of researchers and scholars with certain HEIs and other relevant specific criteria. By tracking the movement of this indicator in an objective way positive or negative trend in terms of the internationalization of Logos will be determined.
Data	Quality assurance and international cooperation office /QA/IT

Applicability	Taking into account that for better positioning of Logos on the rankings it is needed to edit the number of details in the form of IT actions and actions at other levels, it can be said that the applicability of this indicator is complex.				
Level	International Relations Office monitors and measures the international visibility and shall periodically report to the Director, and suggests actions for further improvements and enhancements				
Connection	Objective: 1				
Value	2023.	2024.	2025.	2026.	2027.
	Descriptively	Descriptively	Descriptively	Descriptively	Descriptively

Indicator 7.2	Promotional material is developed, publicly available and is intended for the improvement of internationalization and mobility				
Description	<p>With the aim of better informing of students, teachers and administrative staff on the possibilities of international cooperation, flyers, brochures, manuals and multimedia materials on the various programs of internationalization will be made.</p> <p>The purpose of the indicators is that by measuring the types of promotional materials indicate the intensity of the development of international cooperation and internationalization at Logos.</p>				
Data	International Relations Office				
Application	To begin with internationalization info pack about the possibilities which Logos offers to foreign students and guide with basic explanations about mobility, documentation will be viewed and promoted. With the development of study programs and the internationalization of the curriculum, accreditation processes, etc, there will be a need for development of other types of promotional material. The applicability of this indicator is simple due to that is directly dependent on the intensity of the development of international cooperation and obligations of institutions in the accreditation process and post-accreditation period.				
Level	Institution				
Connection	Objective: 1				
Value	2023.	2024.	2025.	2026.	2027.
	10%	15%	20%	25%	30%

Indicators 7.3	The attractiveness of the website and content in English				
Description	By monitoring the visits to contents in English language the intensity of interest for content offered by Logos indirectly will be determined. Based on the monitoring of this indicator it will be possible to determine the types of programs and content that are most interesting to foreigners. If necessary, it is possible to react and improve poorly visited segment.				
Data	IT / International Office				
Application	Specific requirements are not necessary, the use of this indicator is simple.				
Level	Institution				
Connection	Objective: 1				
Value	2023.	2024.	2025.	2026.	2027.
	x	5%	7%	9%	11%