



**JOSIP JURAJ STROSSMAYER UNIVERSITY OF OSIJEK  
CATHOLIC FACULTY OF THEOLOGY IN ĐAKOVO**

# Self-Evaluation

OF THE CATHOLIC FACULTY OF THEOLOGY IN ĐAKOVO  
J. J. STROSSMAYER UNIVERSITY OF OSIJEK



2020



**JOSIP JURAJ STROSSMAYER UNIVERSITY OF OSIJEK  
CATHOLIC FACULTY OF THEOLOGY IN ĐAKOVO**

CLASS: 602-04/20-01/03

REG. NO.: 2121-32-01-20-04

# Self-Evaluation

OF THE CATHOLIC FACULTY OF THEOLOGY IN ĐAKOVO  
J. J. STROSSMAYER UNIVERSITY OF OSIJEK  
2020

Name of the evaluated higher education institution:

**CATHOLIC FACULTY OF THEOLOGY IN ĐAKOVO** (hereafter: CFT)

Name of the university of which the higher education institution is a constituent:

**JOSIP JURAJ STROSSMAYER UNIVERSITY OF OSIJEK**

Register: **Scientific institution and higher education institution (Humanities; Theology and Philosophy)**

Year of establishment: **2005**

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Title, name and surname of the head of the higher education institution:

**Assoc. Prof. Vladimir Dugalić, Ph.D., Faculty Dean**

Bank name and account number through which the institution operates:

**Croatian Postal Bank (HPB):**

**IBAN-HR4523900011100474440 Faculty**

**IBAN-HR3123900011500027586 Student Dormitory**

OIB: **05384220316**



SVEUČILIŠTE JOSIPA JURJA STROSSMAYERA U OSIJEKU  
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KLASA: 602-04/20-01/03

URBROJ: 2121-32-01-20-05

Đakovo, 25. ožujka 2020.

Na temelju članka 47. Statuta Katoličkog bogoslovnog fakulteta u Đakovu u sastavu Sveučilišta Josipa Jurja Strossmayera u Osijeku, pročišćeni tekst te na temelju prijedloga „Samoanaliza Katoličkoga bogoslovnog fakulteta u Đakovu Sveučilišta Josipa Jurja Strossmayera u Osijeku 2020.“ Povjerenstva za izradu samoanalize od 20. ožujka 2020. godine (KLASA: 602-04/20-01/03 URBROJ: 2121-32-01-20-04), Fakultetsko vijeće Katoličkog bogoslovnog fakulteta u Đakovu je na VII. (II. elektronskoj) sjednici u akademskoj 2019./2020. godini održanoj od 23. do 25. ožujka 2020. godine, pod točkom 1. dnevnog reda, donijelo sljedeću

#### ODLUKU

1. Usvaja se dokument „Samoanaliza Katoličkoga bogoslovnog fakulteta u Đakovu Sveučilišta Josipa Jurja Strossmayera u Osijeku 2020.“
2. Ova Odluka stupa na snagu danom donošenja.



Dekan

*Vladimir Dugalić*  
Izv. prof. dr. sc. Vladimir Dugalić

Dostavljeno:

1. Članovima Povjerenstva za Samoanalizu
2. Pismohrana Fakulteta.



SVEUČILIŠTE JOSIPA JURJA STROSSMAYERA U OSIJEKU  
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KLASA: 602-04/19-01/12  
URBROJ: 2121-32-08-19-4  
Đakovo, 2. prosinca 2019.

Na temelju članka 45. i članka 48. Statuta Katoličkoga bogoslovnog fakulteta u Đakovu, Fakultetsko vijeće Katoličkoga bogoslovnog fakulteta u Đakovu na svojoj III. redovitoj sjednici u akademskoj godini 2019./2020., održanoj 2. prosinca 2019. godine pod 11. točkom dnevnoga reda donijelo je sljedeću

**ODLUKU**  
**o imenovanju članova Povjerenstva za izradu Samoanalize**  
**za potrebe reakreditacije Katoličkoga bogoslovnog fakulteta u Đakovu**  
**u akademskoj godini 2019./2020.**

I. Imenuju se sljedeći članovi Povjerenstva za izradu Samoanalize:

1. Izv. prof. dr. sc. Vladimir Dugalić, predsjednik Povjerenstva
2. Izv. prof. dr. sc. Suzana Vuletić, prodekanica za nastavu i studente
3. Izv. prof. dr. sc. Stjepan Radić, prodekan za znanost i međufakultetsku suradnju
4. Doc. dr. sc. Zdenko Ilić, prodekan za financije i organizaciju poslovanja
5. Doc. dr. sc. Davor Vuković, predsjednik Povjerenstva za osiguranje i unaprjeđenje kvalitete
6. Izv. prof. dr. sc. Šimo Šokčević, glavni i odgovorni urednik znanstvenog časopisa Diacovensia
7. Petar Vidović, dipl. teol., tajnik
8. Ivana Žavcar, studentica

II. Ova Odluka stupa na snagu danom donošenja.



Dekan

*Vladimir Dugalić*  
Izv. prof. dr. sc. Vladimir Dugalić

Dostaviti:

1. Izv. prof. dr. sc. Vladimir Dugalić
2. Izv. prof. dr. sc. Suzana Vuletić
3. Izv. prof. dr. sc. Stjepan Radić
4. Doc. dr. sc. Zdenko Ilić
5. Doc. dr. sc. Davor Vuković
6. Izv. prof. dr. sc. Šimo Šokčević
7. Petar Vidović, dipl. teol.
8. Ivana Žavcar, studentica
9. Pismohrana, ovdje.





SVEUČILIŠTE JOSIPA JURJA STROSSMAYERA U OSIJEKU  
KATOLIČKI BOGOSLOVNI FAKULTET U ĐAKOVU

KLASA: 602-04/19-01/12  
URBROJ: 2121-32-08-19-5  
Đakovo, 3. prosinca 2019.

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Na temelju članka 45. i članka 48. Statuta Katoličkoga bogoslovnog fakulteta u Đakovu i Odluke o imenovanju članova Povjerenstva za izradu Samoanalize od 2. prosinca 2019. godine dekan donosi sljedeću

ODLUKU  
o imenovanju radnih skupina

I.

U svrhu bolje organizacije i provedbe zadataka pri sastavljanju Samoanalize imenuju se radne skupine prema poglavljima *Standarda za vrjednovanje kvalitete sveučilišta i sastavnica sveučilišta u postupku reakreditacije visokih učilišta* kako slijedi:

1. *Interno osiguravanje kvalitete i društvena uloga visokog učilišta*  
Izv. prof. dr. sc. Vladimir Dugalić, dekan, voditelj radne skupine  
Antonija Pranjeković, voditeljica Ureda za unaprjeđenje i osiguranje kvalitete
2. *Studijski programi*  
Izv. prof. dr. sc. Suzana Vuletić, prodekanica za nastavu i studente, voditeljica radne skupine  
Izv. prof. dr. sc. Ivica Pažin, voditelj programa cjeloživotnog učenja  
Ivana Žavcar, studentica
3. *Nastavni proces i podrška studentima*  
Izv. prof. dr. sc. Suzana Vuletić, prodekanica za nastavu i studente, voditeljica radne skupine  
Lidija Drmić, voditeljica Ureda za studente i studije  
Petar Vidović, tajnik  
Antonija Pranjeković, administrativni Erasmus koordinator  
Antun Nikolić, student
4. *Nastavnički i institucijski kapaciteti*  
Doc. dr. sc. Zdenko Ilić, prodekan za financije i organizaciju poslovanja, voditelj radne skupine  
Danijela Išasegi Drenjančević, voditeljica Ureda za opće i pravne poslove  
Tihonija Zovko, zamjenica voditeljice Središnje nadbiskupijske i fakultetske knjižnice  
Anđela Čota, voditeljica Ureda za financijsko - računovodstvene poslove
5. *Znanstvena i stručna djelatnost*  
Izv. prof. dr. sc. Stjepan Radić, prodekan za znanost, voditelj radne skupine  
Izv. prof. dr. sc. Šimo Šokčević, glavni i odgovorni urednik znanstvenog časopisa *Diacovensia*  
Ankica Landeka, voditeljica Središnje nadbiskupijske i fakultetske knjižnice  
Antonija Pranjeković, voditeljica Ureda za unaprjeđenje i osiguranje kvalitete

Ova Odluka stupa na snagu danom donošenja.



Dekan

Izv. prof. dr. sc. Vladimir Dugalić



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The Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek, has been included in the 2020 Higher Education Re-accreditation Plan of the Accreditation Council of the Agency for Science and Higher Education (ASHE). On this basis, on 2 December 2019, the Faculty Council appointed the Commission for Self-evaluation, and on 3 December the Dean of the Faculty appointed working groups according to the chapters of the document *Standards for the evaluation of quality of universities and university constituents in the procedure of re-accreditation of higher education institutions*. For evaluation purposes, it was decided to take the academic year 2018/2019 as the current year of evaluation, and for the data relating to the calendar year the final year is 2019.

The document *Self-Evaluation of the CFT in Đakovo J. J. Strossmayer University of Osijek 2020* was adopted at the 7<sup>th</sup> (2<sup>nd</sup> electronic) session of the Faculty Council in the academic year 2019/2020 under the item 1 of the agenda from 23-25 March 2020.

## Vision

In accountability to religious, cultural, social and historical heritage, the Faculty will continually make progress towards fulfilling its fundamental mission: the intellectual and spiritual development of young people, as well as scientific research and the establishment of the truths of the Christian faith. It will grow steadily in excellence with regard to the quality of effective teaching, active learning, academic research, and with regard to the responsible commitment to local, university, national and international both social and church community. It will promote and nurture fellowship in all dimensions of faculty life, and at the same time, in light of its core values, it will foster a spirit of openness and fellowship in a largely Catholic, though religiously complex environment.

## Calling (Mission)

The Faculty will educate students to be, in the spirit of Christian faith and ecclesiasticism, morally responsible members of society that make critical analysis and act wisely and proficiently in order to contribute to the common good. Fulfilling the mission of evangelization, which Christ entrusted to the Church, the Faculty will continually strive to ensure the best possible and complete education and formation of students, especially priestly candidates and lay catechists. In collaboration with the church and faculty authorities, it will develop excellence and diversity of study programs, the quality of teaching and teacher training and advancement, encouraging and rewarding the success of students, with special interest in the field of scientific research.

In this regard, in order to fulfil its mission and vision, the Faculty will continue to strive:

- to promote and nurture the scientific nature of theological disciplines by deepening the knowledge of Christian revelation and exposing the truths contained therein;
- to help find answers to questions posed by today's culture;
- to provide students high quality education;
- to prepare and educate students for morally responsible and competent acceptance of future responsibilities and ministries;
- to promote the ongoing formation of those who perform various duties in the Church;
- to promote the ongoing formation of those who have found their place in social or private institutions;
- to establish cooperation with other academic and scientific institutions, particularly with other constituents of the University of Osijek, in line with its mission of evangelization;
- to contribute to and serve the society in which it is located, promoting the common good;
- to promote the spirit of ecumenism, especially with the Orthodox churches.

## Values

Following its vision and mission, the Faculty will continue, in a special way, to nurture and promote the following values:

- in the spirit of Christian anthropology promote the dignity of the human person;
- promote the spirit of freedom and responsibility;
- promote the common good and nurture fellowship in order to put the good of the community before any personal and individual interests;
- foster the spirit of solidarity and subsidiarity;
- foster excellence;
- promote Christian spirituality.

## The Development of the Faculty

The Catholic Faculty of Theology in Đakovo, Josip Juraj Strossmayer University of Osijek, continues the tradition of studying philosophy and theology in Đakovo since 1806. In 2003, they began the process of separation from the Catholic Faculty of Theology, University of Zagreb, and in 2005, in accordance with the decisions and approvals of the Congregation for Catholic Education in Rome and the Senate of Josip Juraj Strossmayer University of Osijek, the Affiliate Study became the Catholic Faculty of Theology in Đakovo as part of the Josip Juraj Strossmayer University of Osijek.

In 2010, the Faculty began to implement the Bologna Process and to conduct study programs in line with its standards.

The Catholic Faculty of Theology in Đakovo started a re-accreditation process in March 2014, and on 17 and 18 March 2014, an Expert Panel stayed at the Faculty consisting of the Chair of the Expert Panel, Prof. Tina Beattie («The Digby Stuart Research Center for Religion», the United Kingdom of Great Britain and Northern Ireland), Prof. Lucien Van Liere (University of Utrecht, Republic of Netherlands), Prof. Annemarie Mayer (Faculty of Theology and Religious Studies from the Kingdom of Belgium) and Karlo Kovačić, a student at the Catholic Faculty of Theology, University of Zagreb.

Following a letter of expectation with a deficiency deadline of up to three years (CLASS: UP/I-602-04/14-13/00035 REG. NO: 533-20-14-0002, dated 13 February 2015) and made improvements, the 2014 Re-accreditation resulted in the issuing of [certification to the Catholic Faculty of Theology in Đakovo, Josip Juraj Strossmayer University of Osijek, for fulfilling the requirements for performing higher education and scientific activities](#) (Minister of Science and Education Prof. Blaženka Divjak, Ph.D., 23 October 2017) (TD3).

## The chronology of important events in the development of the CFT in Đakovo



- 2005** Based on the Study on the justification of the establishment of the Catholic Faculty of Theology as part of the Josip Juraj Strossmayer University of Osijek, the Senate adopted the Decision on Accepting the Separation of the Theology in Đakovo from the CFT in Zagreb and Receiving the Catholic Faculty of Theology in Đakovo as Part of the University of Josip Juraj Strossmayer in Osijek as Its Scientific-Teaching Constituent – 9 February.
- 2005** The approval of the Senate of the University of Zagreb on the Decision of the Faculty Council of the CFT in Zagreb on separating the Theology in Đakovo from the CFT in Zagreb – 15 February.
- 2005** The license from the competent Ministry to the CFT in Đakovo for performing activities of higher education – 31 May.
- 2005** The Congregation for Catholic Education in Rome signed the decree on establishing the CFT in Đakovo and approved the new Statute – 4 June.
- 2005** The agreement on the position and activities of the CFT in Đakovo as part of the Josip Juraj Strossmayer University of Osijek. The agreement was signed by competent church, state and university authorities – 17 June.
- 2005** Positive opinion of the Board for Statutory and Legal Affairs of the Senate of the University of Osijek on the new Statute of the CFT in Đakovo – 6 July.
- 2005** The decision from the competent Ministry on entering the CFT in Đakovo into the Register of Higher Education Institutions under No. 0282 – 25 July.
- 2005** The decision of the Diocesan Bishop Mons. Marin Srakić, Ph.D., on the beginning of work of the CFT in Đakovo – 30 September.
- 2006** The Committee for Quality Assurance and Monitoring was established at the CFT
- 2008** The Office for Monitoring and Assuring the Quality was established at the CFT in Đakovo.
- 2009** The Faculty Council adopted the new Statute of the CFT in Đakovo, on the proposal of the Dean, with the previous positive opinion of the Board for Statutory and Legal Affairs and with the approval of the Senate – 30 November.
- 2010** The Community of Friends of the CFT in Đakovo was established – 21 June.
- 2010** The integrated undergraduate and graduate university study program was reformed and completely aligned with the Bologna Process.



**Note:** When the process for autonomy started in 2003, the Theology in Đakovo was carrying out a five-year undergraduate university study program of philosophy and theology that was aligned with the program of the CFT in Zagreb. Therefore, when the Congregation for Catholic Education approved the autonomy in 2005, that study program was also approved together with the new Statute. The last generation of students was enrolled in this program in 2009/2010. In this sense, we can say that the study program was completely aligned with the Bologna Process only after the new Statute of 2010.

- 2011** The Faculty Council adopted the document Development Strategy of the CFT in Đakovo for the Period (2011–2015) – 2 May.
- 2011** Establishment of the postgraduate specialist university study program of Pastoral Theology with three specializations: Family Pastoral; Crisis Pastoral; and Parish Pastoral (Senate Decision from 11 July)
- 2014** The visit of the Expert Panel in the process of re-accreditation of the CFT in Đakovo, 17-19 March.
- 2014** Accreditation Recommendation of the Agency for Science and Higher Education – 26 September.

- 2015** Letter of expectation with a deficiency deadline of up to three years – 13 February
- 2015** Adoption of the [Strategic Program of Scientific Research \(2015-2020\)](#) (TD10) – 2 March.
- 2015** Amendments to the integrated undergraduate and graduate university study program of philosophy and theology – 9 June
- 2015** Approval of the new Faculty Statute by the Congregation for Catholic Education – 24 June.
- 2015** The Faculty Council adopted the new Statute of the CFT in Đakovo, on the proposal of the Dean, with the previous positive opinion of the Board for Statutory and Legal Affairs and with the approval of the Senate. The consent of the J. J. Strossmayer University Senate on the new Faculty Statute – 29 September
- 2015** The new Statute of the CFT entered into force on 14 October
- 2016** The Faculty Council adopted the documents »[Development Strategy 2016-2021](#)« (TD8) and »[Action Plan for the Implementation of the Development Strategy of the Catholic Faculty of Theology in Đakovo for the Period 2016-2021](#)« (TD9) – 29 February
- 2016** Cancellation of the postgraduate specialist university study program of Pastoral Theology with three specializations: Family Pastoral; Crisis Pastoral; and Parish Pastoral (Senate Decision) – 12 July. (O7)
- 2017** [Quality Policy](#) (Version 2.0) – 29 May (TD1)
- 2017** [Accreditation Recommendation of the Agency for Science and Higher Education](#) – 17 July (TD2)
- 2017** [Quality Handbook](#) (Version 2.0) – 4 September (P21)
- 2017** [Certificate \(MSES\) on fulfilling the requirements for performing higher education activity and scientific activity](#) – 23 October (TD3)
- 2017** The Faculty Council adopted the Amendments to the Statute of the CFT in Đakovo, on the proposal of the Dean, with the previous positive opinion of the Board for Statutory and Legal Affairs and with the approval of the Senate – 8 May (TD4)
- 2018** [The Statute of the Catholic Faculty of Theology in Đakovo – consolidated text](#) – 9 February (TD5)
- 2019** Amendments to the integrated undergraduate and graduate university study program of philosophy and theology – 25 September

### The diagram of the internal organizational structure

The organizational structure of the CFT in Đakovo is in compliance with the Statute of the Faculty (TD5) that was on the Dean's proposal adopted by the Faculty Council, consented to by the Senate of the Josip Juraj Strossmayer University of Osijek and approved by the Congregation for Catholic Education (entered into force on 6 February 2018). The Statute defined: organizational units (Departments, Chairs, Secretariat, Library and Student Dormitory – Articles: 12-21), authority (Grand Chancellor – Articles: 22-23) and the Faculty bodies (Dean, Vice Deans, Secretary, Dean's Collegium, Senior Staff, Faculty Council – Articles: 24-47). The Faculty Council has permanent and temporary boards and committees.

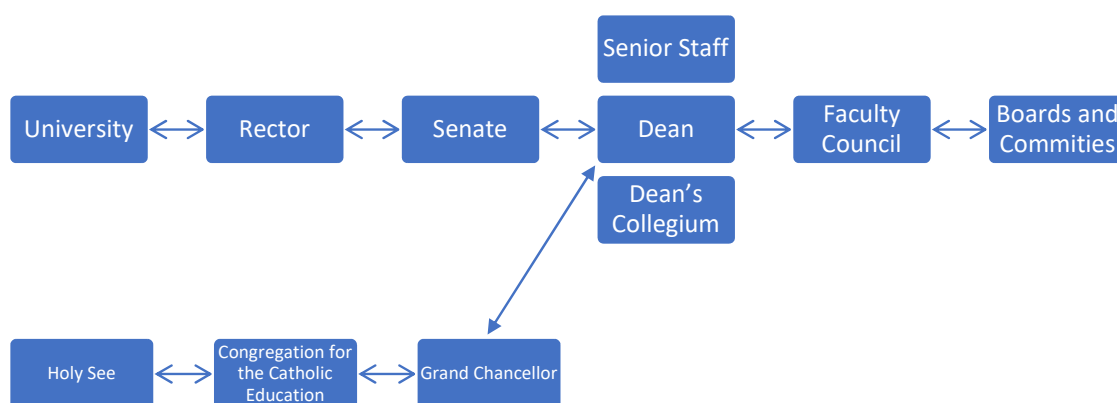


Figure A. Diagram at the basic organization level (the Authority and Faculty Bodies)

The boards and committees of the Faculty are: Board for Graduation and Final Exams, Committee for Obtaining a Doctoral Degree, Committee for Postgraduate Studies, Committee for Publishing Activities, Committee for Verifying Compliance with the Conditions for the Election to Titles and Conditions of the Rector's Assembly, Award Committee, Committee for Additional Validation of Specific Knowledge, Skills and Abilities (motivational interview), Committee for Theological-Pastoral Seminar, Ethics Committee, Committee for Quality Assurance and Improvement of Higher Education, Working Group for Learning Outcomes, Committee for Teaching and Students, Library Council, Committee for Assistance to Students with Lower Socio-economic Status.

At the proposal of the Faculty Council, at the 7<sup>th</sup> session in academic year 2015/2016 held on 30 May 2016, the Dean of the Faculty adopted the new Regulations on the Organization of Job Positions of the Catholic Faculty of Theology in Đakovo, Josip Juraj Strossmayer University of Osijek.

[The Regulations on the Organization of Job Positions of the Catholic Faculty of Theology in Đakovo, Josip Juraj Strossmayer University of Osijek \(P1\)](#), was amended again in 2019 in order to systematize the job positions of all university constituents.

#### Notes on the diagram below

Figures in parentheses indicate the number of employees at basic organizational units (collectively) and at each individual unit (individually).

In 2011, the Faculty was entrusted with the management of the Student Dormitory in Đakovo which then also became one of the organizational units. Its status is defined in the *Agreement on mutual rights and obligations in the organization and use of the Student Dormitory in Đakovo within the Catholic Faculty of Theology in Đakovo as a constituent of the Josip Juraj Strossmayer University of Osijek*, signed on 23 September 2011 between the Faculty, the University and the competent Ministry.



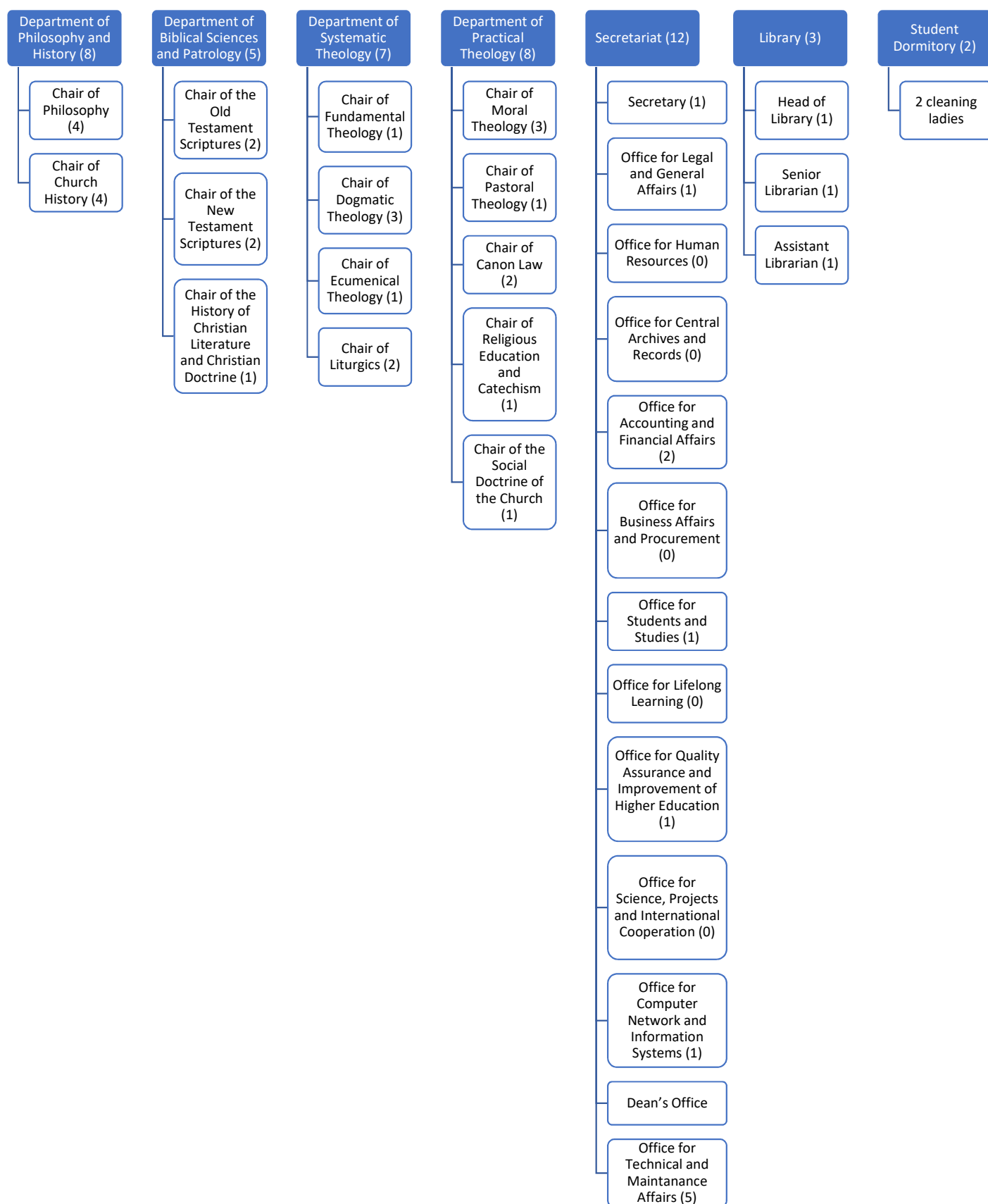


Figure B. The diagram of organizational units of the Catholic Faculty of Theology in Đakovo

## Functional Integration of the University

The Josip Juraj Strossmayer University of Osijek achieves, in accordance with the [University Statute](#) (TD6), a functional integration of all its constituents through the university bodies to ensure a unified coordinated operation in accordance with strategic and development decisions on academic issues and on the profiling of scientific research, and unified and coordinated operation in financial business and legal transactions, investments, development plans and comportment towards external partners in scientific activity and higher education.

Functional integration is based on the unified university ordinances adopted by the Senate and applied by the CFT in Đakovo and all other scientific-teaching and artistic-teaching constituents:

- [Ordinance on Financial Management of the Josip Juraj Strossmayer University of Osijek](#) (P2)
- [Ordinance on Conditions and Manner of Using the Funds of the Business Fund of the Josip Juraj Strossmayer University of Osijek](#) (P3)
- [Ordinance on Election/Reelection to Titles and Corresponding Employment Positions of the Josip Juraj Strossmayer University of Osijek](#) (P4)
- [Ordinance on Evaluation of Assistant's, Postdoctoral Fellow's and Mentor's Performance at the Josip Juraj Strossmayer University of Osijek](#) (P5)
- [Work Regulations of Josip Juraj Strossmayer University of Osijek](#) (P6) (applied at the Rectorate and University Departments and at the faculties and academy in individual parts in accordance with the [Labor Law](#) (Z1))
- [Code of Ethics of the Josip Juraj Strossmayer University of Osijek](#) (TD7)
- [Ordinance on Disciplinary Responsibility of Teachers and Associates of the Josip Juraj Strossmayer University of Osijek](#) (P7)
- [Ordinance on Disciplinary Responsibility of Students of Josip Juraj Strossmayer University of Osijek establishes disciplinary responsibility of students](#) (P8)
- [Ordinance on Prevention of Nepotism at the Josip Juraj Strossmayer University of Osijek](#) (P9)
- [Ordinance on Conflicts of Interests and Obligations at the Josip Juraj Strossmayer University of Osijek](#) (P10)
- [Ordinance on Studies and Study at the Josip Juraj Strossmayer University of Osijek](#) (P11)
- [Ordinance on Conditions and Manner of Exercising Rights for Awarding Student Scholarships and Grants at the Josip Juraj Strossmayer University of Osijek](#) (P12).
- [Ordinance on Keeping a Register of Student Associations and Other Student Organizations](#) (P13)
- [Ordinance on Postgraduate Studies at the Josip Juraj Strossmayer University of Osijek](#) (P14)
- [Ordinance on Erasmus+ Program of Individual International Mobility of Outgoing and Incoming Students and \(Non\)Teaching Staff Under Key Activity 1 of the Josip Juraj Strossmayer University of Osijek](#) (P15)
- [Rules for Implementing the Procedure of Evaluating the Study Programs of the Josip Juraj Strossmayer University of Osijek](#) (P16)
- [Rules for Implementing the Procedure of Verifying the Fulfillment of Conditions to Carry Out Lifelong Learning Programs at the Scientific-Teaching and Artistic-Teaching Constituents of the Josip Juraj Strossmayer University of Osijek](#) (P17)
- [Decision of the University Senate from 27 March 2014 on organizational units of the scientific-teaching/artistic-teaching constituents of the Josip Juraj Strossmayer University of Osijek](#) (O1)
- Each academic year, the Senate adopts elective university courses for undergraduate and graduate university study programs that can be carried out at all scientific-teaching and artistic-teaching constituents, which ensures student mobility within the University.
- The Senate has issued consents to the overall organization of job positions at the University and to the regulations on the organization of job positions of all scientific/artistic-teaching constituents and constituents of the University.

The Senate, the highest body at the University level, decides on all academic, professional, scientific and artistic matters, including decision making on the organization of scientific, professional and teaching activities, election of teachers, development and business matters, as well as other matters provided for by the Act (Z2).

### Expert Advisory Bodies of the Senate

Representatives of scientific/artistic-teaching constituents participate in the work of university boards and committees that are the expert advisory bodies of the Senate: the Board for Statutory and Legal Affairs, the Board for Financial Affairs and Budget, the Board for Teaching and Personnel Policy, the Publishing Board, the Board for Sports and Physical Education; the Board for Quality Assurance of Higher Education, the Committee for Undergraduate, Graduate and Professional Studies, the Committee for Postgraduate Studies, Doctorates and Honorary Doctorates, and the Committee for Lifelong Learning Programs.

### The Area of External Cooperation

On 23 November 2009, the Senate determined that the prior approval of the Dean or Rector of the University was not required for work outside the home faculty, and within the University, because it enables the University to achieve functional integration and facilitates teacher mobility within the University.

### Unified Human Resource Management Plan of the Josip Juraj Strossmayer University of Osijek

Each year, the Senate adopts a unified Human Resource Management Plan that covers the advancement of teachers and associates, substitution of job positions for teachers and associates, and for professional-administrative, technical and support staff. In accordance with the Plan of Job Positions, the University issues consents, and every year the Senate issues a Report on Realization of Job Positions in the calendar year.

# 1.

## INTERNAL QUALITY ASSURANCE AND THE SOCIAL ROLE OF THE CATHOLIC FACULTY OF THEOLOGY IN ĐAKOVO

## 1.1. The CFT in Đakovo has established a functional internal quality assurance system

»The Quality Policy of the Catholic Faculty of Theology in Đakovo represents the foundation for operation and development of the Faculty. It is based on a continuous commitment and orientation towards excellence in all aspects of operations, with a goal of ensuring the quality of teaching and formation of people of different profiles for the needs of the Church and the whole society. This goal is conditioned by our pastoral mission in the Church and society, the demands of students, the results of developments within the humanities, the demands caused by developments in the field of activity, educational trends, and available financial resources.

The intention of the Faculty to implement and assure quality is expressed in the calling (mission), vision and values, strategic development goals, and in defining and implementing action plans. The internal quality management system is based on the Standards and Guidelines for Quality Assurance in the European Higher Education Area, the European Organization for Quality Assurance in Higher Education, and on recommendations in the document the Culture of Quality, by the Holy See's Agency for Evaluation and Promotion of Quality in Ecclesiastical Universities and Faculties.

The Quality Policy is realized and manifested through the development of excellence and diversity of study programs, with particular emphasis on interdisciplinarity, improving the quality of teaching, spreading the culture of quality, training and advancement of all internal participants in the life and work of the Faculty, providing resources to support scientific-teaching activities, encouraging scientific-research activities, and through cooperation with mutually informed social and church institutions, all based on high ethical and moral standards, which have their basis in the defined values of the Faculty.

The Dean of the Faculty is responsible for the implementation of the Quality Policy and the effective functioning of the internal quality assurance system. The Management works to ensure the necessary material and human resources for the realization of strategic goals.

The Faculty evaluates and revises the Quality Policy as required depending on the requirements and changes in the system. The Quality Policy is available to the public and familiar to all Faculty staff (29.05.2017.)« (TD1)

**The Quality System Development Strategy of the CFT in Đakovo** relies on the University's Quality Strategy and forms an integral part of the Faculty's Development Strategy 2016-2021. The strategic goals of the quality system at the Faculty are:

1. Enhancing the effective organizational structure for implementing quality management activities.
2. Improving the level of development and efficiency of the quality assurance system in accordance with all criteria of the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG).
3. Implementation of activities defined by the strategic documents of the Faculty and the University.

**The Development Strategy 2016-2021 (TD8)**, based on accreditation recommendations, ESG standards, SWOT surveys results, that is, the requirements of teachers and students and national and university strategic documents, was adopted at the 5<sup>th</sup> regular session of the Faculty Council under item 3 of the agenda, on 29 February 2016. The document was developed by Assoc. Prof. Ivica Raguž, Ph.D., Asst. Prof. Šimo Šokčević, Ph.D., Asst. Prof. Suzana Vuletić, Ph.D., and student Željko Filajdić. At the same session, the Action Plan for the Implementation of the Faculty Development Strategy for 2016-2021 was adopted. Each year, the Annual Report on the Implementation of the Development Strategy 2016-2021 is submitted to the Faculty Council for the previous year.

**Strategic Program of Scientific Research 2015-2020 (TD10).** The purpose of the program is to support and encourage independent scientific work, as well as the transfer of knowledge through cooperation between the Faculty and other domestic and foreign scientists and institutions. The Faculty Council adopted the Strategic Program on 2 March 2015 under item 7 of the agenda at the 5<sup>th</sup> regular session.

Annual Reports on the Implementation of the Strategic Program of Scientific Research of the Catholic Faculty of Theology in Đakovo are submitted every year to the Faculty Council by the Vice-Dean for Science and Inter-Faculty Cooperation.

**The Quality Assurance System** is defined by the [Statute of the CFT \(TD5\)](#), the [University Regulations on Quality \(P18\)](#), the [Regulations on the Organization and Activities of the Quality Assurance System at the Catholic Faculty of Theology in Đakovo \(P19\)](#), the [Quality Assurance and Improvement Handbook of the Josip Juraj Strossmayer University \(P20\)](#), and the [Quality Handbook of the Catholic Faculty of Theology in Đakovo \(P21\)](#), which defines procedures for quality assurance in all areas of higher education at the Faculty. The new Quality Handbook has been refined based on the new ESG standards and has been in force since September 2017.

The CFT quality system encompasses all internal stakeholders of the Faculty, as well as external stakeholders, with whom the Faculty continually maintains cooperation and thus has feedback on the quality.

The organization and structure of the quality system at the CFT in Đakovo is based on the structure of the University quality system. Key activities in this process include improving and assuring the quality of:

- management,
- study programs,
- teaching, learning and evaluation,
- the work of teaching and non-teaching staff,
- resources for learning and support for student,
- resources for education and scientific-research activities
- IT system and public information systems and
- cooperation with other institutions domestic and abroad.

In accordance with the *Regulations on the Organization and Activities of the Quality Assurance System for Higher Education at the Catholic Faculty of Theology in Đakovo (Art. 11-15) (P19)*, the Committee organizes, coordinates and implements internal evaluation procedures, develops institutional mechanisms for assuring, improving and promoting quality at the Faculty, and prepares annual and long-term action plans.

These procedures include the following elements:

- self-evaluation
- developing quality indicators
- student participation in monitoring the quality of the implementation of the study
- researching the success of studying and causes of poor, inefficient and prolonged study
- researching competences of the teaching staff
- training of university teachers (lifelong learning – LLL)
- training of administrative and technical staff
- evidence of the advancement of teaching
- the quality of general and specific competences acquired through a study program
- defining and introducing a type of standardization in the administrative part.



The Committee, in cooperation with the Board for Quality Assurance of Higher Education and the Quality Assurance Center of the J. J. Strossmayer University of Osijek:

- plans the strategy for improving the quality of the Faculty
- implements the program of evaluation and the process of quality improvement at the Faculty
- coordinates the implementation of projects for professional and expert development of the staff (academic, administrative and technical) in the field of quality.

Organizational units of the quality assurance system operate in unison and share responsibility for assuring and improving the quality in all areas of the Faculty.

The Committee for Quality Assurance and Improvement of Higher Education (established in 2006) consolidates and coordinates all activities related to quality and has the freedom to adjust the quality system procedures in accordance with the needs of the Faculty. The Committee consists of seven members: three representatives of teachers, one representative of assistants, one representative of students, and two representatives of external stakeholders. According to the Regulations (P19), the Committee is responsible for implementing the strategic planning and decision-making on guidelines and procedures of quality assurance and improvement, and it is obliged to submit a report on its activities to the Faculty Council and the University Board for Quality Assurance of Higher Education. The report is submitted at least once a year.

The Office for Improving the Quality of Education, established in 2008 within the Office for Legal, Personnel, General and Administrative Affairs, was restructured in the academic year 2015/2016 based on the new Regulations on the Organization of Job Positions at the Faculty as part of the Secretariat (a Department in the regional service) under the new name Office for Quality Assurance and Improvement, Science, Projects and International Cooperation, and with the new changes in the Regulations on the Organization of Job Positions (P1) from 2019 it again changed its name to the Office for Quality Assurance and Improvement of Higher Education. According to the Regulations on the Organization and Activities of the Quality Assurance System at the Josip Juraj Strossmayer University of Osijek, it is a constituent unit of the University system for the quality assurance of higher education.

The Office is organized for improving and assuring the quality of higher education whose primary task is to initiate and implement development programs, defined standards and criteria of the University Center for the purpose of continuous improvement and assurance of quality, in such a way that it:

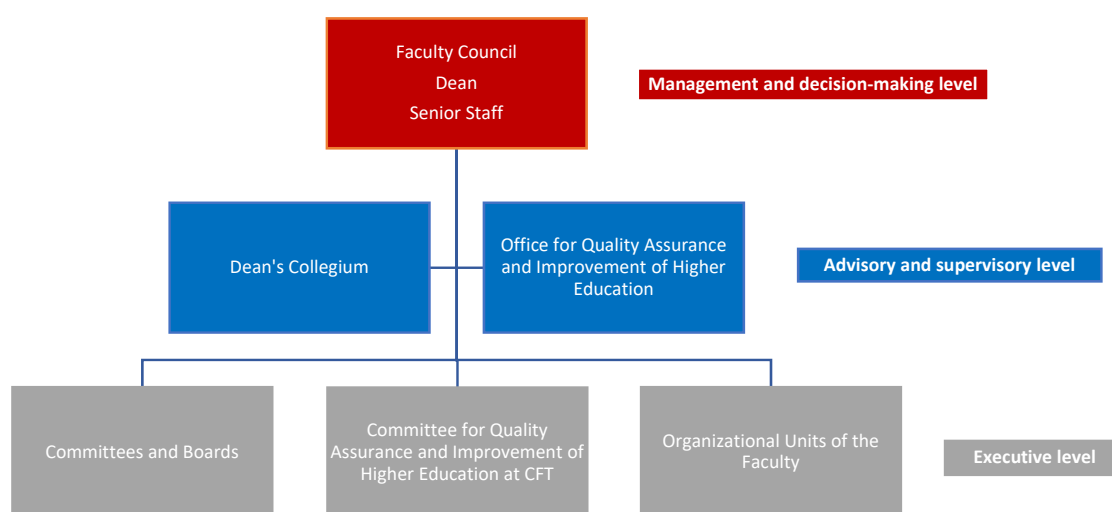
- implements internal and external evaluation procedures and develops methods for exploring different aspects of the quality of education
- collects necessary information for the University Center analyses
- in cooperation with the University Center encourages the professional training of teachers, associates, managers and administrative staff in the field of quality
- systematically implements the defined characteristic quality indicators
- participates in discussions about quality, and in spreading the culture of quality in the academic and non-academic public.

At least once a year the Office presents to the Committee the results of research regarding the success of studying.

The Office for Quality continuously monitors key quality indicators and collects data for evaluating the success of studying. Quality indicators are read, at least once a year, from the collected data in connection with: the implementation of curriculum, analysis of exam results, passing rate, research on studying success and causes of inefficient and prolonged study, the number of applicants, enrolled students and graduates, as well as those who discontinued their study, the employment of students immediately upon graduation, the analysis of the Unified University

Student Survey (UUSS) and other forms of evaluation questionnaires. It equally encourages and monitors the training of teaching, administrative and technical staff. The Committee and the Office regularly and upon request submit reports to the Dean, the Faculty Council, the University Board, the University Quality Assurance Center, the Agency for Science and Higher Education, the Grand Chancellor of the Faculty and through his intercession to the Agency for the Evaluation and Promotion of Quality in Ecclesiastical Universities and Faculties (AVEPRO).

In order to ensure the usefulness of all quality assurance system procedures in the event of repeating excellent or satisfactory results of evaluation or verification, they are postponed by doubling the time of implementation, and then, based on the results, new decisions, regulations, forms, plans and procedures for improvement are made or the existing changed; and in the case of poorer results, additional surveys are used to seek out and identify a specific problem or area of problem and to more clearly define the measures of improvement.



Picture 1.1 Internal organizational structure of the quality assurance system of the CFT

Regular activities of the quality assurance and improvement system in the last 5 academic years have covered all the Faculty activities and produced the following documents:

ACADEMIC YEAR 2018/2019	1.	Financial Plan Explanation 2020-2022 (I47)	19.9.2019.
	2.	Decision on the recognition of mobility Vereš (Swiss)	9.9.2019.
	3.	<a href="#">Report on the results of the internal student survey conducted at the Catholic Faculty of Theology in Đakovo for the summer semester of the academic year 2018/2019. (A10)</a>	23.8.2019.
	4.	<a href="#">Results of the Teacher Self-Evaluation Survey (A16)</a>	23.8.2019.
	5.	Passing rate according to the year of study and courses in the summer semester 2018/2019 (A34)	19.7.2019.
	6.	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2018/2019) UNI-OB (I35)	10.7.2019.
	7.	Report on the realization of curriculum in the summer semester 2018/2019 (I40)	19.6.2019.
	8.	<a href="#">Quality indicators 2018/2019 (A6)</a>	13.6.2019.
	9.	Minutes of the 1 <sup>st</sup> Regular Session of the Committee for Quality Assurance and Improvement of Higher Education in the academic year 2017/2018	5.6.2019.
	10.	<a href="#">Annual work plan of the Committee for Quality Assurance and Improvement in the academic year 2018/2019 (I29)</a>	5.6.2019.
	11.	<a href="#">Annual Report of the Committee for Quality Assurance and Improvement in the academic year 2017/2018 (I13)</a>	5.6.2019.
	12.	Annual Report on the Scientific Activity of the Catholic Faculty of Theology in Đakovo, 2018 (Multi-year Institutional Funding for Science – VIF) (I23)	31.5.2019.
	13.	Annual Report on the Implementation of the Strategic Program of Scientific Research in 2018 (FC Decision 3.6.2019) (I20)	23.5.2019.
	14.	Annual Report on the Implementation of the Development Strategy 2016-2021 (I14) (FC Decision 3.6.2019.)	23.5.2019.
	15.	<a href="#">Survey results for determining the reasons for unsuccessful studying in the academic year 2017/2018. (Dropping out) (A19)</a>	10.5.2019.
	16.	<a href="#">Survey results for graduate students in the academic year 2017/2018 (A24)</a>	10.5.2019.
	17.	Passing rate according to the year of study and subjects in the winter semester 2018/2019 (A39)	29.4.2019.
	18.	Erasmus+ Info Day (I1)	6.3.2019.
	19.	Report on the realization of the curriculum in the winter semester of the academic year 2018/2019 (FC Decision 4.3.2019.) (I43)	27.2.2019.
	20.	The Dean's Annual Report on the Work of the Faculty in 17-18 (I7) (FC Decision 4.3.2019.)	20.2.2019.
	21.	Report on the implementation of activities of the CFT in Đakovo that contribute to the realization of the Development Strategy of the Josip Juraj Strossmayer University of Osijek (I36)	23.1.2019.
	22.	<a href="#">Report on the results of the Unified University Student Survey conducted at the Catholic Faculty of Theology in Đakovo for the academic year 2017/2018 (FC 14.01.2019) (A14)</a>	9.1.2019.
	23.	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2018 and the Supplement: The List of contents of teacher reports (A53)</a>	7.1.2019.
	24.	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2017/2018 (amended after Erasmus+ deadline) (A29)</a>	17.12.2018.
	25.	Internal Survey of the Student Standards Board of the CFT's Student Union (FC Results) (A41)	22.10.2018.

ACADEMIC YEAR 2017/2018	1.	Passing rate according to the year of study and courses in the summer semester 2017/2018 (A33)	11.9.2018.
	2.	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2017/2018) UNI-OB (I34)	2.7.2018.
	3.	Report on the realization of curriculum in the summer semester 2017/2018 (I39)	26.6.2018.
	4.	<a href="#">Survey report and results on student satisfaction with the services and the work of administrative and professional services</a> (A9)	15.5.2018.
	5.	SWOT analysis of the student support mentoring system (A42)	15.5.2018.
	6.	<a href="#">Quality indicators 2017/2018</a> (A5)	18.4.2018.
	7.	Erasmus+ Mobility satisfaction survey during the winter semester 2017/2018 (A58)	27.3.2018.
	8.	Passing rate according to the year of study and courses in the winter semester 2017/2018 (A38)	19.3.2018.
	9.	<a href="#">Erasmus+ Info Day</a> (I2)	5.3.2018.
	10.	Report on the realization of curriculum in the winter semester 2017/2018 (I42)	15.2.2018.
	11.	Annual Report on the Scientific Activity of the Catholic Faculty of Theology in Đakovo, 2017 (Multi-year Institutional Funding for Science – VIF) (I22)	22.1.2018.
	12.	Annual Report on the Implementation of the Strategic Program of Scientific Research in 2017 (FC Decision 5.3.2018)(I19)	15.1.2018.
	13.	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2017 and the Supplement: The List of contents of teacher reports</a> (A52)	8.1.2018.
	14.	The Dean's Annual Report on the Work of the Faculty 16-17 (I6) (FC Decision 15.01.2018)	8.1.2018.
	15.	Annual Report on the Implementation of the Development Strategy 2016-2021 (I16) (FC Decision 15.01.2018)	8.1.2018.
	16.	<a href="#">Internal audit of the Catholic Faculty of Theology in Đakovo</a> (A48)	8.1.2018.
	17.	<a href="#">Report on the results of the Unified University Student Survey conducted at the Catholic Faculty of Theology in Đakovo for the academic year 2016/2017</a> (A13)	4.12.2017.
	18.	<a href="#">Long-term work plan of the Committee for Quality Assurance and Improvement</a> (I24)	28.11.2017.
	19.	<a href="#">Annual work plan of the Committee for Quality Assurance and Improvement in the academic year 2017/2018</a> (I28)	28.11.2017.
	20.	<a href="#">Annual Report of the Committee for Quality Assurance and Improvement in the academic year 2016/2017</a> (I12)	28.11.2017.
	21.	23.10.2017. <a href="#">Certificate of Minister Blaženka Divjak on meeting the requirements for performing higher education activity and scientific activity</a> (TD3)	24.11.2017.
	22.	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2016/2017 (after Erasmus+ deadline)</a> (A28)	31.10.2017.
	23.	<a href="#">Survey results for determining the reasons for unsuccessful studying in the academic year 2016/2017 (Dropping out/Repeating the year)</a> (A18)	20.10.2017.
	24.	<a href="#">Survey results for graduate students in the academic year 2016/2017</a> (A23)	16.10.2017.
	25.	Teacher report – new form	2.10.2017.

ACADEMIC YEAR 2016/2017	1.	Erasmus+ Mobility satisfaction survey for the entire academic year 2016/2017 (A55)	September 2017.
	2.	Budget Explanations 2018-2020 (I46)	11.9.2017.
	3.	Passing rate according to the year of study and courses in the summer semester 2016/2017 (A32)	11.9.2017.
	4.	<a href="#">Quality Handbook</a> (2.0) (P21)	4.9.2017.
	5.	<a href="#">Accreditation Recommendation of the ASHE</a> (TD2)	17.7.2017.
	6.	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2016/2017) UNI-OB (I33)	10.7.2017.
	7.	Report on the realization of curriculum in the summer semester 2016/2017 (I38)	26.6.2017.
	8.	SWOT analysis of the student support mentoring system (A43)	19.6.2017.
	9.	<a href="#">Survey report and results on student satisfaction with the services and the work of administrative and professional services</a> (A8)	13.6.2017.
	10.	Notice on meeting the minimum requirements for performing the scientific-teaching activity of the Catholic Faculty of Theology in Đakovo, Josip Juraj Strossmayer University of Osijek, and request for the issuance of positive accreditation recommendation	30.05.2017.
	11.	<a href="#">Quality Policy 2.0</a> (TD1)	29.5.2017.
	12.	Erasmus+ Mobility satisfaction survey during the winter semester 2016/2017 (A57)	April/May 2017
	13.	<a href="#">Quality indicators 2016/2017</a> (A4)	26.4.2017.
	14.	Passing rate according to the year of study and courses in the winter semester 2016/2017 (A37)	13.3.2017.
	15.	<a href="#">Erasmus+ Info day</a> (I3)	6.3.2017.
	16.	Report on the realization of curriculum in the winter semester 2016/2017 (I41)	27.2.2017.
	17.	Report on the implementation of the Development Strategy 2016-2021 (I15)	27.2.2017.
	18.	<a href="#">Report on the results of the UUSS 2015/2016</a> (A12)	17.2.2017.
	19.	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2016 and the Supplement: The List of contents of teacher reports</a> (A51)	30.1.2017.
	20.	Budget Explanations 2017-2019 (I45)	24.1.2017.
	21.	Dean's Annual Report on the Work of the Faculty in the academic year 2015/2016 (I5)	13.1.2017.
	22.	Annual Report on the Scientific Activity of the Catholic Faculty of Theology in Đakovo, 2016 (Multi-year Institutional Funding for Science – VIF) (I21)	11.1.2017.
	23.	Annual Report on the Implementation of the Strategic Program of Scientific Research in 2016 (I18)	12.01.2017.
	24.	<a href="#">Work plan of the Committee for Monitoring and Assuring Quality in Higher Education (2016-2017)</a> (I27)	24.11.2016.
	25.	<a href="#">Annual Report of the Committee for Monitoring and Assuring Quality in the academic year 2015/2016</a> (I11)	24.11.2016.
	26.	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2015/2016</a> (A27)	17.10.2016.

ACADEMIC YEAR 2015/2016	1.	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2015/2016) UNI-OB (I32)	7.7.2016.
	2.	Passing rate according to the year of study and courses at the end of the summer semester of the academic year 2015/2016 (A31)	20.7.2016.
	3.	<a href="#">Survey results of the final year of study</a> (A22)	21.6.2016.
	4.	<a href="#">Analysis of the survey results on student satisfaction with the services and the work of administrative and professional services</a> (A7)	20.6.2016.
	5.	SWOT analysis of the student support mentoring system (A44)	13.6.2016.
	6.	<a href="#">Report on the results of the UUSS 2014/2015</a> (A11)	23.5.2016.
	7.	<a href="#">Quality indicators 2015/2016.</a> (A3)	18.4.2016.
	8.	Erasmus+ Mobility satisfaction survey for the winter semester 2015/2016 (A56)	April/May 2016.
	9.	Passing rate according to the year of study and courses at the end of the winter semester of the academic year 2015/2016 (A36)	30.03.2016.
	10.	<a href="#">Erasmus+ Info Day</a> (I4)	10.3.2016.
	11.	Budget Explanations 2016-2018 (I44)	8. 3.2016.
	12.	Annual Report on the Implementation of the Strategic Program of Scientific Research in 2015 (I17)	29.2.2016.
	13.	<a href="#">Development Strategy of the Catholic Faculty of Theology in Đakovo (2016-2021)</a> (TD8)	29.2.2016.
	14.	<a href="#">Action Plan for the Implementation of the Development Strategy of the Catholic Faculty of Theology in Đakovo for the period 2016-2021</a> (TD9)	29.2.2016.
	15.	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2015 and the Supplement: The List of contents of teacher reports</a> (A50)	20.1.2016.
	16.	The Dean's Annual Reports on the Work of the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek in 2014./2015.	7. 1. 2016.
	17.	<a href="#">Work plan of the Quality Committee (2015-2016)</a> (I26)	25.11.2015.
	18.	<a href="#">Annual Report of the Committee for Monitoring and Assuring Quality in the academic year 2014/2015.</a> (I10)	25.11.2015.
	19.	The CFT's contribution to the implementation of the University's Development Strategy (I37)	10.11.2015.
	20.	<a href="#">SWOT analysis teachers</a> (A46)	22.10.2015.
	21.	<a href="#">SWOT analysis students</a> (A47)	22.10.2015.
	22.	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2014/2015</a> (A26)	13.10.2015.
	23.	Passing rate according to the subjects and exam schedules in the academic year 2014/2015 (A40)	October 2015



ACADEMIC YEAR 2014/2015	1.	Analysis of the survey results on the satisfaction of the participants in the Theological-Catechetical Lifelong Learning Program for Educators in Preschool Institutions (A1)	20.7.2015.
	2.	<a href="#">Decision on Criteria and Manner of Evaluating Extracurricular Activities of Students</a> (O2)	6.7.2015.
	3.	SWOT analysis of the student support mentoring system (A45)	8.6.2015.
	4.	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2014/2015) UNI-OB (I31)	29.5.2015.
	5.	<a href="#">Quality indicators 2014/2015</a> (A2)	27.4.2015.
	6.	Passing rate according to the year of study and courses at the end of the winter semester of the academic year 2014/2015 (A35)	March 2015.
	7.	<a href="#">Survey results of the final year of study</a> (A21)	31.3.2015.
	8.	<a href="#">Learning outcomes at the level of study program</a> (TD13)	30.3.2015.
	9.	<a href="#">Survey results to determine the reasons for unsuccessful studying in the academic year 2013/2014 (Dropping out/Repeating the year)</a> (A17)	17.03.2015.
	10.	<a href="#">Strategic Program of Scientific Research</a> (TD10)	2.3.2015.
	11.	<a href="#">Annual teacher reports on teaching, scientific and research work for 2014</a> (A49)	25.02.2015.
	12.	<a href="#">Work plan of the Quality Committee (2014-2015)</a> (I25)	28.10.2014.
	13.	<a href="#">Annual Report of the Committee for Monitoring and Assuring Quality in the academic year 2013/2014</a> (I9)	28.10.2014.

#### Evidence and Indicators:

- [Quality Policy](#) (29 May 2017 – 2.0) (TD1)
- [Quality Handbook](#) (4 September 2017 – 2.0) (P21)
- [Development Strategy of the Catholic Faculty of Theology in Đakovo \(2016-2021\)](#) (29 February 2016) (TD8)
- Annual reports on the implementation of the Development Strategy in 2016, 2017, 2018 and 2019 (I14, I15, I16, I50)
- [Strategic Program of Scientific Research](#) (2 March 2015) (TD10)
- Annual reports on the implementation of the Strategic Program of Scientific Research for 2015, 2016, 2017, 2018 and 2019. (I17, I18, I19, I20, I49)
- Decisions on the appointment of committees, working groups involving students (Ethics Committee, Committee for Quality Assurance and Improvement of Higher Education, Working Group for Learning Outcomes, Committee for Evaluation of Study Programs, Internal Audit Committee, Student Ombudsman, representatives in the Faculty Council, Student Disciplinary Court, Local Committee for Student Nutrition Control, Student Standards Board, Liturgy Board, Charity and Humanitarian Board, Culture Board, and Sports Board, Faculty Website Evaluation Committee, Committee and working groups for making the self-evaluation) (O3)
- The Dean's Annual Reports on the Work of the Catholic Faculty of Theology in Đakovo (2014/2015, 2015/2016, 2016/2017, 2017/2018, 2018/2019) (I48, I5, I6, I7, I8)
- Annual reports on the work of the Committee for Quality Assurance and Improvement of Higher Education in the academic year 2014/2015 (with supplements); in the academic year 2015/2016 (with supplements); in the academic year 2016/2017 (with supplements); in the academic year 2017/2018 (with supplements); in the academic year 2018/2019 (with supplements) (I9-I13).

## 1.2. The CFT in Đakovo implements recommendations for quality improvement from previous evaluations



### Re-accreditation 2014

The analysis and recommendations for improving the quality of scientific and teaching activities contained in the 2014 Report of the Expert Panel on the Re-accreditation of the Catholic Faculty of Theology in Đakovo formed the basic content and framework for the development of the [Faculty's Development Strategy 2016-2021](#) (TD8), which included the results of the [SWOT analysis](#) (A46-A47), while respecting the [Development Strategy of the J. J. Strossmayer University of Osijek](#) (TD11). The document prepared by Prof. Ivica Raguž, Ph.D., Assoc. Prof. Suzana Vuletić, Ph.D. Assoc. Prof. Šimo Šokčević, Ph.D., and Željko Filajdić (student) was adopted at the 5<sup>th</sup> regular session of the Faculty Council on 29 February 2016 under item 3 of the agenda.

As a result of the re-accreditation procedure, the Ministry of Science, Education and Sports (MSES) did not issue to the Faculty a certificate of meeting the requirements for performing teaching activities because it did not meet the minimum requirements for scientific activity, which directly affects it since it refers to the insufficient number of full-time employees in the scientific-teaching titles and lack of a separate strategic program of scientific research, and consequently it issued a Letter of Expectation with a deficiency deadline of up to 3 years.

Having met the necessary requirements from the Letter of Expectation, on 30 May 2017, the Faculty sent to the Ministry of Science and Education and the Agency for Science and Higher Education a notification on meeting the minimum requirements for performing scientific-teaching activities. The Faculty submitted to the Ministry and the Agency the following documents:

1. A list of scientists elected to scientific-teaching titles employed full-time.
2. The Strategic Program of Scientific Research of the CFT in Đakovo 2015-2020.
3. Annual report on the implementation of the Strategic Program of Scientific Research for 2015.
4. Annual report on the implementation of the Strategic Program of Scientific Research for 2016.

Based on the new [Accreditation Recommendation](#) (TD2) from 11 July 2017 from the Agency for Science and Higher Education, the Minister of Science and Education, Prof. Blaženka Divjak, Ph.D., on 23 October 2017, issued a [certificate](#) confirming that the Catholic Faculty of Theology in Đakovo, Josip Juraj Strossmayer University of Osijek, meets the requirements for performing higher education activity and scientific activity (TD3).

The Faculty regularly monitors the implementation of the Development Strategy 2016-2021 and the implementation of the Strategic Program of Scientific Research 2015-2020. Reports on the implementation of both strategies are submitted annually to the Faculty Council.

### Internal Audit 2018

In accordance with the requirements of the [Development Strategy 2016-2021](#) (TD8) and the [Action Plan for the Implementation of the Development Strategy of the Catholic Faculty of Theology in Đakovo for the Period 2016-2021](#) (TD9) (Initiative 5, Task 5.1), and taking into account the internal audit procedure prescribed by the new [Quality Handbook](#) (P21), the Faculty Council, at its 3<sup>rd</sup> regular session held on 4 December 2017 under item 16 of the agenda, appointed the Quality System Internal Audit Committee. The new internal audit procedure follows the evaluation structure from the new re-accreditation procedure. The objectives of the internal audit were:

1. Determining the level of development of the Quality System of the Catholic Faculty of Theology in Đakovo in relation to the defined ESG standards,
2. The analysis of the system's effectiveness and its impact on the quality of education
3. Making recommendations for further improvements of the system
4. Publishing the internal audit report with the aim of stimulating discussions about quality among all stakeholders of the quality system.

The internal audit procedure was conducted, and the report was issued on 8 January 2018, presented to the Management and published on the Faculty website. The realization of internal audit recommendations is still being monitored, as the implementation began later due to the change in Management in the academic year 2018/2019.

#### **Evidence and Indicators:**

- [Report of the Expert Panel on the Re-Accreditation of the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek](#) (11 June 2014). (I51)
- [Development Strategy of the Catholic Faculty of Theology in Đakovo \(2016-2021\)](#) (29 February 2016) (TD8)
- [Action Plan for the Implementation of the Development Strategy of the Catholic Faculty of Theology in Đakovo for the Period 2016-2021](#) (29 February 2016) (TD9)
- Internal operational plan for the implementation of the Development Strategy (with responsibilities) (TD14)
- Annual reports on the implementation of the Development Strategy in 2016, 2017, 2018 and 2019. (I14, I15, I16, I50)
- [Strategic Program of Scientific Research](#) (2 March 2015) (TD10)
- Annual reports on the implementation of the Strategic Program of Scientific Research for 2015, 2016, 2017, 2018 and 2019. (I17, I18, I19, I20, I49)
- [Internal Audit](#) 2018. (A48)

### 1.3. The CFT in Đakovo supports academic integrity and freedoms, prevents all forms of unethical behavior, intolerance and discrimination

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The main documents that clearly state the Faculty's commitment to adhere to academic and ethical standards, as well as the procedures and frameworks that allow institutional identification and prevention of critical behaviors are the following:

- [The Code of Ethics of the J. J. Strossmayer University of Osijek, 23 April 2011](#) (TD7)
- Ethics Committee (changes of composition on 27 September 2018 and 18 June 2019) (O3)
- Defined initiation and implementation of procedures in case of violation of the code of ethics (including plagiarism and copying)
- [Ordinance on Disciplinary Responsibility of Teachers and Associates of the Josip Juraj Strossmayer University of Osijek, 2 February 2018](#) (P7)
- [Ordinance on Disciplinary Responsibility of Students of the Josip Juraj Strossmayer University of Osijek, 9 July 2010](#) (P8)
- The appointment of the Student Ombudsman (new appointed on 18 June 2019)
- [Turnitin](#) (software available to teachers and students to detect plagiarism)
- [Quality Policy \(29 May 2017 – 2.0\)](#) (TD1)
- [The CFT Statute, consolidated text](#), Art. 50-52 (9 February 2018) (TD5)
- The procedure for establishing research ethics, prescribed by the [Ordinance on Specialist Work](#) (4 March 2013)(P22), 3 procedures received and implemented.
- Results of the [Unified University Student Survey](#) on intolerance, discrimination and harassment for academic years 2015/2016, 2016/2017, 2017/2018 and 2018/2019. (A12-A15)

The Ethics Committee of the CFT in Đakovo has not received any request to initiate the procedure for determining the violation of the [Code of Ethics](#) (TD7).

## 1.4. The CFT in Đakovo ensures availability of information on important aspects of its activities (teaching, scientific and social role)

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- The policy on informing the public is set out in the [Quality Handbook](#) (P21) under item 2.10. and the same defines availability for all procedures (4 September 2017)
- The Faculty publishes all incoming information on the Faculty's website – enrollment criteria, enrollment quotas, study programs, learning outcomes and qualifications, forms of support available to students
- In addition to the official website, the Faculty uses a [Facebook profile](#) and a [You Tube channel](#)
- Brochure in Croatian and English / Promo video
- The Faculty publishes all outgoing information on its website (analyses of passing rates, discontinuation of study, employment, student support, mentorship, extracurricular activities, analyses of teachers' scientific productivity, their social contribution and membership in societies, associations and other organizations through which they contribute to the development of the society as a whole)
- According to the results of an independent study conducted from 2014 to 2017 by the Institute for the Development of Education in partnership with the Center for Peace, Nonviolence and Human Rights (Osijek), the Association »MI« (Split), the Faculty of Humanities and Social Sciences of the University of Rijeka, the Institute of Social Sciences Ivo Pilar and the Association for Higher Education Development »Universitas« under the name »[QUALITYWATCH: The Active Role of Civil Society Organizations in Monitoring and Promoting Quality in Higher Education](#)«, run by the Institute for the Development of Education and co-financed by the European Union and the Office for Cooperation with NGOs of the Government of the Republic of Croatia, the Catholic Faculty of Theology in Đakovo was declared the most transparent institution of higher education in Osijek-Baranja County. The transparency index that was applied to all higher education institutions in the three regions includes public availability of procedures and results of the re-accreditation process and the audit, public availability of information about internal organization, structure and regulations of the quality management system and the results of internal evaluation/internal system analyses, as well as qualitative data (system evaluation) resulting from the reaccreditation and audit procedures (ASHE). International experts who worked on the project come from the Center for Higher Education Policy Studies (CHEPS) of the University of Twente, the University of Graz and the University of Ljubljana.

## 1.5. The CFT in Đakovo understands and encourages the development of its social role

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- Advantage from the Expert Panel report from the previous re-accreditation: »Significant theological presence sensitive to the needs of the wider community which the Faculty serves with a clear sense of social responsibility.«
- The mission of the Faculty
- The Faculty organizes and provides the use of equipment, infrastructure and space for scientific and/or professional and popularization events – professional meetings of religion teachers, guest lectures for the general public, and provides spaces for the needs of the local community (religion teachers, historians, doctors, nurses, politicians, I. G. Kovačić Primary Music School, the City of Đakovo, the Archdiocese of Đakovo-Osijek, the Institute of the Croatian Academy of Sciences and Arts for scientific and artistic work in Đakovo, and the Center for Scientific Bibliographic Documentation on J. J. Strossmayer).
- The list of memberships of teachers in committees, societies, associations, organizations, participation in popularization activities, their social and civic roles (media appearances, columns, public lectures, roundtables, book presentations, cultural events in the local community, panels) as well as the scientific, teaching and professional productivity of teachers are available in the documents »Summary of the contents of annual teacher reports on scientific, teaching and research work« (for 2015, 2016, 2017, 2018 and 2019) (A49-A54). The same documents also include the publishing productivity of all teachers of the CFT.
- Teachers participate in cooperation with the Archdiocese of Đakovo-Osijek in the organization and implementation of informal educational programs (School for parish associates, seminars for parish animators, readers, singers, choir leaders, organ music school).
- Employees and students volunteer, organize drives and work in the Faculty's charity and creative group whose results help students of lower social status, associations and vulnerable groups in the civil society (Faith and Light Association, SOS Children's Village Ladimirevci, Association for the Promotion of the Dignity of Human Life and the Protection of Unborn Children Bethlehem-Osijek, Special Hospital for Psychiatry and Palliative Care »St. Rafael Strmac«, Pediatrics at the Clinical Hospital Center Osijek, Home for the Elderly and Infirm Đakovo, Amadea – day care center for the elderly, Society of St. Vincent de Paul, Caritas).
- Students' extracurricular activities are recognized upon request and are listed in the Diploma Supplement document based on the [Decision on Criteria and Manner of Evaluating Extracurricular Activities of Students](#) from 6 May 2015. (O2)



## 1.6. Lifelong learning programs implemented by the CFT in Đakovo are aligned with the Faculty's strategic goals and mission, as well as social needs

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The Faculty carries out one lifelong learning program. The study of the program was approved at the University level, and the Program is carried out in cooperation with the Archdiocese of Đakovo-Osijek and the Professional Development Center – Kindergarten »Sunshine – Nazareth«. (2014/2015 and 2019/2020).

- [Regulations on the Theological-Catechetical Lifelong Learning Program for Educators in Pre-school Institutions](#) (12 January 2015) (P23)
- Survey results on lifelong learning program participant satisfaction (20 June 2015) (A1)

The following lifelong learning programs are also being prepared, that is, the programs that have been conducted outside the faculty activities in the organization and for the needs of the Archdiocese of Đakovo-Osijek, will be formalized:

- Theological-Catechetical Lifelong Learning Program for Animators of Parish Catechesis and Pastoral Work
- Pastoral Lifelong Learning Program for Deacons

# 2.



## STUDY PROGRAMS

## 2.1. The general objectives of all study programs are in line with the mission and strategic goals of the CFT in Đakovo and in line with the social needs

Since 2005, the Catholic Faculty of Theology in Đakovo is a full-fledged scientific and teaching constituent of the Josip Juraj Strossmayer University of Osijek. As a constituent of the University, the Faculty is obliged to act in accordance with acts and regulations introduced at the university level, which apply to all constituents, and thus in accordance with national regulations.

The [Development Strategy \(2016-2021\)](#) (TD8) of the Catholic Faculty of Theology in Đakovo, based on accreditation recommendations, ESG standards, results of SWOT surveys, teacher and student requirements and national and university strategic documents, contains strategic goals developed, in terms of refinement, into long-term and specific goals that are operationally divided into 12 developmental areas of the Faculty and clearly emphasize the importance of a continuous effort to improve the quality of teaching and scientific research. Specific objectives include specific tasks to be accomplished over a five-year period and measurable realization indicators that are monitored throughout the year, and a realization report is submitted once a year.

The improvement of the mission is closely linked with the achievement of the 7 strategic goals that underpin the Faculty's vision:

- Optimizing management and a publicly available quality assurance system
- Improving study programs in accordance with national and international criteria
- Strengthening the role of students in accomplishing the learning process and taking care of their study progress
- Assuring the competence of teachers to achieve educational and scientific goals
- Strengthening the scope and quality of scientific research and publishing activities in order to achieve competitiveness and international recognition of the Faculty
- Achieving better cooperation with national and international faculties and institutions
- Assuring resources for the success of all stakeholders and personal continuity

We can say that the general goals of all study programs do not fully fulfill the mission and strategic goals of the Faculty, but partly, since we currently carry out only one study program. In order to fulfill the mission and strategic goals, it will be necessary, as stipulated in the Faculty Development Strategy, to initiate in the next cycle of strategic planning the process of initial accreditation of the following study programs which are currently in the final phase of preparation:

- Postgraduate specialist university study in *Crisis Pastoral Care*
- Postgraduate specialist university study of the *Spiritual Dimensions of Hospital Spiritual Care and Palliative Medicine*.
- Joint university doctoral program in *Ecumenical Theology* and Religious Pedagogy and Catechetics.
- Joint (within the University) double-major study of theology in cooperation with other constituents of the parent University.

The justification for the implementation of the study program is explained in the Study on the integrated undergraduate and graduate philosophical-theological university study for the purposes of initial accreditation of the study program. In accordance with the changes in the legislation, the study program is primarily aligned regarding the learning outcomes with Article 78, paragraph 3 of the [Act on Scientific Activity and Higher Education](#) (Official Gazette nos. 123/03, 198/03, 105/04, 174/04, 2/07 OUSRH, 46/07, 45/09, 63/11, 94/13, 139/13 and 101/14-O and RUSRH) (Z2) and Article 12 of the [Ordinance on the Content of Licence and Conditions for Issuing Licence for Performing Higher Education Activity, carrying out a Study Program and Re-accreditation of Higher Education Institutions](#) (Official Gazette 24/10) (Z3) 30 March 2015.

Based on the proposal of the expert panel in the previous re-accreditation procedure, two procedures of amending the study program up to 20% have been carried out so far.

- On 5 May 2015, changes to the philosophical-theological study were proposed in terms of updating and expanding the offer of existing elective courses and seminars, and two new ones were introduced: Basics of Providing Psychological Support and Assistance (elective course) and Pastoral Challenges in the Dictatorship of Relativism (seminar).
- On 8 July 2019, changes to the philosophical-theological study were proposed in terms of discontinuing certain seminars and elective courses, expanding the contents, changing names and supplementing the offer of courses that enhance competences in the pedagogical-didactic and methodical field: Methodology of Religion Class, Creative Language Expression in Class, Worldview and Faith in European Art, and the Labor Law Status of Religion Teachers at School – Canonical Mandate; The Identity of the Religion Teacher. The amendments also plan to introduce the English language as an extracurricular class.

The first two years are devoted more to philosophical courses, courses in church history, and introductory courses in the study of Sacred Scripture and Christian Revelation. The third, fourth and fifth year of study are dedicated to theological courses. In the third and fourth year of study, the obligation to produce a written study under the mentorship of a teacher was introduced, and it must contain 12-15 scientific cards. In the fifth year of study, the student must pass 18 courses, four of which are elective, and in the course of both semesters, they must write a graduation thesis in consultation with the mentor.

Elective courses and seminars carry 2 ECTS credits, and compulsory courses, depending on the number of hours and teaching load, carry 2 to 5 ECTS credits.

It is worth mentioning the problem of diminishing interest in the study which is conditioned by external influences, here we primarily mean the position of the humanities in general, especially in relation to the measurable usefulness of the STEM area, as well as the large demographic problems in the Republic of Croatia, which particularly affect our Slavonia and Baranja areas, as evidenced by the results of enrollment in the faculties both at the University and national levels. The Faculty regularly monitors the employment of Faculty students at the county level (once a month) and at the national level (once a quarter) in cooperation with the Croatian Employment Service – Regional Office Osijek. During the year, the Faculty collects data on graduates and sends them to the Central Applications Office of the Agency for Science and Higher Education for the purpose of conducting research on the employability of graduates with a time delay. It also surveys graduate students about their study satisfaction, and the alumni at the assemblies of the Community of Friends of the Faculty.

In the new period of strategic planning, it is necessary to devise a strategy for attracting students, bearing in mind also strategies for expanding competencies and areas of employment. The enrollment quota in the previous period was reduced by 10%, amounting to 45 students, which is in line with the Faculty's spatial and human resources.

Since the academic year 2011/2012, the Catholic Faculty of Theology in Đakovo has carried out a postgraduate specialist study of Pastoral Theology with three specializations based on the Senate Decision of the J. J. Strossmayer University from 11 July 2011 on the organization and implementation of a postgraduate specialist study of Pastoral Theology with specializations in: Family Pastoral, Crisis Pastoral and Parish Pastoral.

On several occasions, the Faculty initiated the process of changing the study program based on the experience of working with students (Senate Decisions on amendments 30.09.2013; 22.12.2014; 29.09.2015 (O6)), but in the end it turned out that the program in this three-way form is unsustainable and ultimately financially unprofitable. Based on the above, on 4 July 2016, the Faculty Council initiated the procedure for the cancellation of the postgraduate specialist study. The Crisis Pastoral study has proven to be the most promising, and we soon plan to launch a new (independent) postgraduate specialist study program of Crisis Pastoral.

**Evidence:**

- [The mission, vision and values](#) of the Faculty
- The list of general goals and [learning outcomes of the study program](#) (TD13)
- Analysis of the feasibility of the study program ([Study](#))
- Decision on Amendments to the Study Program of the Integrated Undergraduate and Graduate University Philosophical-Theological Study at the CFT in Đakovo, J. J. Strossmayer University of Osijek (University Senate, 9 June 2015) (O4)
- Decision on Amendments to the Study Program of the Integrated Undergraduate and Graduate University Philosophical-Theological Study at the CFT in Đakovo, J. J. Strossmayer University of Osijek (University Senate, 25 September 2019) (O5)
- Agreement on Scientific-teaching and Professional Cooperation, (CFT Đakovo – Faculty of Law Osijek, 20 December 2018) (P36)
- [Employability](#) data available on the Faculty's website (A25)
- Decisions on Amendments to the Study Program of Postgraduate Specialist Study in Pastoral Theology; specializations: Family Pastoral; Crisis Pastoral and Parish Pastoral at the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek (University Senate, 30 September 2013; 22 December 2014; 29 September 2015) (O6)
- Decision of the University Senate to Cancel the Postgraduate Specialist Study of Pastoral Theology with specializations in: Family Pastoral; Crisis Pastoral and Parish Pastoral (12 July 2016) (O7)

## 2.2. The intended learning outcomes of the study programs carried out by the CFT in Đakovo correspond to the level and profile of the qualifications they acquire

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Upon the completion of the study, one achieves the academic degree of Master of Theology, which would correspond to the level 7.1. of the Croatian Qualifications Framework. In defining learning outcomes during the planning of study programs, we were primarily guided by the needs of our students' future professions. The competencies of the Masters of Theology who complete their studies at the Faculty are comparable to those from related studies, because in the preparation of the study programs we followed the recommendations on the structure and method of implementation comparable to the programs prescribed by the Congregation for Catholic Education of the Holy See, which is the authority in providing guidance and approval of study programs of all Catholic universities and faculties at a universal, that is, world level.

In defining the learning outcomes, guided by the required level of qualification, we wanted to provide students with the acquisition of quality knowledge, skills and values that would allow them to broadly meet the needs of the workplace primarily in terms of the humanistic foundations, as well as the needs of their ministries as parish pastors and religion teachers. In doing so, we were guided by practical experiences, suggestions and proposals coming from the Archdiocese of Đakovo-Osijek, and the experiences of graduates, related faculties, and the recommendations of the Croatian Employment Service, based on which we reduced the enrollment quota by 10% in the previous period.

The defined learning outcomes of individual courses are in line with the defined learning outcomes of the study program within which they are carried out. As evidenced by the Table 2.1. of the Analytic Supplement to Self-Evaluation. Classes are conducted on a semester basis according to a set class schedule. 1 ECTS credit indicates a load of 30 working hours. In this regard, ECTS credits are allocated according to the number of hours of lectures in a particular course and are adjusted to the weight of the exam literature to be adopted by the student, ranging from 2 to 5 ECTS credits per course. In determining, theoretical and abstract courses have a greater number of points because they require a greater load for mastering the material. Each semester carries a total of 30 ECTS credits, i.e. the annual load is 60 ECTS credits or 1800 working hours per year. The total load of the integrated philosophical-theological study is 300 ECTS credits (73 compulsory, 43 elective courses, and 33 seminars).

At the CFT in Đakovo, the assessment of learning outcomes is carried out in accordance with the methods and procedures defined and published in the syllabus of the study program.

The skills, knowledge and competences acquired in the courses are tested (in addition to regular assessment through midterm exams) through oral examination, mainly because of the need for a credible assessment of affective learning outcomes in accordance with the specificity of the Faculty study program.

Study papers and written papers as an integral part of achieving learning outcomes of a particular course have been introduced on recommendations from the previous re-accreditation procedure, until then written papers were done almost exclusively within the seminars.

Exams are held in accordance with Article 59 of the Ordinance on Studies and Studying of the J. J. Strossmayer University of Osijek (P11), which prescribe rules for ensuring impartiality and objectivity in examinations.

Since the academic year 2012/2013 the Faculty uses the ISVU system which is crucial for the regularity of classes, information gathering, and control of student achievements and fulfillment of student obligations and it is an important source of information for monitoring quality indicators and analysis of student performance.

When observing the defined learning outcomes, they have been largely achieved with respect to the knowledge, skills and competences required for performing the mentioned ministries.

However, at the state level, in the sector council domain, there are still no occupational standards and qualifications for Masters of Theology, and thus the study program has not been entered in the CROQF Register, and, according to the recommendation of the Ministry, the Diploma Supplement does not indicate the level within the CROQF.

The Faculty cooperated on the project application as part of the competition »Implementation of the CROQF at the Level of Higher Education« under the CROQF title at the level of theological and religious higher education – CROQF TERE0 in cooperation / partnership with the Catholic Faculties of Theology in Zagreb and Split.

Notwithstanding the anticipation from the previous paragraph, the study programs will be continuously improved, updated and adapted in accordance with the needs of the labor market and the expressed interests of students, by referring to the appropriate level of national qualifications framework for higher education and therefore to the Qualifications Framework for the European Higher Education Area.

Higher education institutions that award qualifications required for various ecclesial offices have prescribed curriculum quality standards and rules for mutual recognition of diplomas, which have so far been defined based on the document *Sapientia Christiana*.

In the future period, the principal documents of the Faculty will have to be revised in accordance with the new Apostolic Constitution *Veritatis Gaudium* on Ecclesiastical Universities and Faculties, by Pope Francis.

It is also important to look at the Treaties between the Holy See and the Republic of Croatia<sup>1</sup>, which create the political and legal framework for the activity of the Catholic Church in our country and, in this context, also on the educational plan. Pursuant to the said treaties, the mission of theologians is in a way to a great extent reduced to teaching religion or the pastor ministry. Accordingly, the employment of theologians in other fields of the humanities is an exception rather than a rule.

#### Evidence:

- Analytical Supplement to Self-Evaluation – Table 2.1.
- [Ordinance on Studies and Studying at the J. J. Strossmayer University of Osijek \(17.7.2015.\) \(P11\)](#)
- [Regulations on Graduation Exams \(10 December 2015 – consolidated text\) \(P25\)](#)
- Syllabus (TD15) (includes learning outcomes at the course level – available on the Faculty [website](#) and in the [Academic Year Schedule](#))
- [Learning outcomes of the study program \(TD13\)](#)(- available on the Faculty website and in the Diploma Supplement)
- Diploma Supplement (TD16)
- [MSES, Diploma Supplement. Instructions, Rules, and Examples \(Second Amended Edition\), Zagreb, 2013. \(Z4\)](#)
- Employment analyses of graduates (available generally in the [Quality Indicators documents \(A2-A6\)](#) and in detail on the website (A25)

<sup>1</sup> International treaties, formally the legal framework for diplomatic relations between the Holy See and the Republic of Croatia, entail the following treaties: Treaty between the Holy See and the Republic of Croatia on cooperation in the area of upbringing and culture; ratified on 24 January 1997. Treaty between the Holy See and the Republic of Croatia on the spiritual guidance of the Catholic people, members of the armed forces and police of the Republic of Croatia; ratified on 24 January 1997. Treaty between the Holy See and the Republic of Croatia on legal matters; ratified on 9 February 1997. Treaty between the Republic of Croatia and the Holy See on economic issues; ratified on 4 December 1998. And the Agreement between the Croatian Conference of Bishops and the Republic of Croatia on Catholic religious education in public schools and religious training in public preschool institutions, 29 January 1999.



## 2.3. The CFT in Đakovo demonstrates the achievement of intended learning outcomes in the study programs it carries out



Learning outcomes at the level of the study program are tested with a comprehensive graduation exam in a way that it tests the acquired knowledge, skills and values. The graduation exam evaluates the writing (knowledge, skills) and defense of the graduation thesis (knowledge, skills and values), a defense of theses in the field chosen by the student, which is different from the field of the graduation thesis, and the defense of theses in the field assigned to them by the Graduation Exam Board while appointing the Graduation Exam Committee (knowledge and values) as explained in detail in the Regulations on Graduation Exams (P25).

Study-level learning outcomes are achieved by achieving course-level learning outcomes, and the ways of monitoring and implementation of these are evident from the correlation tables of learning outcomes, teaching methods and assessments, which are an integral part of course descriptions, and publicly available on the CFT website. (<http://www.djkbk.unios.hr/studij-programi>).

The success of each generation of students is monitored by a performance analysis regarding the number of passed courses and ECTS credits, which is created each year in November and makes an integral part of the Dean's Annual Report on the Work of the Faculty.

Integrated undergraduate and graduate philosophical-theological study	Final exam only			Practical work and final exam	Only midterm / coursework	Midterm/coursework and final exam	Seminar work	Seminar work and final exam	Practical work	Exercises, seminar work and final exam	Study, midterm and final exam
	Final written exam	Final oral exam	Written and oral final exam								
2018/2019	3%	21%	3%	6%	0	20%	4%	27%	0	3%	13%
2013/2014	0	15.6%	3.4%	3%	0	38%	21%	15.6%	3.4%	0	0

During the period of teaching, in a certain number of courses students can take midterm exams, which can be written or oral, and after the completion of teaching they take the final exam. This is the way how the assessment of learning outcomes is organized in numerous courses (20%), a midterm and final exam. 21% of courses have only the final oral exam, and in 3% of courses in addition to oral assessment of learning outcomes there is a written exam. Seminar courses are assessed based on the final written seminar paper (4%), and in some courses, the assessment of learning outcomes is practiced with the final exam and written seminar paper (27%).

Regarding the previous table, we can notice the introduction of additional written papers, seminars and studies, (increase of 10-13% in the categories of seminar paper + final exam and study, midterm and final exam) which was the recommendation in the Expert Panel Report from the 2014 Re-accreditation procedure of the CFT.

Teachers give students feedback about the success or failure on the exam immediately after the exam, and they try to explain their assessment of the final (un)success on the exam, and give learning recommendations (»Students taking the exam receive feedback on assessment results and, if needed, appropriate advice on learning« was rated 4.68 in the [2019 Internal Survey \(A10\)](#)).

It is important to note that the lectures are compulsory, and regular attendance at the lectures is valued in terms of achieving learning outcomes and it influences the shaping of the final grade. If the student is absent more than 30% of teaching hours, they are denied the teacher's

signature and they lose the right to take the exam (Ordinance on Studies and Studying at the J. J. Strossmayer University of Osijek (P11)).

Teaching methods are changed based on the expressed needs and improvements of teaching each year during the adoption of the syllabus (Didactics and Methodology – exercises from the winter semester of the fifth year is carried out in both semesters – lectures in the winter, exercises in the summer), and exceptionally according to determined individual needs of persons from underrepresented and vulnerable groups.

**Evidence:**

- [Regulations on Graduation Exams](#) (methods of assessment of the achieved learning outcomes at the level of the study program) (P25)
- Student graduation theses (awarded), seminar papers and examples of exams
- The study program is not registered in the CROQF Register (at the CROQF level – no occupational and qualification standards have been adopted)
- Examples of revised learning outcomes (a comprehensive revision of learning outcomes and student workloads, and increase in the ratio of knowledge assessment through written papers was conducted in 2014/2015)
- At the CFT in Đakovo, learning outcomes are assessed in accordance with the methods and procedures defined and published in the curriculum syllabus. Learning outcomes, assessment methods and activities for their realization are visible in the tables »Correlation between learning outcomes, teaching methods and assessment« which are an integral part of the course descriptions (TD15).
- Feedback from students in the results of: [Internal Survey 2019 \(A10\)](#) ([Quality Handbook](#) 2.5.1) (P21) and [UUSS](#) – the importance of courses for future careers (A11-A15)
- [Ordinance on Studies and Studying at the J. J. Strossmayer University of Osijek \(P11\)](#)
- [Decision on the method and conditions of drafting a written study from one compulsory course prescribed by the program of the 3<sup>rd</sup> and 4<sup>th</sup> year \(summer semester\) of the integrated undergraduate and graduate philosophical-theological study from 1 October 2012. \(O10\)](#)

## 2.4. Procedures for planning, proposing and accepting new and revising or cancelling existing programs include feedback from students, employers, professional associations and alumni

The procedures for approving new and changing existing study programs are described in the quality procedures in the [University Quality Handbook](#) (P20) (for undergraduate, graduate, integrated and professional study Procedure 7.1.11; for postgraduate doctoral and specialist study Procedure 7.1.12), and the [Faculty Quality Handbook](#) (P21)(Chapter 2.4.).

Changes to the study program of up to 20% are submitted for approval to the University Senate based on the University Senate Conclusion of 17 March 2008, according to the procedure and content prescribed therein. Changes to the study program in the scope of over 20% are considered as a new program and follow the same procedure as in the case of initial accreditation.

In the academic year 2014/2015, the first generation completed their study according to the new or Bologna study program, and by passing their graduation exam they completed the integrated undergraduate and graduate university philosophical-theological study and earned the qualification of Master of Theology. Therefore, after a five-year period, with the aim of improving the study program, the Faculty has proposed its amendments approved by the Senate on 9 June 2015. The revised program began to be carried out in the academic year 2015/2016.

The comprehensive graduation exam is described in the Regulations on Graduation Exams from 4 March 2014 (P25). Since the preparation of the first, new graduation exams had revealed some areas for improvement, the Regulations were amended on 7 September 2015 and 30 November 2015.

Given the specific nature of our study organization with the purpose of permanently listening to the existential needs of modern man, the Faculty strives to develop new study programs. Efforts are underway to launch postgraduate specialist studies *Crises Pastoral Care* and *Spiritual Dimensions of Hospital Spiritual Care and Palliative Medicine*. We intend to launch a joint program of doctoral studies *Ecumenical Theology* and *Religious Pedagogy and Catechetics*. In addition to monitoring and periodic reviews of study programs prescribed by the self-evaluation procedure, the Faculty conducts an annual survey on the satisfaction with the study program, in the final year, that is, while applying for the graduation exam. The monitoring and the need to improve the study programs is determined also based on information and impressions of alumni obtained through discussions and meetings with alumni, members of the Community of Friends of the CFT in Đakovo, and cooperation with the CES regarding the collection of data on employability, as well as cooperation with the archdiocesan bodies. Primarily, we mean the Archdiocesan Catechetical Office, which has the role of mediating the employment of all Masters of Theology. The same office regularly organizes meetings, seminars and workshops for the purpose of lifelong learning in cooperation with the Education and Teacher Training Agency.

Within the framework of lifelong learning, the Faculty also carries out a Theological-Catechetical Program of Lifelong Learning for Educators in Preschool Institutions lasting two semesters.

Pursuant to the [Decision on Giving Approval to the Catholic Faculty of Theology in Đakovo to Establish and Carry Out the Lifelong Learning Program Called »Theological-Catechetical Lifelong Learning Program for Educators in Preschool Institutions«](#) of the Senate of Josip Juraj Strossmayer University of Osijek (O8), from 23 September 2014, the Faculty in cooperation with the Archdiocese of Đakovo-Osijek has carried out the lifelong learning program for the first time in the academic year 2014/2015.

The Theological-Catechetical Lifelong Learning Program for Educators in Preschool Institutions is intended for persons who have acquired qualifications in the field of early and pre-school

education and/or perform the activities of professional associates in institutions for preschool education (educators, speech therapists, defectologists, psychologists).

In the first cycle, 28 students were enrolled, the program lasted one year, and upon completion one earned 30 ECTS credits. 23 participants completed the program in the regular period. The program offers a choice between two directions – Religious Education and Catechesis or the Catechesis of the Good Shepherd. The program will be carried out again in the academic year 2019/2020.

The goal is to provide a comprehensive preschool education that will include nurturing and developing the child's religious dimension by empowering them, appropriately to their age, to discover, accept and live authentic values of the Gospel in relation to themselves, another and in a special way God.

In addition to the mentioned study programs and lifelong learning programs, in cooperation with the Archdiocese of Đakovo-Osijek, the Faculty teachers also participate in the implementation of non-formal educational programs within the School for Parish Associates and the Music School of the Archdiocese of Đakovo-Osijek, as well as lifelong learning seminars for parish animators, readers, singers and other parish pastoral-catechetical groups organized by the Archdiocesan Pastoral Center.

Given that the teaching process is the basic process of the Catholic Faculty of Theology in Đakovo, there is a continuous effort to analyze and improve existing studies and examine the possibilities of introducing double-major studies, postgraduate university doctoral studies with specialization in ecumenical theology, catechetics and religious pedagogy, as well as the possibilities of new specialist studies. Furthermore, if the church authorities show interest and possibility of employment, we can also organize the implementation of study programs to educate certain profiles of church offices.

All changes to the study program are recorded in the MOZVAG system and form an integral part of the syllabus for the next academic year.

#### **Evidence:**

- [Development Strategy 2016-2021 \(TD8\)](#)
- [Quality Handbook](#) (procedures for planning, proposing and accepting new and changing existing study programs described in item 2.4.) (P21)
- [Quality indicators \(A2-A6\)](#)
- SWOT analyses (A46, A47) and decisions on changes to study programs (O4, O5)
- [Decision on Giving Approval to the Catholic Faculty of Theology in Đakovo to Establish and Carry Out the Lifelong Learning Program Called »Theological-Catechetical Lifelong Learning Program for Educators in Preschool Institutions« \(Senate, 23 September 2014\) \(O8\)](#)
- [Current study program available and published](#) (amendments to the study program)
- Appointed Committee for the Assessment of the Study Program
- Records of changes to study programs

## 2.5. The CFT in Đakovo ensures that the ECTS credits are in line with the real student workload

In the previous re-accreditation procedure, the Expert Panel concluded that »the members of the Panel were satisfied that the workload was in line with the ECTS standards«.

In the meantime, there were two changes to the study program, but none involved changes to ECTS credits or course content. The changes concerned the supplementation of elective courses and seminars, the broadening of their content and introduction of two new courses. The latest changes are for the academic year 2019/2020 and do not include changes to the compulsory courses.

The syllabi of the study program have refined the methods of assessing the achievement of learning outcomes according to the re-accreditation recommendations in terms of introducing more written knowledge assessments.

The internal survey (A10) examines student satisfaction with the balance of ECTS credits and real workload.

During the alignment of study programs in the academic year 2014/2015 regarding learning outcomes, we also made an assessment of student workload and an update of compulsory literature list in all courses according to the recommended guidelines:

<i>In 1 hour of work an average student can:</i>	<b>Easier Literature</b>	<b>Difficult Literature</b>
Read	15 pages	10 pages
Learn	7.8 pages	6.25 pages

In the previous re-accreditation procedure, the Expert Panel was satisfied with the balance of student workload and earned ECTS credits, which was later confirmed in the surveys that examine student opinion on this topic (2019 Internal Survey and Unified University Student Survey).

Nevertheless, we will continue to work to improve and balance the study program.

### **Evidence:**

- Results of surveys and evaluations of the study have been made public ([Internal \(A10\)](#), [UJSS \(A11-A15\)](#), alumni surveys, [final year of study \(A21-A24\)](#), [Swot analyses \(A46-A47\)](#)).
- [The amended study program has been made public](#) (updated lists of required literature and aligned student activities and methods of assessing their activities)

## 2.6. Student internship is an integral part of study programs

The integrated undergraduate and graduate university philosophical-theological study, given its specificity and nature of study, does not predict the implementation of internship. The exception is the going of fifth-year students on hospitations to schools. The course professor in catechetics, in agreement with religion teachers mentors, organizes their departure and monitors their work. Students are obliged to participate in 10 religion classes (6 in primary and 4 in secondary school) and adopt teaching methods and then, under the expert guidance of the mentor, personally conduct 4 classes of teaching (2 in primary and 2 in secondary school). The aim is for each student to participate in the religion class for different age groups: grades 1-4 and grades 5-8 of primary school, and in secondary school classes. The religion teacher-mentor then submits his or her observations and assessment of students' teaching performance to the course professor, who then analyzes them with the students. This form of practical training has proven useful in preparing students for their future profession as catechists and religion teachers, but it needs to be even better and more systematically organized. Primarily, within the quality system, devise a way of evaluating students' satisfaction with the organization of hospitations and mentoring, and evaluating mentors' assessments in terms of acquired competences and achieved learning outcomes within the study program.

In agreement with the Catechetical Office of the Archdiocese of Đakovo and the course professor, in order to improve the hospitations, a selection of schools and mentors was made according to the criterion of their excellence.

### **Evidence:**

- Not applicable – practical training is not predicted in the study program
- Exercises in the form of hospitations, in co-operation with primary and secondary schools, are predicted in the amount of 14 hours as part of one course in the 5<sup>th</sup> year of study.

# 3.



## TEACHING PROCESS AND STUDENT SUPPORT



### 3.1. The requirements for enrollment or continuation of study are aligned with the requirements of the study program, clear, published and consistently applied

All information about the enrollment requirements and the way of studying at the CFT in Đakovo is available on the Faculty website – Enrollments and at <http://www.djkbk.unios.hr/studij>.

Basic information about the Faculty is also published in the Guide for future students of Josip Juraj Strossmayer University of Osijek. The CFT, through the official archdiocesan newsletter, the archdiocesan press office and other church weeklies, regularly informs the interested public about tenders for the enrollment of new student. Prospective students also receive real study information through the alumni based on their study experience, as well as through members of the Community of Friends of the CFT in Đakovo, who are provided with promotional materials for dissemination among high school graduates.

The CFT in Đakovo introduces potential future students to an integrated undergraduate and graduate study program, among other things by actively participating in the Fair of J. J. Strossmayer University of Osijek, which is held regularly each year in December at one of the University's constituents. On this occasion, promotional materials are prepared with basic information about the enrollment requirements and the study program of the CFT in Đakovo. The current Academic Year Schedule is also available for interested students, which is published each academic year with detailed information on the philosophical-theological studies at the CFT in Đakovo, and since at least two students are regularly present at the Fair there is an opportunity for a personal conversation with them.

A requirement for enrollment to the Catholic Faculty of Theology in Đakovo is the successfully passed State Matura exams, according to the conditions and manner of evaluation contained in the database of the National Information System for Applications to Higher Education Institution (NISpVU) and the Central Applications Office of the Agency for Science and Higher Education and the competent Ministry.

The enrollment quota is 45 (43 + 2 foreign nationals).

The method of evaluation and formation of the rank list for enrollment of applicants in the first year of study is compiled according to the scoring system as follows:

<b>Prerequisite:</b>		
Medical certificate of health for the study		
<b>Secondary school grades:</b>		
Average of all grades		<b>35%</b> (350 points)
<b>Compulsory part of State Matura:</b>		
Croatian	Level B	<b>30%</b> (300 points)
Math	Level B	<b>5%</b> (50 points)
Foreign or Classical language	Level B	<b>20%</b> (200 points)
<b>Elective part of the State Matura:</b>		
Any subject	No	-
<b>Additional tests of knowledge, skills and abilities:</b>		
Motivational interview	YES	<b>10%</b> (100 points)
<i>Classification threshold – min. 50 points</i>		
<b>Other special achievements:</b>		
Candidates for the priesthood or religious life, in addition to all other conditions and successfully passed State Matura, and based on a written recommendation of the competent ordinariate, or certain persons designated by him, have direct enrollment, regardless of their place on the ranking list.		

Additional assessment of knowledge, skills and abilities is carried out through the motivational interview of the applicant with the members of the Committee for Additional Evaluation of Specific Knowledge, Skills and Abilities (motivational interview). Motivational interview is also a condition of elimination. Motivational interview is necessary primarily because of the specific nature of the study. Before the committee, prospective students answer mostly questions about the motives that motivate them to enroll in this study, where they see themselves after graduation, and their present involvement in the social and church community.

In the academic year 2017/2018 conditions have been changed and the required level of State Matura for Croatian language has been reduced from A to B, and from 2018/2019 the elective course requirement and the 400 points minimum threshold were abolished and the additional condition of producing a medical certificate of health for the study was introduced.

Integrated undergraduate and graduate university study	Full-time students					Part-time students			Gymnasium		Vocational school	
	Applied	First choice	Second choice	Enrolled in the first year of study	Enrollment quota	Applied	Enrolled	Enrollment quota	Number	Average grade	Number	Average grade
Summer enrollment	46	22	7	14		0	0	0	6	3.94	8	3.58
Fall enrollment	15	11	1	8		0	0	0	2	4.22	5	3.75
<b>Total 2017/2018:</b>	<b>61</b>	<b>33</b>	<b>8</b>	<b>22</b>	<b>43+2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>4.02</b>	<b>13</b>	<b>3.69</b>

Integrated undergraduate and graduate university study	Full-time students					Part-time students			Gymnasium		Vocational school	
	Applied	First choice	Second choice	Enrolled in the first year of study	Enrollment quota	Applied	Enrolled	Enrollment quota	Number	Average grade	Number	Average grade
Summer enrollment	20	10	3	7		0	0	0	3	3.59	4	3.74
Fall enrollment	7	5	1	3		0	0	0	0	0	2	3.19
<b>Total 2018/2019:</b>	<b>27</b>	<b>16</b>	<b>4</b>	<b>10</b>	<b>43+2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3.59</b>	<b>6</b>	<b>3.48</b>

## The structure of enrolled students and interest in the study program in the last two academic years

In previous years, the Faculty has recorded a decline in interest in the study program (in 2019 and 2018 there were 10 students enrolled) which was on the one hand conditioned by the specificity of the study program and then by a reduction in the number of jobs, that is, lack of new ones, due to a very large loss of population, especially from our area of Slavonia and Baranja, which is also felt at the university level, where many faculties did not meet the enrollment quotas. The consequences of migrations of entire families to Western European countries are also felt in the area of primary and secondary education, where students of our Faculty are primarily employed, classrooms are reduced and a large number of already employed teachers lose their number of working hours, and it is evident that there are no new jobs. This problem will be ad-

addressed at the University level in the next period of strategic development at the level of mobility among university studies of all constituents and the search for broader areas of activity.

The Faculty is satisfied with the quality of students enrolling in the integrated philosophical-theological study program.

According to the [University Decision on the Linear Model of Studying at the Josip Juraj Strossmayer University of Osijek](#) (O14) (25 September 2018), the following conditions are established:

- 1<sup>st</sup> year students gain the right to enroll in the 2<sup>nd</sup> year of study with achieved 48 ECTS credits;
- 2<sup>nd</sup> to 5<sup>th</sup> year students gain the right to enroll in the higher year of study with achieved 48 ECTS credits and with all passed exams from the previous year of study.

Conditions have been unchanged since 2012.

The Faculty carries out only one study program and thus there are no procedures for making transfers within the faculty study programs.

On 1 December 2014, the Faculty Council established the Committee for the Recognition of Exams for Student Transfers, which conducts the procedure for the recognition of exams in the transfer of students from related studies between faculties in the Republic of Croatia.

Since our last re-accreditation, we have had two transfers, both from the CFT of the University of Zagreb, one in the academic year 2018/2019 to the 3<sup>rd</sup> year, and the other in the academic year 2019/2020 to the 4<sup>th</sup> year of study.

The Office for Academic Recognition of Foreign Higher Education Qualifications and Study Periods was established at the level of the J. J. Strossmayer University of Osijek, responsible for the recognition of foreign higher education qualifications and recognition of periods of study at foreign higher education institutions for the purpose of continuing education in the Republic of Croatia. We work very well with the Office and actively participate in the process through our representative and have had one recognition of the study period. A student from Franciscan Theology in Sarajevo (Bosnia and Herzegovina) continued to study with us in the 4<sup>th</sup> year of study from the academic year 2015/2016.

In the academic year 2018/2019 the total number of students (Analytic Supplement – Table 3.1.) studying at the integrated undergraduate and graduate university study was 137 students, 20 of which are students in the status of the completion of studies (students who have lost student rights).

The distribution of students by year of study and status looks like this:

Academic year	Full-time students		Completing students		Full-time graduates	Completing graduates
2018/2019	1 <sup>st</sup> year	10	1 <sup>st</sup> year	0	21	13
	2 <sup>nd</sup> year	21	2 <sup>nd</sup> year	0		
	3 <sup>rd</sup> year	18	3 <sup>rd</sup> year	0		
	4 <sup>th</sup> year	28	4 <sup>th</sup> year	5		
	5 <sup>th</sup> year	19	5 <sup>th</sup> year	2		
	96		7		34	
All	137					

Table 3.3. of the Analytic Supplement to Self-Evaluation is not applicable because we carry out only one study program, integrated undergraduate and graduate, therefore interest in graduate studies cannot be monitored, and interest in postgraduate studies was monitored within the Quality Indicators until 2016, when the postgraduate specialist study was discontinued.

**Evidence and Indicators:**

- Enrollment criteria are clearly defined and made public on the [Faculty's website](#) and the *Become a Student* system, and they include the assessment of high school success, the level of passing compulsory exams of the State Matura, and additional requirements – (motivational interview and medical certificate)
- Analytic Supplement to Self-Evaluation – Tables 3.1., 3.2., 3.3.
- Criteria for the continuation of study are clearly defined and published on the [Faculty website](#) and [Academic Year Schedule](#)
- Procedures and examples of the recognition of previous study periods for student transfers (Decision on Appointment of the Committee for the Recognition of Exams for Student Transfers) (O9)
- [Quality Handbook of the Josip Juraj Strossmayer University](#) – Recognition of Foreign Higher Education Qualifications and Study Periods (Procedure 7.1.15) (P20)
- [Quality Handbook](#) of the Catholic Faculty of Theology in Đakovo – Recognition of the Study Periods during transfers (Procedure 2.6.3.2) (P21)
- Cohort-level passing rate (available in [Quality Indicators](#) documents (A2-A6))
- [Analysis of reasons for unsuccessful and inefficient study](#) (A17-A20)

### 3.2. The CFT collects and analyzes data on student study progress and on that basis ensures the continuity of study and completion of students

The Faculty deems particularly important to monitor the success, progress and completion of studies. The procedures are prescribed in the [Faculty Quality Handbook](#) (P21). Here we primarily mean surveys in connection with the quality analysis of enrolled students, evaluation of programs by graduates, and research into the causes of inefficient and unsuccessful studying. In particular, we highlight monitoring student quality indicators and study performance, which include the following data: the number of applicants compared to the number of enrolled in the first year of study; the success of enrollment in the next year of study; average grade of study; average length of study; the number of students who repeat the year and those who lose their right to study; study drop-out rate and the number of students who quit; employability; success in passing exams (at the level of exam periods).

Furthermore, a review and an analysis of passed exams are created after each semester (the review is made after the winter, summer and fall exam periods). This review on an annual level is an integral part of the Dean's Annual Reports on the Work of the Faculty.

From Table 3.4. of the Analytic Supplement to Self-Evaluation we can conclude that the decline in the number of enrolled students had a drastic impact on the passing rate from the first to the second year of study (even though the passage to the second year is lower than 55 points as required in the tables here), or rather, it affected the excellence of students. For example, in 2014, when 40 students enrolled, 48% were excellent, while in 2018, 80% was excellent.

On the other hand, the completion rate of students given the total number of students enrolled in the first year of study in the last 5 years ranges from 51-62 percent, but in 2019 the average duration of study was minimal 5.1 years.

The Faculty continuously encourages student excellence and each year, on the Faculty Day, it gives awards and recognitions to the most successful students of all years of study and for the best graduation thesis.

The topics of the awarded works from previous years are:

- *Sexual Abuse in the Catholic Church – Characteristics of Abusers and Guidelines for Prevention Through Priestly Formation* (in the 2018/2019 generation; mentor: Asst. Prof. Josip Bošnjaković, Ph.D.).
- *Theological Nature of Monasticism According to Some Aspects of Theology of Hans Urs von Balthasar* (in the 2017/2018 generation; mentor: Asst. Prof. Boris Vulić, Ph.D.).
- *Analysis and Theological View of the Term 'Vita Activa' in Hannah Arendt* (in the generation 2016/2017; mentor: Assoc. Prof. Ivica Raguz, Ph.D.).
- *The Relationship Between Inter-Religious Dialogue and the Proclamation of the Church. Theological-Religious Perspectives in the Light of the Thoughts of Nikola Bižaca* (in the 2015/2016 generation; mentor: Asst. Prof. Davor Vuković, Ph.D.).
- *The Dignity of the Frozen Human Embryo* (in the 2014/2015 generation; mentor: Assoc. Prof. Suzana Vuletić, Ph.D.).

#### Evidence and Indicators:

- Analytic Supplement to Self-Evaluation – Table 3.4. and Data on the student passing rate (collected and processed after the winter semester, after the summer semester, and at [the end of the academic year \(A26-A40\)](#))
- [Quality indicators](#) (18/19-13.6.2019; 17/18-18.04.2018; 16/17-26.04.2017; 15/16-18.04.2016) (A2-A6)
- Established student support [mentoring system](#)
- [Regulations on Awards and Recognition of the Catholic Faculty of Theology in Đakovo](#) (9 December 2015 – First), 9 July 2018 (P26).

### 3.3. The CFT in Đakovo ensures student-centered teaching



The Faculty encourages different methods of teaching in accordance with the predicted learning outcomes from individual and group work, research learning, to fieldwork, and encourages creative and critical thinking, which was achieved by introducing a larger number of written papers and midterms, as recommended in the previous re-accreditation, which also encourages the independent work of students.

Course descriptions of the integrated undergraduate and graduate university study provide a list and description of the intended teaching methods and the expected student activities.

The Decision on the Manner and Conditions for the Preparation of the Written Study (O10) and the Regulations on Graduation Exams (P25) clarify to students the way of producing written papers.

All classrooms in which compulsory subjects are taught are equipped for using modern teaching methods and teaching aids.

The assessment of teaching and competency of teachers is carried out through the Unified University Student Survey, which is conducted at the University level each year since the academic year 2005/2006, through the [Internal Student Survey](#) conducted in this form for the first time for the summer courses of the academic year 2018/2019 (A10), the [2019 Self-Evaluation of Teachers survey](#) (A16), the Internal Survey of the Student Standards Board of the CFT Student Union (22.10. 2018) (A41) and individual self-initiative evaluation surveys of subject teachers.

The Faculty encourages teacher training in the area of teaching competences through ERASMUS programs. Efforts are made, in accordance with financial means, to provide the necessary support in developing and training teaching competences. First of all, the costs of postgraduate tuition fees are covered for all employees in associate titles under the provisions of the Collective Agreement for Science and Higher Education, and language training and shorter stays abroad for the purpose of professional training are covered for all teachers through Erasmus and the Decision on Earmarked Funding of Science (O13).

In addition, the awareness of the importance of continuous, lifelong education and learning, and the need for training our existing knowledge, encourage us to intensify lectures and workshops for teachers to improve their teaching competences of a methodological, didactic, psychological or pedagogical character, which teachers expressed in the 2019 Self-Evaluation of Teachers survey, based on which a professional training plan will be developed in 2020. The ways of teaching, teaching methods and student motivation are continuously evaluated in student surveys, and in the following period, based on the results of the Self-Evaluation of Teachers survey, additional teacher education is planned regarding teaching methods and critical thinking, that is, the dissemination of acquired knowledge within the vocational training seminar of the Forum for Freedom of Education, »Active Learning and Critical Thinking in Higher Education« (80-hour seminar).

The results of the Unified University Student Survey (UUSS) conducted at the level of Josip Juraj Strossmayer University of Osijek are an indicator of the excellent work of the Faculty teachers. The average grade of all teachers is increasing and the CFT is at the top of all faculties and departments, while the Faculty grade is always above the grade level of the entire University.

Grade for the academic year:	Overall grade of the Faculty	The CFT grade relative to University grade	Overall University grade
2014/2015	4.706	↑	4.516
2015/2016	4.676	↑	4.527
2016/2017	4.733	↑	4.579
2017/2018	4.727	↑	4.623
2018/2019	4.760	↑	4.652

The UUSS has been redesigned and substantially modified since the academic year 2014/2015 and it starts from the assessment of teacher competences, which means that teachers are no longer graded by course. The survey contains two independent sections. The second part, as recommended by the European Commission, refers to investigating the occurrence of various forms of discrimination.

By conducting an internal survey, the Faculty receives valuable additional information not covered by the UUSS. From the results of the internal survey for the summer semester of the academic year 2018/2019 regarding teaching methods, we highlight the following result from the descriptive section: In 57% of completed surveys, students stated the advantages and singled out the good and useful in the course, that is, they answered the question *What are the advantages and what would you single out as good and useful in this course?* The most frequent comments that did not relate to the course content were singled out in 36% of the evaluated courses, and they refer to the way of execution and teaching methods from which we mention discussions, working in pairs, working in groups, interactive teaching, presentations, independent work, interactivity, didactic tools, practical examples and midterms.

#### **Evidence and Indicators:**

- [Ordinance on Studies and Studying at the Josip Juraj Strossmayer University of Osijek \(P11\)](#)
- Examples of exams, seminar papers and graduation theses. Ways of teaching and teaching methods are used purposefully according to the specifics of individual courses and the entire study program in the syllabus.
- [The Decision on the Manner and Conditions for the Preparation of the Written Study from one Compulsory Course Predicted in the Program for the 3<sup>rd</sup> and 4<sup>th</sup> year \(Summer Semester\) of the Integrated Undergraduate and Graduate Philosophical-Theological Study from 1 October 2012. \(O10\)](#)
- There is no non-traditional student population at the CFT (given that there is one full-time study program). Occasionally provision is made in specific cases (disability and / or long-term sick leave) to adjust teaching methods and execution.
- Student feedback (surveys, questionnaires, analyses) and [reports on teacher competency assessments, UUSS \(A11-A15\), Internal Survey \(A10\), SWOT teachers and students \(22.10.2015\) \(A46-A47\)](#).
- [Regulations on Graduation Exams \(P25\)](#).
- [Decision on Earmarked Financing of Science. \(O13\)](#)



### 3.4. The CFT in Đakovo ensures appropriate support for students



As a small Faculty, in terms of the number of teachers, students and study programs, what makes the Faculty proud and what students always highlight, and what was noticed as the Faculty's advantage in the previous re-accreditation cycle, is that there is a »strong sense of community and a high degree of student and employee satisfaction« in our academic community and »good relationship with students and dedicated care for their personal development and well-being.«

All information related to enrollment and teaching is available on the Faculty's website. After enrollment in the first year of study, and before the beginning of classes, new students have a meeting with the Faculty Management and are taken on a campus tour and are given instructions for initial orientation at the Faculty and the Student Dormitory. Another workshop is organized for first-year students with the Faculty staff, where they are introduced to: their rights and obligations, scholarships, how to use the information system for students – Studomat (employee of the Office for Studies and Students); how to use the services of the library – borrowing, working in the reading room, using and searching databases (staff of the Central Archdiocesan and Faculty Library – CAFL); conditions, rules, possibilities and security measures when using IT equipment at the Faculty, the Internet and official communication channels (employee of the Office for Computer and Communication Systems); and opportunities to participate in various extracurricular activities at the Faculty (Vice-Dean for Teaching and Students).

Professional services at the CFT provide support to students in both curricular and extracurricular activities, and student satisfaction with professional services is monitored by a regular questionnaire.

We can say that, as far as student needs are concerned, the Faculty employs an adequate number of qualified and committed professional, administrative and technical staff, as evidenced by the results of student surveys on satisfaction with service and work of professional services. Professional services upon invitation regularly participate in almost all trainings organized by the University, the Ministry and the ASHE.

The CFT in Đakovo carries out mentoring work with students with the aim of providing support with learning itself, as well as the overall organization of student life. This way of working builds community, trust, cooperation and feeling for one another. In the previous model of the mentoring support system, which was being implemented until the academic year 2018/2019, the students within the mentorship organized small discussions about student life, learning, teachers, current social and religious topics, groups of joint, collaborative learning, private lessons, and on the other hand, together with the mentors, they organized short trips, visits to museums, theater, cinema, commemorations of the fall of Vukovar, a visit to Strmac, to the Nursing Home and the Đakovo hospital.

The mentoring system exists since the academic year 2009/2010 and, according to the guidelines of the Committee for Improving and Assuring Quality, it has changed three times until the academic year 2012/2013. The final form provides for a minimum of 6 meetings. Of these, 3 meetings are thematic at the level of the academic year, 2 meetings are pilgrimages for all students of the Faculty and one meeting is in the form of a study trip (so far, students went on study trips to Rome in 2019, Pavia-Milano-Brescia in 2018, Krakow in 2017, Rome in 2016, and Aquileia and Ravenna in 2015).

Thematic meetings aim to educate students about their rights and obligations, inform them about unused opportunities, allow them to meet with representatives of employers, provide them with guidance and support for more efficient and better studying as well as information on important topics related to the work of the Faculty (results of surveys, etc.). Very often, students at thematic meetings were joined by the Faculty professional services.

The new form of mentoring which is carried out since the academic year 2018/2019 has reduced the number of thematic meetings and included in the forms of work within the mentoring system consultations with mentors in connection with writing studies, graduation theses, and other forms of formal and informal meetings of teachers and students.

In collaboration with teachers, students participate in the Science Festival of the J. J. Strossmayer University of Osijek. They often publish joint papers in professional and scientific journals and participate in joint presentations at various conferences, all with the aim of providing additional support and motivation to study.

In addition to the meetings within the mentoring support system, the Faculty also organizes Erasmus + Info Days (I1-I4) in order to provide additional motivation and incentives to apply for the international exchange program.

The Student Dormitory and the Faculty Library are located near the CFT in Đakovo, allowing students to study well and with the necessary content available to them. About twenty meters from the CFT is the Restaurant »Croatia« where students eat.

According to the [Regulations on Dormitory Code of Conduct](#) (2011 and 2019 (P27)), every student at the CFT exercises the right to be accommodated in the Student Dormitory based on the achieved points earned in the competition procedure for each academic year, based on the criteria of the Ministry of Science and Education and additional criteria adopted annually by the Faculty Council of the CFT. The accommodation capacity of the Student Dormitory is 88 persons in 45 rooms, of which one room is fully adapted for students with severe disabilities and two more rooms for students with smaller disabilities.

The Faculty Library has adequate resources given the available literature for study, space, large reading room, education and high level of expertise and service of library staff. Library hours were Monday to Thursday from 8 am to 6 pm and Friday from 8 am to 4 pm. Due to the interest of the specialist study students, working hours were extended to 6 pm on Fridays. The study was terminated in 2016, and since 2018 the CAFL is again open on Fridays from 8am to 6pm. The expert staff have produced a Library Work Guide that includes rules on borrowing and rules of conduct when using the reading room, and has organized individual workshops for students to encourage them to use online databases.

The CFT students have an opportunity to work in the Library as demonstrators in accordance with the [Regulations on Demonstrators of the Catholic Faculty of Theology in Đakovo](#) (P28).

The CFT also provides a room for work and meetings of the Student Union. There are numerous opportunities for extracurricular activities in the sense of enriching the social life at the CFT, and extracurricular groups are allowed to use all halls and/or free classrooms for their work as well as the living room of the Student Dormitory. Students can join various interest groups such as the KBF TV (CFT TV), Bible, drama, or charity groups, they can collaborate on the student journal »Teofil« which comes out regularly once a year and show students' creativity in writing scientific texts, prose and poetry. Each year, the Student Union organizes the »Creativity Evening« of the CFT students. In addition to presenting various student talents, on this occasion, the Student Union awards recognitions and appreciations by students' choice in the categories: professors who have enriched student life, the best employees of extracurricular services, the most deserving students in individual extracurricular groups, charity, choir, »Teofil«, drama group, for media coverage and reporting on events at the Faculty, and recognition for outstanding contribution to the realization of student rights.

Members of the Community of Friends of the Faculty (alumni) and retired Faculty teachers are invited to the Creativity Evening, and we often invite guests who have the opportunity to participate in the program (students of the Catholic Faculty of Theology, University of Zagreb in 2017, and students of the Franciscan Theology in Sarajevo, Bosnia and Hercegovina, in 2016).

The Faculty also provides support to students for participation at student events, and thus in the academic year 2018/2019 the 1<sup>st</sup> »Teologijada« was held in Zagreb, and the second meeting of theology students, that is, the 2<sup>nd</sup> »Teologijada« will be held at the CFT in Đakovo on 5-6 June 2020.

The Faculty has a Mixed Student Choir and a student singing group »Ruah« in charge of animating celebrations in the student chapel. In addition, the CFT students traditionally start a Christmas charity drive every year, and they make commemorative greeting cards, golden embroidery cards, Advent wreaths, decoupage paintings, plaster angels, embroidered balls, yarn snowmen, and other gifts for Christmas. Donations raised through charity group's handicrafts are during Advent channeled for the needs of communities, institutions, associations and organizations that provide care for adults and children with special needs, children without parental care, the sick and the socially disadvantaged. Through the financial means and other forms of assistance, in the last 5 years the CFT students have paid annual monthly contributions to UNICEF's Childhood Guardians, annual donations for »Mary's Meals«, and material assistance to the association for assistance to persons with disabilities »Duga« from Semeljci, the Faith and Light Association, they helped the SOS Children's Village Ladimirevci, Association for the Promotion of the Dignity of Human Life and the Protection of the Unborn Child Bethlehem-Osijek and Vukovar, Special Hospital for Psychiatry and Palliative Care »Saint Rafael Strmac«, Pediatrics at the Clinical Hospital Center Osijek, Home for the Elderly and Infirm Đakovo, Amadea – daycare for the elderly, Society of St. Vincent de Paul, Caritas. These activities also helped the CFT students in realizing their study trip and the distribution of basic social packages of food and hygiene supplies.

In addition, the CFT in Đakovo seeks to materially support the volunteer and extracurricular work of students, through funding or finding donors for publishing the student journal, organizing Creativity Evenings, obtaining materials for the charity work of students, and other student initiatives that are supported at the level of the University Student Union.

Every year, the Student Union of the Josip Juraj Strossmayer University of Osijek gives the Student Union of the Faculty a monetary amount for organizing student activities.

Since the academic year 2015/2016, the offer of student extracurricular activities was expanded, and a journalist group was organized which resulted in the launch of the KBF TV and a radio show. The journalist group covers all events at the Faculty.

For the needs of organizing spiritual content for students, in the academic year 2017/2018 we completed the decoration of the Chapel of Mary Mother of the Church within the campus.

In addition, it is worth mentioning that due to the specific nature of studying at the CFT in Đakovo, and based on the expressed need in the SWOT survey of students, the office of Student Chaplain has been introduced which the students wholeheartedly welcomed, and a new chaplain was appointed in 2018. His mission is to organize various forms of spiritual contents, and to advise and assist students in need through personal conversation. The chaplain is housed in the Student Dormitory.

Records of participation in extracurricular activities at the Faculty level are kept and, at the student request, they are valued in a way that they are stated in the Diploma Supplement document according to the [Decision on the Criteria and Manner of Evaluating Extracurricular Activities of the CFT students](#) (O2).

The course professor in catechetics, in agreement with religion teachers-mentors, organizes hospitations for students, that is, the practical part of teaching within the 5<sup>th</sup> year compulsory course Didactics and Methodology (exercises). As stated earlier, there is a need for greater institutional support for organizing and gathering student and mentor feedback on satisfaction and suggestions for improving this form of teaching students.

The Faculty rents a sports hall for carrying out the Physical Education courses and extracurricular recreational activities.

At the University level, there are the Office of Student Affairs and Students with Disabilities, the Student Professional Counseling Service and the Psychological Counseling Center. The Faculty regularly shares information on the website about organized workshops in terms of professional counseling, and cooperates with the Office for Student Affairs and Students with Disabilities in providing technical assistance to students in need, and has ensured the possibility for psychological counseling at the Faculty. Students are familiar with the psychological support organized

by the University, and they have at their disposal a professor of psychology and psychotherapy, from our own staff.

The building of the CFT in Đakovo, as well as all the buildings around it, are maximally adapted for people with disabilities, and all teachers and staff are notified in a timely manner about the special needs of individual students.

Teachers inform students about the office hours and/or how to schedule office hours in the course descriptions, on the Faculty's website and at the front door of their offices – in the evaluations conducted so far, students have praised the accessibility, openness and friendliness of teachers ([SWOT \(A47\)](#), [UUSS \(A11-A15\)](#), [Internal Survey \(A10\)](#)).

In accordance with the [Regulations on Financial Assistance for Students of Poor Socio-Economic Status](#) (P29), the CFT in Đakovo seeks to take into account the financial capacities of students and provide adequate financial support.

#### **Evidence and Indicators:**

- [Ordinance on Studies and Studying at the Josip Juraj Strossmayer University of Osijek \(P11\)](#)
- [Regulations on the Organization of Jobs Positions at the CFT in Đakovo](#) (4 June 2019) (P1)
- Analytic Supplement – Table 4.1.a; Figure B. The diagram of organizational units in the introductory part of this document
- [Analysis of the survey results on student satisfaction with the services and the work of administrative and professional services](#) (15.5.2018; 13.6.2017; 20.6.2016.) (A7-A9)
- Student report on mobility at a host foreign higher education institution (A55-A58)
- Records of education, professional training and exchange of administrative staff (The Dean's Annual Reports on the Work of the Faculty (I48, I5, I6, I7, I8))
- [A Guide Through the Topics of Mentoring Meetings for Teachers and Students](#) (new edition every year) (TD17)
- [Analysis of the student support mentoring system](#) (every year) (A42-A45)
- Support services for professional guidance of students and psychological counseling have been set up at the University level
- The Student Service is in charge of supporting students with disabilities in collaboration with the [University Office of Student Affairs and Students with Disabilities](#).
- [Regulations on the Code of Conduct in the Dormitory](#), (13 March 2019) (P27)
- Project financing of the Student Union activities at the level of the Student Union of the University of Osijek
- [A list and description of extracurricular activities available on the Faculty's website](#)
- [Decision on Criteria and Manner of Evaluating Extracurricular Activities of the CFT Students](#) (6 July 2015) (O2)
- [Regulations on Demonstrators of the Catholic Faculty of Theology in Đakovo](#) (11 March 2015) (P28).
- [Regulations on Financial Assistance for Students of Poor Socio-Economic Status](#) (14 January 2019) (P29)

### 3.5. The CFT in Đakovo provides support for students from vulnerable and underrepresented groups

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The Faculty Office for Students and Studies regularly after enrollment monitors and collects data on students with disabilities. By knowing the specific needs of each student from underrepresented and vulnerable groups, the Faculty seeks to provide counseling (through psychological counseling and mentoring), material assistance (through collaboration with the University Office of Student Affairs and Students with Disabilities in obtaining the necessary aids for the purpose of facilitating the study) and financial support based on the personal request of a student and the rules contained in the [Regulations on Financial Assistance for Students of Poor Socio-Economic Status](#) (P29).

The Faculty also regularly monitors and publishes announcements on tenders for awarding various student scholarships. About the opportunities of receiving scholarships students can contact the CFT Secretariat from which they then also receive assistance in the form of instructions for the required procedure.

Teachers, according to the records of the Office for Students and Studies and the instructions of the Vice-Dean for Teaching and Students, adjust the teaching process by taking into account the special circumstances and difficulties of studying (under-represented and vulnerable groups, shorter absence, maternity leave, long-term sickness, etc.)

In addition to the said supports, the Faculty also invests in infrastructure and access to campus buildings through maintenance and servicing of elevators. There are also three rooms in the Student Dormitory fully adapted for students with disabilities (one for severe disability and two for people with lesser disabilities).

Based on the requirements of European directives and examples of good practice, included in the Unified University Student Survey since the academic year 2015/2016 are questions on discrimination, harassment and unwanted behavior, whether students were directly affected or have witnessed such behaviors.

Specifically, the questions relate to investigating a disadvantaged position on an individual relative to other students, and that the student can confidently claim that it was due to national or ethnic origin, religion, gender, physical characteristics or disabilities, sexual orientation, marital or property status, political or value orientation, the harassment for the same reasons, the occurrence of unwanted sexual behaviors (verbal or non-verbal), and finally witnessing the undesirable behaviors that have occurred in relation to teachers, co-workers, administrative or other staff.

In these areas, the Faculty is among the last constituents of the University in terms of the frequency and occurrence of these undesirable behaviors.

**Evidence and Indicators:**

- [Ordinance on Studies and Studying at the Josip Juraj Strossmayer University of Osijek \(P11\)](#)
- Enrollment information, application and enrollment procedures are adapted to persons from vulnerable and underrepresented groups, all information is available on the Faculty's website
- Teaching and the assessment of knowledge and skills are individually tailored and adapted to persons from vulnerable and underrepresented groups
- Data on vulnerable and under-represented groups that use support are managed in accordance with the [General Data Protection Regulation \(Z7\)](#) and the [Implementation Act of the EU General Data Protection Regulation \(Z6\)](#)
- Assured accommodation in the Student Dormitory for students with disabilities
- Spatial accessibility is provided in all buildings (Faculty, Library and Student Dormitory)
- Student support services have been set up at the University level which cooperate with the Faculty services
- [Regulations on Financial Assistance for Students of Poor Socio-Economic Status \(P29\)](#)
- The Faculty invests means to support students from vulnerable and underrepresented groups
- [UUSS](#) results for academic years from 2015/2016 to 2018/2019. (A12-A15)

### 3.6. The CFT in Đakovo enables students to gain international experience

The Faculty's vision sets before it the goal to build recognition and excellence in relation to the surrounding countries. In this regard, the basic goals of international cooperation are defined by the following strategic development goals:

1. to formalize good cooperation with foreign faculties, in terms of signing cooperation agreements;
2. education, raising the interest and awareness of students, teachers and non-teaching staff about the opportunities and benefits of mobility programs.

In 2009, the J. J. Strossmayer University of Osijek was presented with the Erasmus University Charter for participation in the Erasmus program. The [Regulations on the Erasmus Program of International Mobility \(P15\)](#) was adopted, and each new academic year the Regulations on the Allocation of Financial Support from the Erasmus Mobility Program for Students of Josip Juraj Strossmayer University of Osijek, as well as the procedures and rules for implementing outbound and incoming mobility (Procedure 7.1.7.). The Erasmus Academic Coordinator and the Erasmus Administrative Coordinator have been appointed to ensure the conditions for conducting activities within the ERASMUS program. Since the academic year 2011/2012 there is the open possibility for the realization of incoming mobility.

In August 2018, the Academic Coordinator was appointed for the realization of outbound mobility of students of the CFT in Đakovo to the Faculty of Theology, University of Lucerne, within the SEMP-Swiss-European Mobility Program.

The Faculty has concluded (since its last re-accreditation when it did not have a formalized cooperation with foreign higher education institutions) since the academic year 2014/2015, 13 Erasmus + interinstitutional agreements. The list and agreements are available at: <http://www.djkbff.unios.hr/en/mobilnost/mobilnost-studenata>

Since 2015, at the invitation of the University, the Faculty participates in the preparation of cooperation with partner countries within the Erasmus + project. At the Faculty level the project is realized in cooperation with the Catholic Faculty of Theology, University of Sarajevo. The 2017 project was realized through teacher exchange for teaching purposes, and the 2018 project will be realized by 31 July 2020 with the exchange of non-teaching staff. The 2020 project proposal includes all three levels of exchange, teaching and non-teaching staff and students.

In the competition year 2014/2015, 7 students applied for the Erasmus+ Individual Mobility Program – Study Visit. The first CFT students to participate in the Erasmus Mobility Program stayed at the Catholic Theological Faculty of Charles University in Prague, Czech Republic, during the winter semester of the academic year 2015/2016.

In the competition year 2015/2016, 10 students applied for the competition and 5 students passed. Mobility was realized in the winter semester of the academic year 2016/2017 at the Catholic Theological Faculty of Charles University in Prague, the Faculty of Catholic Theology of the Westfälische Wilhelms University of Münster, the Catholic Theological Faculty in Graz, and the summer and winter semesters at the Faculty of Catholic Theology of the University of Augsburg.

In the competition year 2016/2017, 2 students applied for the competition and 2 students passed. Mobility was realized in the winter semester in 2017/2018 at the Faculty of Theology, Catholic University of Leuven (Belgium), the Faculty of Theology of Albert Ludwigs University in Freiburg (Germany), and in the summer semester (extended mobility) at the Theological Faculty in Paderborn (Germany).



In the competition year 2017/2018, 1 student applied for the competition and passed. Mobility was realized in the winter and summer semester of 2018/2019 at the Faculty of Catholic Theology in Augsburg. With a special agreement for the realization of exchange with Switzerland mobility was achieved throughout the academic year 2018/2019 at the Faculty of Theology, University of Lucerne.

In the competition year 2018/2019, 3 students applied for the competition and all three passed. Mobility will be realized in the summer semester 2019/2020 at the Faculty of Theology in Szeged, Gál Ferenc College in Hungary, the Faculty of Theology, University of Ljubljana, Slovenia, and the Catholic Theological Faculty of Charles University in Prague, Czech Republic.

The Faculty organizes Erasmus + Info Day (I1-I4) at least once a year (in March, while announcing an open call for applications for the Erasmus Individual Mobility Program) in cooperation with the University Service for International and Inter-university Cooperation, with the aim of introducing students to basic information and the dissemination of experiences of students who have returned from the exchange. In 2019, two Info Days were held (4 March and 3 October).

All achieved ECTS credits are recognized to exchange students in three different fields: compulsory courses, elective courses or seminars, and extracurricular subjects, or extra ECTS credits outside the study program based on the Faculty [Rules in the Student Mobility Recognition Procedure \(29 February 2016\) \(P24\)](#).

Upon returning from the exchange, students fill out a survey or a Student Report on Mobility at the Host Foreign Higher Education Institution for the Purpose of a Study Visit, an integral part of which is the assessment of satisfaction with the exchange support of both the home institution and the host institution.

At the beginning of the academic year 2014/2015, as part of the extracurricular activities, the Faculty hired professional lecturers and organized and offered students learning English, German, French, Italian and Latin, which showed great initial interest of students. The aim was to strengthen students' knowledge, provide them with access and broaden their areas of learning by using foreign literature, and at the same time facilitate their passage in the Erasmus exchange program competition. Unfortunately, by the end of the semester, students had almost completely abandoned the offered opportunity, and later, due to their disinterest, this activity was not activated.

#### **Evidence and Indicators:**

- Relevant information for outgoing students is published on the [Faculty](#) and [University](#) websites
- The Faculty regularly informs stakeholders about exchange opportunities through inter-institutional and bilateral agreements
- Organization of Erasmus+ Info Days to showcase the experiences of students returning from the exchange ([I1](#), [I2](#), [I3](#), [I4](#))
- The Faculty organized the learning of foreign languages as part of extracurricular activities (English, German, French, Italian and Latin)
- The Faculty invests additional funds in the acquisition of contemporary theological literature in foreign languages and, once a year, within the *Lectio Strossmayer* offers students lectures by foreign and other distinguished professors
- Student reports have been collected on the satisfaction with the realization of mobility and the quality of support from the home and the host institution (A55-A58)
- In the last five years, 13 mobilities have been realized (Analytic Supplement – Table 3.6)
- Decisions on the appointment of Erasmus coordinators (O11)
- Adopted [Rules in the Student Mobility Recognition Procedure \(29 February 2016\) \(P24\)](#)
- Examples of Decisions on the Recognition of Mobility (O15).

### 3.7. The CFT in Đakovo provides favorable conditions for studying to international students

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The Faculty's website provides basic information in English and German. There is a continuous effort to translate and publish content in these languages.

Each year, the University of Osijek publishes the *Erasmus Student Guide* with basic information on all the constituents and cultural sites of Slavonia and Baranja and publishes updated information at <http://www.unios.hr/wp-content/uploads/2015/11/Students-Guide-2018-1.pdf>.

With the aim of attracting students from abroad, in the academic year 2016/2017, the Faculty offered the entire integrated undergraduate and graduate philosophical-theological study in English. A list and description of all courses in English is available on the University's website, which is the main information platform for incoming students: <http://www.unios.hr/suradnja/medunarodna-suradnja/erasmus-incoming-students/university-units-and-erasmus-courses-20172018/>

It was recommended at the University level that the course should be held in English if more than 5 students are on exchange, otherwise consultative classes are held. There was also a lot of work done to produce promotional material in terms of promo videos and brochures in the English language. The Faculty also secures a place in the dormitory, but the incoming student mobility has not yet been realized.

All our teachers actively use at least two world languages, including German, English, French and Italian, so in this regard, there are no barriers for conducting class in a foreign language.

The Croatian language courses for incoming students at the University level are organized by the Faculty of Philosophy in Osijek.

#### **Evidence and Indicators:**

- Since the academic year 2017/2018 [the entire study program](#) is offered in English (most teachers offer the possibility of another foreign language)
- Erasmus Charter and other types of exchange agreements (bilateral agreements) or projects that allow incoming student mobility + Erasmus Student Guide
- Academic and administrative coordinators were appointed for the exchange program
- Information package for foreign students is provided at the Faculty <http://www.djkbff.unios.hr/en/mobilnost/mobilnost-studenata> and the University website <http://www.unios.hr/suradnja/medunarodna-suradnja/erasmus-incoming-students/>.

### 3.8. The CFT in Đakovo ensures objective and consistent evaluation and assessment of student achievements

In the previous re-accreditation procedure of the Faculty it was suggested to introduce more written papers (in that year only the first year of study was conducted according to the Bologna program). To this end, as mentioned earlier, we have made the required changes to the program; we introduced more study papers and seminar papers, as well as a series of continuous written assessments at the level of individual courses as part of the exam, and we defined the method of writing studies in the 3<sup>rd</sup> and 4<sup>th</sup> year of study. The evaluation and assessment criteria and methods are clear and published before the start of the program and are an integral part of all course descriptions that are present in the syllabi for each academic year. The course descriptions include, among other things, a table which clearly shows the correlation between learning outcomes, teaching activities or teaching methods, student activities, assessment methods, the number of ECTS credits earned for each student activity, and points which students achieve by fulfilling their course obligations which serve as the base for forming the grade. Course descriptions are published on the Faculty's website, and until the academic year 2018/2019 they were also available in the printed edition of the study guide »Academic Year Schedule«. All teachers in the introductory class to the course present to the students the content, literature, criteria, and assessment methods for the exam.

The assessment of objectivity and consistency in grading is also carried out through various forms of monitoring quality, and here we are primarily referring to the Unified University Student Survey as well as the Faculty Internal Student Survey. Some professors also conduct their personal surveys at the end of the course.

The Unified University Student Survey is conducted online at the entire University of Osijek at the same time, at the beginning of the academic year for the previous year, and the survey for the University is conducted by the Faculty of Electrical Engineering, Computer Science and Information Technology and the results are processed by the Department of Mathematics. Since the academic year 2015/2016, the certificate on the completed survey at the University level is required as a condition for enrollment in the next year of study. During the previous five-year period, students were responding to the statement in the survey »Teacher's/Associate's correctness in grading« with a grade ranging from 4.68 to 4.75 (the highest possible grade was 5.0). In the Internal Survey of the Faculty which was conducted for the first time in the academic year 2018/2019 based on the [Quality Handbook of the Faculty](#) (4.9.2017.)(P21) summer semester courses were evaluated and 83% of students from the 1<sup>st</sup> to the 5<sup>th</sup> year of study have rated their degree of agreement with the statement »I am clearly informed about the rules of taking exams and assessment criteria« with 4.66 (maximum score is 5.0). In the same survey, the students rated the degree of agreement with the statement »The lecturer is objective and carries out the procedures of knowledge assessment and evaluation consistently« with 4.67.

The Statute of the University (Art. 160) (TD6), that is, the [Ordinance on Studies and Studying at the Josip Juraj Strossmayer University of Osijek](#) (P11) (Art. 59 (7)) ensure the publicity of the exam, and the oral exam is taken in the presence of two or more students which has as a results at the Faculty that there have not been any objections or appeals to the grade. The procedure of appeal is publicly available in the Ordinance on Studies and Studying (P11) and the Quality Handbooks of the University and the Faculty (P20, P21), and students are specifically made aware of it through the notes in the »Academic Year Schedule« and presentations at the meetings with mentors.

Based on that and the results of previous faculty surveys and those at the University level, the Faculty has not noticed a problem or a need for additional education and support in the development of skills related to examination and testing methods for those who assess students. However, the Faculty is open to any form of teacher training if the need or interest arises. In this

regard, the teachers in the 2019 Self-Evaluation Survey emphasized the training of pedagogical, didactic and methodical approaches to teaching, and in the future period, in cooperation with the University, trainings are being planned in accordance with their expressed interest.

The success of each generation of students is monitored by a performance analysis regarding the number of passed courses and ECTS credits which is created each year in November for the previous academic year and forms an integral part of the Dean's annual reports.

Teachers adjust assessment procedures according to the records of the Office for Students and Studies and the instructions of the Vice-Dean for Teaching and Students by taking into account special circumstances and difficulties of studying (underrepresented and vulnerable groups, long-term sick leave), which are adjusted individually according to the student's abilities in terms of changing the way they take the exam, oral/written/writing a study or a seminar, without jeopardizing the achievement of the intended learning outcomes. The Office for Students and Studies, in collaboration with the University Office of Student Affairs and Students with Disabilities, if needed provides technical resources for assistance in learning to students with disabilities.

In the previous re-accreditation one of the recommendations for improvement was to implement »monitoring and evaluation by two examiners in teaching and assessment of knowledge«. Given the very small number of teaching staff (in some areas we do not have two teachers), we have done as much as we can. In this regard, we emphasize that a teacher committee is appointed for each student to hold an examination in front of the committee in which the subject teacher is not actively involved. Several teachers within the Graduation Exam Committee evaluate three parts which include: writing and defending a thesis, presenting a thesis in a field chosen by the student, which is different from the field of the graduation thesis, and defending a thesis in the field assigned by the Graduation Board during the appointment of the Committee as further explained in the Regulations on Graduation Exams (P25).

Teachers give students feedback about the success or failure on the exam as soon as they complete the exam, and they mostly try to explain their assessment of the final success or failure on the exam; and the students expressed their attitude towards this in an internal survey by grading the statement »Students taking the exam receive feedback on assessment results and, if needed, appropriate advice on learning« with 4.68.

#### **Evidence and Indicators:**

- Criteria and methods of assessment are publicly available in the publication »Academic Year Schedule« and on the Faculty website as part of each course description.
- The student appeal procedure is described in the Ordinance on Studies and Studying at the J. J. Strossmayer University of Osijek (Art. 70) (P11), and the Quality Handbooks of the University (procedure 7.1.9.)(P20) and the Faculty (2.5.4.)(P21).
- [The Statute of the University \(Art. 160\) \(TD6\)](#), [Ordinance on Studies and Studying \(P11\)](#) (Art. 59 (7)) – the publicity of examination (in the last 7 years, the Faculty has not received any complaint or appeal).
- [Regulations on Graduation Exams \(P25\)](#)
- [Ordinance on Studies and Studying at the J. J. Strossmayer University of Osijek \(Art. 65 \(3\) \(P11\)\)](#)
- [UUSS results over the last 5 years \(A11-A15\)](#), [2019 Internal Survey \(A10\)](#), and [2019 Teacher Self-Evaluation Survey \(A16\)](#).

### 3.9. The CFT in Đakovo issues a diploma and a diploma supplement in accordance with the relevant regulations

All graduates are issued a diploma and a diploma supplement in Croatian and English in accordance with the Ordinance on the Content of Diplomas and Diploma Supplements (NN 78/08 and 149/11), the MSES document, Diploma Supplement. Instructions, Rules, and Examples (Second Amended Edition), Zagreb, 2013 (Z4), and the [Regulations on the Layout of Diplomas and Diploma Supplements, the Layout of Certificates and Credentials of the Josip Juraj Strossmayer University of Osijek \(6 February 2008\)](#) (P30). Diplomas and diploma supplements are automatically generated from the ISVU system and, in the preparation for printing, they are supplemented with data that are required and recommended by the MSES in the document from 2013.

The Faculty does not charge for the additional issuing of the diploma supplement in English and does not require a special request from the student for its issuance, but instead, all students are issued a diploma supplement in Croatian and English. On request, extracurricular activities of students are evaluated and included in the diploma supplement based on the Decision on Criteria and Manner of Evaluating Extracurricular Activities of Students of the CFT (6.7.2015) (O2) according to the procedure prescribed in the [Quality Handbook](#) of the CFT (2.6.3.4.) (P21).

#### **Evidence and Indicators:**

- Examples of issued diplomas and diploma supplements from the Faculty Archives.
- [The CFT Quality Handbook](#) (4.9.2017.) (P21)
- [Decision on Criteria and Manner of Evaluating Extracurricular Activities of Students of the CFT](#) (6.7.2015.) (O2)
- [MSES, Diploma Supplement. Instructions, Rules, and Examples \(Second Amended Edition\), Zagreb, 2013. \(Z4\)](#)
- [Regulations on the Layout of Diplomas and Diploma Supplements, the Layout of Certificates and Credentials of the Josip Juraj Strossmayer University of Osijek](#) (6 February 2008) (P30).
- [Ordinance on the Content of Diplomas and Diploma Supplements \(NN 78/08 and 149/11\)](#) (Z5)

### 3.10. The CFT in Đakovo takes care of students' employability after their studies

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For the purpose of insight into the quality indicators, among other things, data on the employability of former students of the CFT in Đakovo are regularly collected from the Croatian Employment Service, Regional Office Osijek. The CES submits a monthly review of the number of unemployed theologians in the Osijek-Baranja County in the previous month, and it also reports quarterly on the total number of unemployed graduates from our Faculty, at the national level distributed by county. The [review of employability](#) is published on the Faculty's website. The state of unemployment is not alarming yet, but in the next period of strategic planning, policies and strategies for expanding the field of work and employment of theologians need to be developed. (Analytic Supplement: Table 3.7.) The Faculty periodically requests information also from the Catechetical Office of the Archdiocese of Đakovo-Osijek, whose mediation serves to employ lay people in the field of primary and secondary education.

Enrollment quotas are in line with the social and labor market needs, and in line with the Faculty resources. In the previous period, the enrollment quota was reduced by 10%, amounting to 45 places, 43 of which are for full-time students and 2 for foreign nationals.

Once a year, upon request and for the needs of the Archdiocese of Đakovo-Osijek, the Faculty proposes to the Grand Chancellor students for further education, that is, for postgraduate studies based on their excellence.

Since 21 June 2010, the CFT in Đakovo has established the Community of Friends of the CFT, which has about two hundred regular members, former students of the CFT. The [Regulations](#) (P31) and list of community members can be found on the Faculty's website. The community provides a space for collaboration and a source of feedback about student experiences on studies and studying at the CFT in Đakovo, as well as information on employability.

All former students are mailed a copy of the student journal »Teofil«, and the members of the Community of Friends also other mailed scientific publications. Members are invited once a year to informal gatherings during the CFT students' Creativity Evenings.

For the first time in the academic year 2018/2019, a Career Week was organized at the Josip Juraj Strossmayer University of Osijek, in which the CFT also participated. On 14 May 2019, at the Catholic Faculty of Theology in Đakovo, in the J. J. Strossmayer Hall, activities were organized for students of the 4<sup>th</sup> and 5<sup>th</sup> year of integrated undergraduate and graduate philosophical-theological study in order to familiarize them with the possibilities of developing their careers in different directions. 7 workshops and lectures were organized in cooperation with the Faculty alumni with the following topics: Conditions of employment and work, Employed theologian in the field of community-social work, Crisis support, Theologian and the media, and Charity workshop.

Professional counseling programs regarding CV writing, employment and career counseling, and preparation for an interview with an employer are organized by the University Office for Professional Counseling in accordance with the University procedure 7.1.6. of [the Quality Handbook](#) of the J. J. Strossmayer University of Osijek (P20). On its website, the Faculty regularly publishes announcements about workshops and individual counseling at the University.

A thematic meeting related to employment is also predicted within the student support mentoring system.

On the other hand, because of the specific mission of a theologian, the Catechetical Office of the Archdiocese of Đakovo-Osijek, through its mediation in employment, in some way represents a career office, conducting individual consultations and participating in the organization of numerous professional trainings for religion teachers and priests, religion class Olympics and other forms of meetings organized by the Archdiocese, which as a rule take place on the premises of

the Faculty, often with the participation of the Faculty teachers. Educations for religion teachers are organized in cooperation with the Education and Teacher Training Agency. So, this is also a way how regular meetings are held with former students of the Faculty.

The Catholic Faculty of Theology in Đakovo actively participates in the project of the Central Applications Office of the Agency for Science and Higher Education, by collecting basic contact information from graduates during the year, which we submit to them annually for the purpose of researching employability with a time delay. The results of this nationally conducted research will serve to improve the higher education system and better integration with the labor market.

#### **Evidence and Indicators:**

- **Employability data (A25)** are regularly collected, analyzed and published in cooperation with the CES and the Archdiocesan Catechetical Office
- The CFT reduced its enrollment quota in the last period by 10% (now totaling 45 students)
- Enrollment quotas correspond to the conditions and available resources of the Faculty, to ensure the quality of teaching and extracurricular activities
- Student support for future career planning is provided through the mentoring support system at the Faculty and support from the University Office for Professional Counseling which regularly organizes workshops for all students of all constituents of the University and through participation in University Career Week
- The Faculty proposes students for further education (postgraduate studies)
- In 2011, an alumni club of former students of the Faculty was founded under the name the »**Alumni/Community of Friends of the Catholic Faculty of Theology**« (P31)



# 4.



## TEACHING AND INSTITUTIONAL CAPACITIES

## 4.1. The CFT in Đakovo ensures adequate teaching capacities

The number of teachers and associates currently meets the needs of the CFT in Đakovo to carry out the activity of higher education and scientific activity, which can be seen from the Analytic Supplement to Self-Evaluation – Table 4.1.a., and the ratio of teachers (17 full-time teachers in scientific-teaching titles) to students is 1:8.06. The Faculty relies almost entirely on its own teaching staff, and until the academic year 2019/2020 it needed only four external associates. The serious personnel policy of the Faculty in recent years has ensured a sufficient number of teachers, assistants and associates, but the rules and policies of teacher advancement, together with unavoidable, and for the Faculty unfavorable circumstances in the previous period, have not ensured advancement in scientific-teaching titles, which was evidenced by the failure to meet this minimum condition in the previous re-accreditation procedure. The Faculty has 18 teachers in the scientific-teaching title, and one of them is in a cumulative employment relationship and is employed part-time (FTE 17.5). During the academic year 2018/2019 two teachers have used a sabbatical year (the MOZVAG system does not count them while creating the document Analysis of the Conditions for Realization of the Study Program, therefore, the data is different.)

The employment dynamics in the last five academic years is shown in Table 4.2. of the Analytic Supplement. The following table shows strict rationality in hiring new teaching staff, where, after termination of employment, the empty job positions are filled by the same number of new employees. Such personnel policy strictly follows the directives of the national employment policy within the University. However, the trend of such rigorous rationalization in perspective cannot contribute to the advancement of science because it does not leave enough space for the integration of young people into the scientific system.

Year	Number of newly employed in teaching	Number of terminations of employment (teaching)
2018/2019	1	1
2017/2018	3	1
2016/2017	1	2
2015/2016	2	3
2014/2015	4	1
2013/2014	0	3
2012/2013	-	-
<b>TOTAL:</b>	<b>11</b>	<b>11</b>

Table 4.3. of the Analytic Supplement to Self-Evaluation provides an overview of summary information related to teaching activities. The external teaching engagement of Faculty teachers at other institutions of higher education is approved by the Dean for the current academic year, based on the requested consent of the higher education institution and the teacher, which does not have to be applied for cooperation within the parent University. The Faculty staff members in the Annual Report on Scientific-Teaching Work also indicate their engagement outside the parent institution, which allows the Faculty to monitor and inspect the overall workload of teachers. One of the unused monitoring tools is MOZVAG, but the fact that most faculties update the program once every 5 years (shortly before a re-accreditation) or while changing a study program makes the system an unreliable source of information.

In the academic year 2018/2019, teachers employed at the Faculty taught at: the Catholic University of Croatia, Faculty of Croatian Studies, University of Zagreb, Catholic Faculty of Theology, University of Zagreb, Catholic Faculty of Theology, University of Split, Department of Theology and Catechism, University of Zadar, Faculty of Catholic Theology, University of Sarajevo,

University Study Center for Forensic Sciences in Split, School of Medicine, University of Zagreb, Faculty of Medicine, University of Osijek, Faculty of Dental Medicine and Health, University of Osijek, Doctoral School of Josip Juraj Strossmayer University of Osijek and Edward Bernays University College.

The table below shows that the majority of employed teachers (80%) have studied and received their PhD abroad, which has significantly broadened teachers' experiences and contributes to the quality of teaching regarding the transfer of acquired knowledge and skills in organizing teaching and research activities.

	Teacher	Title	Academic degree	HEI that issued the qualification	Field	Date of the last election into title	Percentage of employment
1.	Ivica Raguž	Full Professor	Dr. Sc.	Pontificia Università Gregoriana, Facoltà di Teologia, Rome, Holy See	Theology	29.11.2017.	100%
2.	Ivica Čatić	Associate Professor	Dr. Sc	Pontificia Università Gregoriana, Facoltà di Teologia, Rome, Holy See	Theology	9.10.2017	100%
3.	Vladimir Dugalić	Associate Professor	Dr. Sc	Pontificia Università Lateranense, Istituto Superiore di Teologia Morale, Accademia Alfonsiana, Rome, Holy See	Theology	06.09.2010. (07.09.2015. – reelection to the position)	100%
4.	Ivica Pažin	Associate Professor	Dr. Sc	Karl-Franzens-Universität Graz, Katholisch-Theologischen Fakultät, Austrija	Theology	06.06.2011. (30.5.2016. – reelection to the position)	100%
5.	Zvonko Pažin	Associate Professor	Dr. Sc	Pontificio Ateneo e Collegio Sant' Anselmo, Pontificio Istituto Liturgico Rome, Holy See	Theology	03.05.2010. (04.05.2015. – reelection to the position)	100%
6.	Stjepan Radić	Associate Professor	Dr. Sc	Leopold-Franzes-Universität Innsbruck, Austrija	Philosophy	08.05.2017.	100%
7.	Šimo Šokčević	Associate Professor	Dr. Sc	University of Zagreb, Croatian Studies, Faculty of Philosophy of the Society of Jesus, Zagreb, Croatia	Philosophy	09.07.2018.	100%
8.	Suzana Vuletić	Associate Professor	Dr. Sc	Papal Lateran University, Alphonsian Academy, Graduate Institute of Moral Theology, Rome, Holy See	Theology	09.10.2017.	100%



	Teacher	Title	Academic degree	HEI that issued the qualification	Field	Date of the last election into title	Percentage of employment
9.	Josip Bošnjaković	Assistant Professor	Dr. Sc	Pontificia Università Salesiana, Facoltà di Scienze dell' Educazione, Rome, Holy See	Psychology	04.03.2019.	50%
10.	Darija Damjanović Barišić	Assistant Professor	Dr. Sc	Pontificia Università Gregoriana, Facoltà di Storia della Chiesa, Rome, Holy See	Theology	26.10.2015.	100%
11.	s. Silvana Fužinato	Assistant Professor	Dr. Sc	Pontificia Università Gregoriana, Facoltà di Teologia, Rome, Holy See	Theology	09.07.2018.	100%
12.	Grgo Grbešić	Assistant Professor	Dr. Sc	Pontificia Università Gregoriana, Facoltà di Storia della Chiesa, Rome, Holy See	Theology	12.01.2009. (20.01.2014. – reelection to the position)	100%
13.	Zdenko Ilić	Assistant Professor	Dr. Sc	Pontificia Università Gregoriana, Facoltà di Diritto Canonico, Rome, Holy See	Theology	09.10.2017.	100%
14.	Antun Japundžić	Assistant Professor	Dr. Sc	Pontificio Istituto Orientale, Facoltà di Scienze Ecclesiastiche Orientali, Rome, Holy See	Theology	08.05.2017.	100%
15.	Stanislav Šota	Assistant Professor	Dr. Sc	University of Zagreb, Catholic Faculty of Theology, Zagreb, Croatia	Theology	03.04.2017.	100%
16.	Drago Tukara	Assistant Professor	Dr. Sc	Pontificia Università Lateranense, Istituto Patristico »Augustinianum«, Rome, Holy See	Theology	04.10.2010. (5.10.2015. – reelection to the position)	100%
17.	Davor Vuković	Assistant Professor	Dr. Sc	Pontificia Università Gregoriana, Facoltà di Teologia, Rome, Holy See	Theology	07.07.2014.	100%
18.	Boris Vulić	Assistant Professor	Dr. Sc	Pontificia Università Gregoriana, Facoltà di Teologia, Rome, Holy See	Theology	29.02.2016.	100%

	Teacher	Title	Academic degree	HEI that issued the qualification	Field	Date of the last election into title	Percentage of employment
19.	Hrvoje Kalem	Postdoctoral Researcher	Dr. Sc.	Pontificia Università Gregoriana, Facoltà di Teologia, Rome, Holy See	Theology	29.02.2016.	100%
20.	Ivan Benaković	Assistant	Mr. Sc.	Pontificia Università Gregoriana, Facoltà di Teologia, Rome, Holy See	Theology	22.10.2018.	100%
21.	Tadija Crnjak	Assistant	Mr. Sc.	Pontificia Università Gregoriana, Facoltà di Storia della Chiesa, Rome, Holy See	Theology	12.01.2015.	100%
22.	Tomislav Đukez	Assistant	Dipl. Theol.	University of Zagreb, Catholic Faculty of Theology, Theology in Đakovo, Croatia	Theology	4.12.2017.	100%
23.	Igor Jakobfi	Assistant	Mr. Sc.	University of Zagreb, Catholic Faculty of Theology, Zagreb, Croatia	Theology	9.7.2018.	100%
24.	Suzana Maslač	Assistant	Mag. Theol.	J. J. Strossmayer University of Osijek, Catholic Faculty of Theology in Đakovo, Đakovo, Croatia	Theology	02.03.2015.	100%
25.	Ivan Andrić	Lecturer	Mr. Sc.	Pontificio Istituto di Musica Sacra, Rome, Holy See	Theology	9.7.2018.	50%

The Unified University Student Survey of Josip Juraj Strossmayer University of Osijek evaluates all University teachers according to the same criteria, and we are extremely satisfied with the results at the faculty level (in all surveys conducted so far) with respect to the overall grade point average, and also with a very small range between the best and the worst-rated teacher (e.g. 2017/2018, the worst-rated CFT teacher was rated 4.08, and the best-rated teacher was rated 4.95). The total USSS score for the CFT in Đakovo has so far always been above the average grade at the level of J. J. Strossmayer University of Osijek.

Given the high grades of teachers in the previous surveys, no new measures for quality improvement are being introduced, but an attempt is made to maintain the existing level of student satisfaction by developing teacher competencies training (methods of critical teaching and active student thinking, IT workshops, careering) and in cooperation with the University Quality Center related to learning outcomes.

The results of the descriptive part of the Internal Survey conducted for courses and teachers in the summer semester of the academic year 2018/2019 provide the following: In 67% of the surveys, students singled out the qualities of the teacher, that is, they answered the question *What qualities would you particularly single out for this teacher?* The most common qualities are:

1. available (singled out in 60% of courses),
2. communicative (in 47% of courses),
3. interesting (in 45% of courses),
4. professional, competent, loves his course (in 42% of courses)
5. objective/fair (in 38% of courses),
6. clear (in 36% of courses),
7. open (in 36% of courses)
8. attentive (in 35% of courses),
9. relaxed, calm (in 30% of courses)
10. they actualize and concretize (in 21% of courses).

The other commonly cited qualities are: interaction and dialogue, authenticity, always ready to help, motivator, witty, good lecturer, natural, responsible, consistent, regular, correct, simple, tolerant, systematic, patient, positive.

Teachers pointed out the direction and areas of improvement of their work in the [2019 Teacher Self-Evaluation](#) survey (A16) (48%):

- Organization of classes and assessment of students
- Methods of teaching and working with students
- Understanding learning outcomes and teaching workload
- Improve knowledge needed to make adequate use of technical and digital aids.
- Student motivation

Table 4.4. of the Analytic Supplement to Self-Evaluation provides an overview of the connection between scientific activity and teaching, and demonstrates the competence of teachers in terms of conformity of the area and field of election to title with the topics of courses they teach and the areas of interest in the scientific, professional and research work.

#### **Evidence:**

- Article 99 of the [Statute of the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek – consolidated text \(9 February 2018\)](#) (TD5)
- Analytic Supplement to Self-Evaluation – Table 4.1.a.; 4.2; 4.3 and 4.4.
- Decisions and reports on the use of the sabbatical year (Grbešić and Raguž)
- [Unified University Student Survey \(for the last 5 academic years\)](#) (A11-A15)
- The Dean's Annual Reports on the Work of the Faculty (for the last 5 years) (I48, I5, I6, I7, I8)
- [2019 Internal Survey](#) (A10).

## 4.2. Employment, promotion and re-election of teachers are based on objective and transparent procedures that involve the evaluation of excellence

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The competence of teachers and external associates is continuously monitored based on statutory procedures related to the election to scientific and scientific-teaching titles (Z2) and according to the instructions of the [University Ordinance on Election/Reelection to Titles and Corresponding Employment Positions of the Josip Juraj Strossmayer University of Osijek](#) (P4).

The prescribed criteria require from teachers a permanent scientific research work and continuous publication. Furthermore, the [requirements of the Rector's Assembly](#) (Z9) require teachers to actively work with students, to mentor and publish scientific and professional papers with students, to participate actively in international conferences, and training through foreign specializations. In addition, the National Council for Science, Higher Education and Technological Development prescribes the format of the report and minimum conditions of work obligations on which to report during re-election.

For each election, an expert committee is appointed to carry out the election procedure, and the fulfillment of [criteria of the Rector's Assembly](#) (Z9) is verified by the permanent body of the Faculty Council – the Committee for the Verification of Conditions for the Election to Titles and Conditions of the Rector's Assembly. Teachers increase their competences by actively participating in various scientific/professional (international and domestic) projects and by publishing papers in recognized scientific/professional journals, which the Faculty encourages with various measures through earmarked funding of science and assistance to teachers for participation in scientific conferences.

The Faculty does not prescribe additional, special conditions for employment related to excellence.

Article 93 of the [Statute of the CFT in Đakovo](#) (TD5) prescribes additional conditions for clerics and full professors.

- »§ 1. The conditions and procedure for election to scientific-teaching titles and the corresponding job positions and nominal titles are determined by the Act, the Statute of the University and the special regulations adopted by the Senate.
- § 2. For election to the scientific-teaching title of full professor it is necessary to obtain a previous »Nihil obstat« from the Congregation for Catholic Education.
- § 3. The election to the scientific-teaching title of full professor shall thereafter be confirmed by the Senate.«

Clerics must first obtain the »Nihil obstat« consent from the competent Ordinary to apply for a competition.

The Faculty regularly conducts evaluation of the work of assistants, postdoctoral researchers and their mentors based on Article 95 of the Statute of the Faculty and the University Ordinance on Evaluation of Assistant's, Postdoctoral Fellow's and Mentor's Performance.



**Evidence:**

- Statute of the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek – consolidated text (9 February 2018) (TD5)
- Ordinance on Election/Reelection to Titles and Corresponding Employment Positions of the Josip Juraj Strossmayer University of Osijek (22 December 2015.) (P4)
- Ordinance on Announcement and Implementation of Public Tenders at the Josip Juraj Strossmayer University of Osijek, (28 February 2019.) (P33)
- Decision on Assisting Teachers of the Catholic Faculty of Theology in Đakovo to Participate in Scientific Conferences (3 December 2018) (O12)
- Decision on Earmarked Financing of Science (1 July 2015) (O13)
- Ordinance on evaluation of Assistant's, Postdoctoral Fellow's and Mentor's Performance (27 October 2015) (P5)
- Regulations on the Prevention of Nepotism (16 March 2017) (P9)

### 4.3. The CFT in Đakovo supports teachers in their professional development

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On the Faculty's website and bulletin board, via mailing lists and in the daily communication, teachers are informed about symposia, courses, seminars, workshops, about individual project cycles and various other opportunities, and are encouraged to apply and participate. The initiative to participate in various workshops or seminars comes from teachers as well.

Regarding the commentary in this area from the previous re-accreditation procedure, »Due to the nature of the Faculty, there is greater emphasis on collaboration and community than on competition and reward. Although this spirit is suitable to the needs of the Faculty and facilitates its activities in the local community, the Dean and Vice-Deans should be aware of the changing environment they are entering, which may require a more competitive spirit.«, in the academic year 2015/2016 the Faculty Council adopted Regulations on Awards and Recognitions, which predicts, among other things, the rewarding of teacher excellence. The Regulations have been revised in the meantime and new ones have been adopted on 9 July 2018 (P26).

A special decision of the Faculty Council from 1 July 2015 (O13) defines the encouragement of excellence in the scientific activity of teachers in terms of earmarked funding for the publication of papers in journals introduced in the Web of Science and Scopus databases, publication of papers in other journals, publication of authored books with domestic and international publishers, publishing editorial and professional books, conducting national or international scientific competitive projects, outgoing mobility, popularizing science, as well as training and learning foreign languages. The Faculty also covers travel costs and registration fees from its own funds, for attending one scientific meeting during the academic year in the country and one abroad (domestic or international) for all teachers. In addition, the Faculty finances the organization of scientific and professional conferences.

As part of the Erasmus+ mobility program, for the purpose of professional development, teachers have realized the following stays:

- in the academic year '16/'17, at the Pontifical University of Salamanca, Spain; 3 outgoing mobilities.
- in the academic year '15/'16, at the Faculty of Catholic Theology, Westfälische Wilhelms University of Münster, Germany; 2 outgoing
- in the academic year '14/'15, at the Faculty of Theology and Religious Studies of the Catholic University of Leuven, Belgium; 3 outgoing.

In the academic year 2014/2015, a study visit was also made to the Catholic Theological Faculty of Charles University in Prague, Czech Republic. This higher education institution was visited by members of the Faculty Management Board (4).

For the purpose of teaching, the following mobilities were realized:

- Outgoing mobility in the academic year 2017/2018 to the CFT of the University of Sarajevo as part of the Erasmus+ mobility project funding with partner countries.
- Incoming mobility in the academic year 2017/2018 from the CFT of the University of Sarajevo as part of the Erasmus+ mobility project funding with partner countries.
- Outgoing mobility in the academic year 2018/2019 to the Faculty of Theology, Adam Mickiewicz University of Poznan (Poland) as an invited lecturer as part of Erasmus+ teaching staff mobility.

**Non-teaching staff:**

- in the academic year 2018/2019, incoming mobility of non-teaching staff from the Faculty of Theology, Adam Mickiewicz University of Poznan, Poland
- in the academic year 2016/2017, incoming mobility of non-teaching staff from the Catholic Theological Faculty of Charles University in Prague (Czech Republic), during the »OS – staff week« exchange, as part of her stay she visited the Faculty.
- as part of the Erasmus+ program with partner countries (2018 project), the exchange of non-teaching staff with the CFT in Sarajevo (Bosnia and Herzegovina) will be realized by the end of July 2020.

Based on the expressed interest of teachers in the Teacher Self-Evaluation survey conducted in 2019, the Faculty included in its annual professional training plan for 2020 the professional training related to teaching methods.

**Evidence:**

- [Regulations on Awards and Recognitions](#), (9 July 2018) (P26)
- [Decision on Earmarked Financing of Science](#) (1 July 2015) (O13)
- The Dean's Annual Reports on the Work of the Faculty (I48, I5, I6, I7, I8)
- Table 4.5. – Analytic Supplement to Self-Evaluation
- Table 4.6. – Analytic Supplement to Self-Evaluation
- [Mobility Flow Plan 2018](#) Partner countries
- [2019 Teacher Self-Evaluation Survey](#) (A16)
- Professional Development Plan 2020 (O16)

#### 4.4. Space, equipment and overall infrastructure are appropriate for the implementation of study programs and assure the achievement of intended learning outcomes and the realization of scientific and professional activity

The entire campus infrastructure of the Catholic Faculty of Theology in Đakovo provides ideal conditions for the pursuit of higher education and scientific activity; all premises of both the Faculty and the Central Archdiocesan and Faculty Library (CAFL) are used equally to carry out both scientific and teaching activities.

The campus comprises 3 buildings:

Building ID	Building location	Year of construction	Year of annexed building or reconstruction	Total space in m <sup>2</sup>
The Faculty (CFT)	Petra Preradovića 17 HR- 31400 Đakovo	1857	1994	1,536.28
Central Library (CAFL)	Petra Preradovića 17 HR- 31400 Đakovo	1996-2005	/	4,298.00
Student Dormitory (SD)	Petra Preradovića 17 HR- 31400 Đakovo	2009-2010	/	1,866.66
<b>TOTAL m<sup>2</sup></b>				<b>7,700.94</b>

- The land of the mini-campus as well as the Faculty and CAFL buildings are owned by the Archdiocese of Đakovo-Osijek. The construction of the Student Dormitory on the same land is regulated by a special agreement between the Ministry, the University and the Faculty. The construction was funded by the competent Ministry and the University.
- The stated area of the Library, in addition to the Reading Room, includes all other accompanying facilities (halls, closed book depository, chapel, machine room, etc.).

The building of the Central Archdiocesan and Faculty Library houses the Center for Bibliographic and Documentary Material on J. J. Strossmayer of the University of Osijek and the Institute for Scientific and Artistic Work in Đakovo of the Croatian Academy of Sciences and Arts.

The diagram of the organizational units (Figure B. in the introductory part of the Self-Evaluation) shows that according to the organization at the university level, not all job positions are filled. This is taken care of by the University and in the future period employment is planned primarily in the field of central archives, scientific activity and publishing. With the number and arrangement of staff we can cover all the needs of teachers, enrolled students and other stakeholders in the process and area of activity of the Faculty. We can also maintain high quality of the entire space available to the Faculty, on which the students also expressed a positive opinion and satisfaction in the conducted survey on student satisfaction with services and work of professional services ([Report and results of the survey on student satisfaction with services and work of professional services](#), 15 May 2018. (A9) ).

On the other hand, professional and administrative services are laden, since the scope of administrative work is not conditioned by the size of the institution, but by legal frameworks and regulations applicable to all faculties, and the scope of these jobs has increased significantly in recent years. This was taken seriously at the University level and all constituents had to harmonize the Regulations on the Organization of Job Positions with each other in order to ensure the functional integration of all stakeholders at the University level.

Number of full-time teachers and associates	Professional and administrative staff of the Library	Professional and administrative staff of the Faculty	Technical and support staff at the Faculty	Technical and support staff in the Student Dormitory
25	3	7	5	2

The Faculty supports the staff of professional administrative services in the realization of training and professional development. The realized trainings of the administrative staff are listed in the Dean's Annual Reports on the Work of the Faculty, and the lists of trainings and educations are submitted by teachers in annual reports on scientific-teaching activities and are an integral part of the Summary of teacher reports.

All Faculty premises used for teaching are equipped with all the necessary technical aids (loud-speaker, laptop, LCD projector and projection screen). Students have access to the Faculty from Monday to Friday from 7am to 7.30pm and to the CAFL from Monday to Thursday from 8am to 6pm and Friday from 8am to 4pm. The 24/7 Eduroam wireless network is available in the dormitory, in the library's reading room, in the J. J. Strossmayer Hall, and on the ground floor of the Faculty building. Students use computer equipment for the purpose of researching and writing seminar papers, studies, essays, making power-point presentations, etc., which does not require specialized programs. There is also the KBFTV extracurricular activity which, for the purposes of covering the events at the institution, has at its disposal a digital camera, a digital movie camera, a computer and accompanying equipment for the purpose of making videos and realizing live-stream broadcasts.

In the last 5 years, there have been investments in the campus equipment: new projectors, 2 new laptops and one desktop computer have been acquired for classrooms and chairs have been upholstered; the students' leisure space in the Faculty building has been equipped with benches; the Student Chapel has been completely decorated; the borrowing section has been physically separated from the reading room at the CAFL; a part of the courtyard adjacent to the Student Dormitory has been renovated; the Dean's Office has been renovated with new furniture and new technical equipment; new chairs for Faculty offices and teachers' offices have been acquired; a new desk and pulpit for lecturers have been acquired for the Bishop Antun Mandić Ceremonial Hall in the CAFL; as well as equipment for the journalist group within extracurricular student activities (KBF TV).

Table 4.8. of the Analytic Supplement to Self-Evaluation shows that we have a total of eight (8) offices for teachers and associates. It is a total area of 163.68 m<sup>2</sup> (average square meters per office – 20.46 m<sup>2</sup>). The average area in m<sup>2</sup> per teacher and associate is 9.35 m<sup>2</sup>. According to the said data, the functionality of offices is good, and the suitability for teaching and scientific activities is excellent, especially given the fact that the Library is in the same courtyard and that each office is equipped with quality furniture, IT equipment and Internet access.

Classroom space includes the following:

Building ID	Classroom number or designation	Space (m <sup>2</sup> )	Number of seats for students
Faculty building (CFT)	Classroom 1	45.50	50
	Classroom 2	57.60	50
	Classroom 3	65.35	50
	Classroom 4	70.74	50
	Classroom 5	55.00	50
	Seminar room 1	41.00	20
	Seminar room 2	39.30	20
	Seminar room 3	48.30	20
	Seminar room 4	48.30	20
	Bishop Strossmayer Hall	135.80	138
	<b>TOTAL m<sup>2</sup></b>	<b>606.89</b>	

The offices for the work of the Faculty professional services are functional and well equipped with quality furniture and IT equipment. The same applies to Library employees who have approx. 130 m<sup>2</sup> of office space for work in the Library and Archives. The following is an overview of office space for professional services in the Faculty building:

Dean's Office	Secretary's Office	- Office of Legal and General Affairs - Faculty Archives	Office for Improvement and Quality Assurance	Office for Students and Studies	Office for Financial and Accounting Affairs	Office for Computer and Communication Systems
39.50 m <sup>2</sup>	29.70 m <sup>2</sup>	38.80 m <sup>2</sup>	25.36m <sup>2</sup>	35.0 m <sup>2</sup>	21.60 m <sup>2</sup>	22.64 m <sup>2</sup>
<b>TOTAL SPACE FOR FACULTY PROFESSIONAL SERVICES:</b>						<b>212.60 m<sup>2</sup></b>

The Faculty regularly updates the Faculty website which provides all relevant information about its work. At the beginning of the academic year, in accordance with the Public Information Policy and the procedure within Chapter 2.10. of the Quality Handbook of the Catholic Faculty of Theology in Đakovo (P21), we appointed the Website Evaluation Committee and a Swot analysis was carried out for this purpose (interest group: faculty employees) with the aim of harmonizing and ensuring regularity and clarity of publishing content in accordance with the [General Data Protection Regulation](#) (Z7) and the [Law on the Right of Access to Information](#) (OG 25/13, 85/15) (Z8). In the next period, the Committee will make recommendations about the reorganization of content and the need for changing the visual identity.

The Faculty publishes information about all major events in the form of announcements and news for the general public in the University Gazette, a monthly addition of the daily paper »Glas Slavonije (Voice of Slavonia)«.

#### Evidence:

- Inspection of resources during the visit
- Table 4.8. of the Analytic Supplement to Self-Evaluation
- [Quality Handbook](#) (4 September 2017 – 2.0) (P21),
- Decision on Appointment of the Committee for the Evaluation of the Website of the Catholic Faculty of Theology in Đakovo (21 October 2019) (O3)
- <http://www.unios.hr/o-sveucilistu/sveucilisni-glasnik/>

## 4.5. The library and its equipment and access to additional contents ensure the availability of literature and library services for the needs of excellent studying and excellent scientific-teaching activity

The work of the library is governed by the [Regulations on the Work of the Central Archdiocesan and Faculty Library](#) (P32) which changed and new have been adopted on 4 March 2019 based on the new [Law on Libraries and Library Activities](#) (NN 17/19) (Z10).

The library is located in the Faculty's courtyard building, which has a total space of 4.298 m<sup>2</sup>, of which 700 m<sup>2</sup> is the Closed Depository, the Reading Room and the IT Classroom are 648 m<sup>2</sup> and the Josip Juraj Strossmayer Memorial Library is 25m<sup>2</sup>.

The library fund contains books from the 15<sup>th</sup> to 21<sup>st</sup> century. According to their contents, the books are from the fields of biblical sciences, philosophy, theology, history, literature, liturgy, and the reference collection contains encyclopedias, dictionaries, lexicons, address books and bibliographies. The library also has a rich Collection of Old Books and Manuscripts containing: eleven (11) incunabula, Croatian Books and Rare Foreign Books. The Petrovaradin Library and Bishop Colnić's Library are stored as separate entities in the Collection.

Table 4.10. of the Analytic Supplement to Self-Evaluation provides insight into the CAFL equipment. The reading room has 60 seats, a space for searching accessible databases that includes six (6) computers with access to the Internet, and 4 more computers for writing papers, as well as the possibility of using personal laptops and access to the wireless network.

The library and the reading room are open to all students, teaching and non-teaching staff as well as external visitors. Opening hours of the CAFL: Monday to Thursday from 8am to 6pm, and Friday from 8am to 4pm.

The library fund comprises: 146 628 volumes of books. Users have at their disposal a total of 567 Croatian journals and 390 foreign journals (about 15 000 journal covers).

In accordance with the strategic plan and the recommendations of the previous re-accreditation procedure, a detailed plan for modernizing and updating the theological literature was made through the funding from the Archdiocese of Đakovo-Osijek (in the last 5 years 275,594.05 HRK was invested):

During the academic year 2018/2019 students were granted access to 21 foreign journals and 370 books were obtained dealing with current and contemporary theological issues.

During the academic year 2017/2018 students were granted access to 21 foreign journals and 348 books were obtained dealing with current and contemporary theological issues.

During the academic year 2016/2017 students were granted access to 22 foreign journals and 623 books were obtained dealing with current and contemporary theological issues.

During the academic year 2015/2016 students were granted access to 21 foreign journals and 470 books were obtained dealing with current and contemporary theological issues.

During the academic year 2014/2015 students were granted access to 21 foreign journals and 450 books were obtained dealing with current and contemporary theological issues.

The library is cataloged in the Crolist system, the printed bounded materials are described according to the International Standard Bibliographic Description for Monographic Publications – ISBD(M) and the Eva Verona's *Code and Manual for Compiling Alphabetical Catalogues*. (Since 2015, 28,730 volumes of books have been cataloged and entered in the holding database).

The borrowing system has also been upgraded and, since 23 April 2016, the process of borrowing books in the Library Reading Room is done through modules in the Crolist system. The books



in the Reading Room are fully cataloged and accessible to users through the online catalog as well. Currently, there are 18,823 volumes of books for borrowing.

All users of the Library's IT services have access to databases within the Electronic Resources Portal for the Croatian Academic and Scientific Community, which are available to all higher education and scientific institutions of the Republic of Croatia. Access to databases is determined by the Faculty's IP address. Among the offered databases, teachers and students are most interested in: Academic Search Complete and JSTOR. The most used Croatian database is the Portal of Croatian Scientific and Professional Journals – HRČAK.

The Electronic Resources Portal for the Croatian Academic and Scientific Community provides access to nationally licensed databases, and it is supported by the European Social Fund (ESF) through the project Increasing Access to Electronic Sources of Scientific and Professional Information – e-Sources. The project seeks to improve access to foreign research publications and databases, thus directly improving the research environment of Croatian scientists and opening opportunities for better international visibility for them, as well as their results. The selection of databases seeks to ensure access to the most important databases in a particular scientific field.

In 2019, in consortium with the CFT of the University of Zagreb we have access to the ATLA Religion Database® (ATLA RDB®) with ATLASerials® (ATLAS®) database. <http://web.b.ebsco-host.com/ehost/search/selectdb?vid=0&sid=eac5f77b-ebca-49e1-bb5d-499e3b6c3596%40pdc-v-sessmgr01>

In 2018, access was provided to 21 databases: APS Journals; CAB Abstracts; Cambridge Journals; EBSCO About Database Package (Academic Search Complete, Business Source Complete, SocINDEX with Full Text, CINAHL with Full Text, Master File Premier); EconLit; Emerald eJournals Premier; Evidence Based Medicine Reviews (EBMR); FSTA; GeoRef; HeinOnline (Academic Core, Foreign and International Law Resources Database, Kluwer Law International Journal Library, Index to Foreign Legal Periodicals); INSPEC; IOPscience extra; JSTOR collections Arts & Sciences I – XI; MathSciNet; Project Muse Basic Research Collection; PsycINFO and PsycARTICLES; RSC Gold; Scopus; Springer Nature Journals Complete Collection; Taylor & Francis Subject Collections; WoS Core Collection, WoS Citation Connection, WoS ESCI Backfiles, JHCD.

From 2015 to 2017, occasional and temporary access was provided for the following databases: Annual Reviews; eBook Academic Collection; Oxford Journals; JSTOR – Free access to eBooks; ATLA Religion Database with ATLA Serials and Religion & Philosophy Collection; ProQuest; CAB Abstracts and Global Health; Cambridge Journals Online; EBSCO – Thematic Databases; Taylor and Francis Journals; The Royal Society database; Nature Publishing Group & Palgrave Macmillan; Palgrave Connect eBook Collection; Cambridge Companions Online – Religion and Philosophy; Oxford Biblical Studies Online;

The Library does not currently use database services which require membership fees.

The digital repository of the CFT was established on 27 October 2015, and it represents a digital collection that gathers, permanently stores and provides free access to scientific-research, intellectual and creative production created through the work of the institution, that is, its employees and students. The repository can store students' final and graduation theses, dissertations, pre-print papers, scientific and professional papers, research data, books, teaching materials, pictures, video and audio materials, presentations and digitized material.

#### Evidence:

- [The Regulations on the Work of the Central Archdiocesan and Faculty Library \(P32\)](#), which were amended and adopted on March 4, 2019; [Borrowing Policy](#) and [Reading Room Guide](#)
- Analytic Supplement to Self-Evaluation – Table 4.10
- <https://repozitorij.djkbff.hr/>
- <http://www.djkbff.unios.hr/hr/knjiznica/on-line-katalog>
- <http://www.djkbff.unios.hr/hr/knjiznica/baze-podataka>
- (<http://www.online-baze.hr/>)

## 4.6. The CFT in Đakovo rationally manages financial resources

In 2018 and 2019, in addition to the revenue from the state budget which is used for salaries, operating expenses, construction and investment maintenance (94.2% of the total Faculty revenues), there are also revenues under special regulations and other revenues for earmark spending in accordance with the regulations (5% of the total Faculty revenues) and own revenues generated by the Faculty from tuition, rent, sale of electricity and interest (0.8% of the total Faculty revenues). Additional sources of funding are not ensured through domestic and international projects.

The Faculty's own resources, according to the principle of equitable use of resources, are rationally used for professional development, education, business trips, necessary literature for the library, and field work, that is, the organization of study tours for students. There are no regulations or decisions with elaborated criteria on how to use own resources. Annual reviews of revenues and expenditures are an integral part of the Dean's Annual Reports on the Work of the Faculty, which are approved by the Faculty Council and submitted to the University Senate and the Grand Chancellor.

### **Evidence:**

- Financial plans (I52-I56)
- Annual reports on the realization of the financial plans (I57)
- The Dean's Annual Reports on the Work of the Faculty (I48, I5, I6, I7, I8)
- Analytic Supplement to Self-Evaluation – Table 4.11 and 4.12

# 5.



## SCIENTIFIC ACTIVITY

## 5.1. Teachers and associates employed at the CFT in Đakovo are dedicated to achieving high quality and quantity of scientific research

Strategic goals for the development of scientific activity are clearly stated in the [Strategic Program of Scientific Research](#) (TD10) and based on the values of the Faculty – human dignity, truth, academic freedom and excellence, and Christian spirituality – with regard to the scientific activity itself, they emphasize:

- strengthening the scope, transparency and quality of scientific and research work in order to achieve competitiveness and international recognition of the Faculty
- further development of the Faculty's publishing activity in order to contribute to the development of teaching, scientific, educational and other activities and to foster in them a creative spirit

Accordingly, regarding the publication of an adequate number of high-quality scientific publications in the last 5 years, the Faculty teachers have published 115 scientific papers in scientific journals (59 of them in Scopus and 13 in WoS), they authored 31 books (2 of which are foreign), 25 book chapters, and edited 28 books and they also authored 58 scientific papers from scientific and professional conferences, as well as 13 professional papers published in scientific publications. The quality scientific publishing of our teachers is assured, among other things, by an effective process of encouraging teachers for this purpose. In this regard, the Catholic Faculty of Theology in Đakovo has brought the Decision on Earmarked Financing of Science (O13), which on an annual level provides financial resources for the purpose of publishing scientific papers, authored, edited and professional books, project management, mobility, popularization of science, and training and learning of foreign languages. The amount of support is divided into three categories according to titles: teaching (1,000.00 HRK), associate (1,500.00 HRK) and scientific-teaching (2,500.00 HRK). The Faculty also encourages teachers' participation at scientific conferences, and each year, upon request, covers for each teacher the travel costs and registration fees for one national and one international conference based on the Decision on Supporting Teachers of the CFT in Đakovo to Participate in Scientific Conferences (22 November 2007 – 2 December 2018) and the Decision on Assisting Teachers of the Catholic Faculty of Theology in Đakovo to Participate in Scientific Conferences (3 December 2018) (O12).

The total number of teachers of the CFT in Đakovo elected to the scientific-teaching title in the academic year 2018/2019 is 18 (FTE 17.5).

For the sake of maximum transparency and full accessibility, the Faculty accurately records data on publications by regularly collecting all information on the scientific, teaching and professional work, as well as community and popularizing activities of teachers who are obliged once a year at the calendar year level, in December of the same year, to submit a report by completing a faculty form. The results are published on the Faculty website and are publicly available. Based on the collected information, lists of excellent publications (citation, h-index, quartiles) are prepared for publication on the University website, following their instructions.

In this regard, teachers and associates of the CFT in Đakovo actively promote scientific achievements at meetings in country and abroad. This is supported by the fact that in the last 5 years the Faculty teachers delivered 292 lectures, 112 of which at international scientific symposia and 8 at national symposia with international participation, 76 at scientific conferences, 26 lectures at scientific professional conferences, 3 of which at international, and 70 on professional conferences, 7 of which at international.

In the previous five-year period, the Faculty organized 81 scientific events (160).

In the context of the second strategic goal of the [Strategic Program of Scientific Research](#) (TD10) concerning the publishing activity, it is important to mention that in recent years the

Faculty's Editorial Staff and leadership have worked intensively to raise the quality of the only Faculty scientific journal »Diacovensia« and to align it with the legal and regulatory criteria for editing scientific journals. In order to further develop and ensure the publication of quality scientific articles, which has as its primary purpose the development and promotion of theological but also other related disciplines of humanities, which in turn has the effect of enabling the scientific and educational advancement of scholars of our entire region, certain efforts have been made to meet all the conditions for permanent acquisition of the category a1.

With the new [Ordinance on the Conditions for Election to Scientific Titles of the National Council for Science, Higher Education and Technological Development \(NN 28/17\)](#) (Z11) the scientific journal of the Catholic Faculty of Theology in Đakovo »Diacovensia« was included in 2017 in the list of the most valuable journals in the Republic of Croatia for the field of humanities (a1).

During 2015, all the prerequisites for the inclusion of »Diacovensia« in the SCOPUS database were fulfilled and the application process started on 15 October 2015. An evaluation followed, and from April 2017, the scientific journal of the CFT in Đakovo – »Diacovensia« is referenced in the SCOPUS, one of the most famous bibliographic and citation databases that indexes journals, book series, trade journals and conference proceedings from all fields of science.

As of October 2018, the scientific journal »Diacovensia« is indexed in the C.E.E.O.L database. It is an online database containing numerous full articles in PDF format from many journals in the field of social sciences and humanities, as well as digitized documents related to topics concerning Central, Eastern and Southern Europe. Indexing in this prestigious database will make our faculty journal even more accessible to a wide international literary, cultural and scientific community.

All papers published in »Diacovensia« are available on the [Portal of Croatian Scientific and Professional Journals »Hrčak«](#), and abstracts are available in the Religious and Theological Abstracts (R&TA) international database.

In addition to the journal, since 5 March 2001, the Faculty publishes a series »[Biblioteka Diacovensia](#)« which contains studies, manuals and histories of high scientific quality: a strict procedure is followed for the publication of each specific issue, as set out in the Faculty's [Regulations on Publishing Activity](#) (P34), in order to keep the high standards of respect for the legality and the scientific nature of »Biblioteka«. So far, 38 books have been published in the series, and in the last 5 years, 9 studies and 1 handbook (I70).

Also, after the introduction of guest lectures by top scientists in 2015 called »[Lectio Strossmayer](#)«, a new series has been published as a result of the lectures and so far, the Lectio Strossmayer series includes 4 books:

1. Jan-Heiner Tück, *U neopozivu savezu: Sabor i Židovi: 50 godina Nostra Aetate [In Irrevocable Covenant: Council and Jews: 50 Years of Nostra Aetate]*, 2016., 113 str. (in German and Croatian)
2. Thomas Söding, *Milosrđe bez licemjerja: opcija Propovijedi na gori [Mercy Without Hypocrisy: The Sermon on the Mount]*, 2016., 54 str. (in German and Croatian)
3. John Milbank, *Reformation 500: Any Cause for Celebration (500 godina reformacije ima li razloga za slavlje)*, 2018., 122 str. (in English and Croatian)
4. Damir Barbarić, *Beskonačna bol i pomirenje = Der Unendliche Schmerz und die Versöhnung*, 2018., 90 str. (in German and Croatian)

**Evidence:**

- [Decision on Earmarked Financing of Science](#) (1 July 2015) (O13)
- Decision on Supporting Teachers of the CFT in Đakovo to Participate in Scientific Conferences (22 November 2007); New [Decision on Assisting Teachers of the Catholic Faculty of Theology in Đakovo to Participate in Scientific Conferences](#) (3 December 2018) (O12)
- [Regulations on the Publishing Activity of the CFT in Đakovo](#) – consolidated text, (P34)
- Lists of publications categorized in accordance with the current Regulations on the Conditions for Election to Scientific Titles for the field and in the field (authored and edited books, papers in a1 and a2 journals, papers in proceedings) (I58)
- [Ordinance on the Conditions for Election to Scientific Titles of the National Council for Science, Higher Education and Technological Development \(NN 28/17\)](#) (Z11)
- Citation of publications, total H-index (Reports on earmarked financing of science; Analytic Supplement to Self-Evaluation – Table 4.4.) (I21-I23)
- List of participations of teachers and associates in scientific / artistic / professional conferences (I59)
- List of conferences (scientific / artistic / professional) organized by the Faculty (I60)
- Annual reports on the scientific activity of the Catholic Faculty of Theology in Đakovo ([Summary of annual teacher reports](#) (A49-A54), The Dean's Annual Reports on the Work of the Faculty (I48, I5, I6, I7, I8), Annual reports on the implementation of the Strategic Program of Scientific Research (I17, I18, I19, I20, I49), and annual reports to the University on earmarked financing of science (I21, I22, I23))
- The lists are publicly available on the University and the Faculty websites

## 5.2. CFT in Đakovo proves the social relevance of its scientific and professional research and knowledge transfer

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As a faculty with a specifically humanistic orientation, the CFT in Đakovo tries to monitor the needs of society and labor market in planning its research activities, especially in the field of theology and theological thought, and then in the related humanities, accomplishing thereby its social relevance and knowledge transfer. This is generally reflected in the popularization of science by our teachers: through cooperation with the public sector, particularly with schools and educational institutions, as well as other public institutions – hospitals, nursing homes, children's homes, and civil organizations, whereby their knowledge transfer and social relevance is manifested in lectures, forums, seminars and workshops for these groups. Certainly, the transfer of knowledge and the popularization of (theological) sciences by our teachers is not narrowed down to this dimension, but is manifested in the active participation of teachers in the writing of newspaper articles, commentaries, reviews, interviews, participation in radio and television shows and (opening of) exhibitions, and participation in book presentations, roundtables, and panel discussions of a public nature, as well as participating in the organization of lifelong learning programs in terms of theological-catechetical schools and pastoral colloquia. Specifically: over the past 5 years, 236 papers have been published in professional journals (excluding editorials and book reviews) and 149 in popularization journals (weeklies, monthlies). In addition to the written works in the popularization of science, the Faculty teachers participated in 372 other popularization activities and public appearances. From the above it is evident that the Faculty and its teachers are aware of their mission and social responsibility and based on the data that the Faculty regularly collects, we can conclude that they are extremely active in the wider community. (Here we exclude the fact that most teachers, as priests, very often have an opportunity to speak publicly in front of a larger number of people outside their teaching profession – homilies during liturgical celebrations, etc.).

Furthermore, the CFT has formalized cooperation with the City of Đakovo (the organization of Strossmayer's Days), the Archdiocese of Đakovo-Osijek (the digitization project of *Vjesnik*, the realization of pastoral education of deacons, the organization of the theological pastoral seminar and the implementation of lifelong learning program for educators in preschool institutions), the Professional Development Center – Kindergarten »Sunshine – Nazareth« (implementation of lifelong learning program for educators in preschool institutions), the Faculty of Law Osijek, J. J. Strossmayer University of Osijek (scientific-teaching and professional cooperation on the University Undergraduate Study of Social Work), the City of Đakovo Tourist Board, the Administrative Department for Sports, Youth and Demography of Vukovar-Srijem County (for the implementation of forums on the topic of youth and addiction), and Matica hrvatska (Matrix Croatica – for the realization of the School of Philosophy). The above shows that this form of (formalized) cooperation involves regular and occasional organization of professional conferences, workshops and trainings, where our teachers participate together with the representatives of these institutions.

The Faculty teachers and associates are involved in professional, public and advisory bodies, committees, and boards in the private and public sectors at a national and international level and are members of various regional and local professional and civic initiatives.



**Evidence:**

- The list of publications in professional journals (I61)
- The list of popularization articles (I62)
- The list of memberships in international, national, regional, local, professional and civic, civil and humanitarian associations (I63)
- The list of workshops, forums and media public appearances, columns and other popularization activities (I64).
- All lists are available publicly in the List of contents of teacher reports – the [Supplement to the Summary of the contents of annual teacher reports](#) on teaching, scientific and research work (A49-A54) and on the [University's website](#)
- Cooperation agreements (P36).

In view of the above, we can point out: regarding the international and national level, we can note that teachers are present in institutions of general social and scientific relevance like the Croatian Academy of Sciences and Arts, *Matica hrvatska*, Pan European Union, and there they contribute to the development of democracy, transparency and humanity of the whole society. In addition to these associations, the Faculty teachers are present in scientific and professional associations with respect to the particular fields of theological science in which they personally work, thus contributing, with respect to their areas of study, to the development of particular professional associations in theology and the Church. Likewise, through their membership in these organizations, teachers themselves receive further training and enhance their scholarship by holding various lectures, seminars and workshops precisely in connection with the areas in which they study and teach at the Faculty: religious pedagogy and catechetics, church law, biblical, dogmatic and moral theology, psychology, philosophy, etc. – areas are therefore the equivalent to the listed associations. Regarding the local level, it is noticeable that the teachers, as well as the institution of the CFT in Đakovo, are tied to the institutions of the city where the faculty is located, and the cities from which the teachers came to the faculty. This also shows the engagement and responsibility at the local level, which is not of such a nature as to exceed the primary commitments of teachers in scientific and teaching terms – namely, it is evident from the above that there is no excessive membership, especially not in political parties.

### 5.3. Scientific and professional achievements of the CFT in Đakovo have been recognized nationally and internationally



Regarding projects in the previous period, as we will see below, in view of its specificity and relatively small capacities (personnel and financial), the Faculty has focused on internal projects of the J. J. Strossmayer University of Osijek (2 approved projects). The reason for this lies, indeed, in the fact that it is easier to start a project which is approved by the University, but on the other hand, the teachers of our Faculty also contribute to the development and advancement of (humanistic) sciences at the J. J. Strossmayer University in Osijek itself. Regarding the contents of the projects, it is noticeable that they range from historical to philosophical themes and in themselves represent an original approach to one area. Likewise, since the Faculty has developed different relations with the Archdiocese of Đakovo-Osijek, the Faculty in conjunction with the Archdiocese, has initiated an internal project to establish the professional journal *Vjesnik Đakovačko-osječke nadbiskupije i Srijemske biskupije* [Herald of the Archdiocese of Đakovo-Osijek and the Diocese of Syrmia], the articles in which are mostly published by our faculty teachers as well. Finally, there are one partner and two Faculty projects in the approval process that manifest not only the scientific but also the general social character and responsibility of the CFT and its teachers in creating a humane society in general, since the theme of the project concerns this very dimension. This mission is also manifested in the individual cooperation of our teachers on non-institutional projects which are carried out by other national and international institutions.

#### Scientific projects

Project type: scientific project (HRZZ, national, competitive)

##### ***The identity of a man in Croatian society***

07.07.2014. The Croatian Science Foundation (HRZZ) has committed itself to finance the project 7518, over a 36-month period, that is, from 1 September 2014 to 31 August 2017. The project was halted due to the retirement of its holder and the change in the Faculty management, and a refund was made to the Croatian Science Foundation.

Project type: scientific project (internal project of the J. J. Strossmayer University of Osijek)

##### **Strossmayerana in English Sources: An Epistolographic Analysis, 1860-1892**

Project leader: Assist. Prof. Tihomir Živić, Ph.D., Department of Cultural Studies, J. J. Strossmayer University of Osijek

Project duration: 12 months (April 2016 – April 2017)

Project value: 70,000.00 HRK

Project description:

In cooperation with a visiting researcher Assist. Prof. Tatiana Kuzmic, Ph.D., from the Department of the Slavic and Eurasian Studies, College of Liberal Arts, the University of Texas at Austin, and the Catholic Faculty of Theology in Đakovo, the project interdisciplinarily deals with an interpretative upgrade of current scientific knowledge on J. J. Strossmayer, while providing a modern, computer-assisted research-critical insight in the less-known, partially translated or entirely untranslated correspondent philological (epistolographic) materials from the Anglo-American sources (William Ewart Gladstone, John Emerich Edward Dalberg-Acton, etc.) and/or from the Croatian sources produced in the English language. The objective of the project is to publish works on the British and American standpoints regarding Strossmayer's undeniable role as a theologian, patron, politician and educator, in the light of the nineteenth-century revival of Croatian culture, of which he was one of the promoters in the Habsburg Monarchy.

Collaborators on the project from the CFT: Assoc. Prof. Šimo Šokčević, Ph.D., and Tadija Crnjak, M.Sc.

Project type: scientific project (internal project of the J. J. Strossmayer University of Osijek)

**»Cor ad cor loquitur«. The Essence of Philosophizing According to John Henry Newman**

Project leader: Assoc. Prof. Šimo Šokčević, Ph.D., CFT in Đakovo

Project duration: 12 months (February 2015 – February 2016)

Project value: 8,500.00 HRK

Project description:

Reducing philosophy to its sophistic basics, which is a common practice today, is in fact a path into pseudo-philosophy, which reduces a philosopher to a clerk and an imitator of the exact sciences. We consider this approach to be radically wrong, since it prevents the formation of a person into a quality personality capable of awakening the human spirit with mature insight and wisdom, and in the long run, the lack of such personalities is pernicious to the entire society. We perceive J. H. Newman as a quality philosophical personality, however, previous national and international studies have clearly shown that there are no works that study this author's essence of philosophizing in the sense that we propose, which is, beyond individual philosophical problems that the author deals with, we further question the essence and strength of the shaping forms contained in Newman's thought, which we believe contains elements that are of great importance for thematizing existing and eternal philosophical questions, but also those new ones that mark the beginning of the twentieth century. Therefore, the main objective of this project is to systematically explore the philosophical thought of J. H. Newman, to present the essence of the philosophy of this author, that is, to what extent does his philosophy satisfy the main criterion of philosophy in general, which is to manifest the essence of the spirit, and this essence is contained in the encounter with all that is, that is, with the totality of existent things. It is the foundation of truth and of what philosophy means and how much it means for the time in which we live. In addition, our research aims to provide a clear vision of education which would be based on the development of intellectual and moral virtues, and which would depict modes for drawing the human spirit to the truth.

Every scientific corps, if it is searching for the truth, is able to respond to the challenges and crises of the contemporary personality and society. In this way, this project also primarily sees its application in the basic task of philosophy, which consists of critical re-examination of life and pointing out the errors of certain cultural and civilizational sectors that shape a man's life. Errors of this type often lead to distortion and pathology, of both personal and cultural-social development, which is especially evident in today's civilization which neglects the humanistic dimension of culture and with a limited view of our cognitive power impoverishes the insight into reality. This is precisely why philosophy is presented with a challenge, but also the task of humanistic cultural reformation. John Henry Newman was aware of this important task, so his philosophy offers concrete guidelines and modes that can serve as exemplars for young researchers, as his commitment to common sense and logical thinking, openness, creativity, and nurturing of European heritage and identity are the path to shaping an inclusive, innovative and healthy society.

### Professional project of the Faculty

Project: **Digitization of the »Glasnik Đakovačke i/li Bosanske i Srijemske biskupije [Courier of the Diocese of Đakovo and/or Bosnia and Syrmia]« / »Vjesnik Đakovačko-osječke nadbiskupije i Srijemske biskupije«**

The agreement on joint cooperation between the Archdiocesan Ordinariate of the Archdiocese of Đakovo-Osijek and the Catholic Faculty of Theology in Đakovo, signed on 20 April 2018, initiated the project of digitization of all issues of »Glasnik Đakovačke i/li Bosanske i Srijemske biskupije«, today »Vjesnik Đakovačko-osječke nadbiskupije i Srijemske biskupije«, depending on the titles under which it has been continuously published since 1873.

Principal project holder: The Archdiocesan Ordinariate of the Archdiocese of Đakovo-Osijek, co-holder Catholic Faculty of Theology in Đakovo. The cooperation agreement on the digitization

project was signed by the Archbishop of Đakovo, Msgr. Prof. Djuro Hranić, Ph.D., and the then Dean of the CFT, Prof. Ivica Raguž, Ph.D.

Digitization project leader: Asst. Prof. Boris Vulić, Ph.D., Editor-in-Chief of »Vjesnik«

Project team administrator: Ankica Landeka, B. Theol. and Certified Librarian, Head of the Central Archdiocesan and Faculty Library.

Project objective: the digitization of the journals »Glasnik/Vjesnik« in order to protect the valuable originals of one of the oldest journals, and to make them more accessible by making it possible to search and use all their contents, which is an important prerequisite for new fields of research of our ecclesial, social and historical context.

Funding: The Archdiocesan Ordinariate of the Archdiocese of Đakovo-Osijek

Project duration: 20 April 2018 – 20 April 2022

Participation in the **Working Group on Theater Studies and Theatralia Digitization**, WG Theatralia as part of the DARIAH-EU ERIC 1 Consortium (Initial International Fund) with a financial donation.

European Social Fund – Expanding the network of social services in the community – Phase I – »**Slavonian Mobile Team for Providing Psychosocial Services in the Community**« – project partnership with Special Hospital for Psychiatry and Palliative Care, St. Rafael Strmac. The project is in the process of being approved (in the stage of checking the eligibility of expenditures), and the associates from the CFT are: Assoc. Prof. Suzana Vuletić, Ph.D., Assist. Prof. Josip Bošnjaković, Ph.D., Assist. Prof. Boris Vulić, Ph.D., Prof. Ivica Raguž, Ph.D., and Assoc. Prof. Ivica Pažin, Ph.D.

Two Faculty projects in the preparation phase are Project Prevention of Human Trafficking 2020, and Project Search for a New Paradigm of the Work of the Catholic Church with Youth 2020-2022.

## Participation of teachers in non-institutional projects

*Croatian Standard Bible Translation*: A total of 25 Bible scholars and Croatists from Croatia and Bosnia and Herzegovina participate in the project. The project has been running since 2002 and is not yet completed. The project holder is the Croatian Bible Society in collaboration with the United Bible Societies in London, with participation of Prof. Karlo Višaticki, Ph.D.

Assoc. Prof. Suzana Vuletić, Ph.D. is involved in two projects. Project »*Values and Decisions at the End of Life*«, lasting from 1 September 2017 – 1 September 2020, and as a co-author in the development of professional-methodological materials for peer education and development of educational-promotional materials on sexual and reproductive health in the national program of the project »Živjeti zdravo / Living Healthy« Element 1 Health Education – sub-element Sexual Health.

Assist. Prof. Josip Bošnjaković, Ph.D. is a collaborator on two projects of the Catholic University of Croatia in Zagreb:

- Work of Parents, Economic Hardship of Families and Well-Being of Parents and Children, total value 25,000.00 HRK
- Family Dynamics, Health and Well-Being of Croatian Families in the Light of War and Post-War Experiences, total value 150,000.00 HRK.

He also independently conducted a research project at the Catholic University of Croatia during 2017/2018 on the theme »The Connection Between Motivation and the Process of Learning and Teaching.«

Evangelium und Kultur 1989 – Associazione *Evangelium und Kultur*, associate Assist. Prof. Sr. Silvana Fužinato, Ph.D., with project leader Prof. Massimo Grilli (Pontificia università Gregoriana)

A project was submitted as part of the competition »Implementation of CROQF at the Level of Higher Education« under the CROQF title at the level of theological and religious higher education – CROQF TERE0.

Table 5.4. of the Analytic Supplement to Self-Evaluation provides an overview of the work in the 98 organizing boards of scientific events, 46 of them have been organized or co-organized by the CFT in Đakovo in the last 5 years.

Table 5.5. of the Analytic Supplement to Self-Evaluation shows the representation of teachers on editorial boards of scientific and professional publications. 6 Faculty teachers are members of the editorial board of the scientific journal *Diacovensia*, 3 teachers are members of the editorial board of the international journal *Communio*, 3 are members of the professional journal for pastoral orientation *Vjesnik đakovačko-osječke nadbiskupije*, and there is one teacher editor-in-chief for each of these journals. There is one teacher a member of the editorial board of each of the following journals *Biblija danas/Bible Today*, *Služba Božja/Divine Service*, and the professional-popularizing journals *Živo vrelo/Live Spring* and *Katehetski glasnik/Catechetical Gazette*, as well as the editorial board of the Institute of Scientific and Artistic Work in Đakovo of the Croatian Academy of Sciences and Arts. The Faculty teachers are also members of scientific councils of journals. Here we primarily highlight the journal *Bogoslovska smotra* (WoS/Q1) of the Catholic Faculty of Theology, University of Zagreb.

The CFT teachers are not recipients of international or national awards and recognitions. Here we can single out awards for the social contribution of the City of Đakovo and acknowledgements at the level of the University of Josip Juraj Strossmayer.

#### Evidence:

- List of awards and recognitions (I65)
- List of projects (I66)
- List of invited lectures (I67)
- List of memberships in scientific/artistic boards of conferences and editorial boards of journals (I68)
- Tables on scientific activity from the Dean's Annual Reports on the Work of the Faculty (I48, I5, I6, I7, I8) and data from the [List of contents of teacher reports \(Supplement to the Summary of annual teacher reports on teaching, scientific and research work\)](#) (A49-A54)
- Analytic Supplement to Self-Evaluation 5.4. and 5.5.

## 5.4. Scientific activity of the CFT in Đakovo is sustainable and developmental

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Based on the recommendations of the Expert Panel for the Re-accreditation of the CFT from 2014, several significant advances have been made in the area of scientific activity in terms of development and sustainability:

- The [Strategic Program of Scientific Research](#) (TD10) (2 March 2015) was drafted and its implementation is regularly monitored in the annual reports on the implementation of the SPSR to the Faculty Council.
- Almost all our teachers are fluent in at least one foreign language, since most of them have completed their doctoral studies at a foreign higher education institution, or through independent study and training. They use mostly Italian, German, English and French. The Faculty encourages additional language training through earmarked funding of science, as mentioned earlier.
- The Regulations on Awards and Recognitions were drafted (effective 9 December 2015) and in the meantime amended, that is, new Regulations on Awards and Recognitions of the Catholic Faculty of Theology in Đakovo has been adopted on 9 July 2018 (P26). Awards awarded to teachers are: the Faculty Charter for teachers elected to the title of full-time professor with tenure; the Award for Outstanding Contribution to Science; the Young Scientist Award; the Award for Teaching, and the Faculty Certificate of Appreciation. The awards also include a monetary amount, which is determined annually according to the financial capacity of the Faculty. So far, from the stipulated awards, the Faculty has awarded Certificates of Appreciation to teachers that retired.
- The Faculty, with the assistance of the Ministry and by internally joining with other theological faculties, provides access to relevant bibliographic databases.
- Considering the total private and earmarked financial resources during the last five academic years, the Faculty has invested 39% of its funds in graphic services, library funds, professional development and business trips. Excluding investments in terms of maintenance, reconstruction and equipping on campus.
- Access to contemporary academic sources and library resources is ensured.
- The Faculty examines and seeks acceptable models of project funding and during the academic year 2018/2019 it has organized a model of financing internal faculty projects which will be implemented in the future period (Project Prevention of Human Trafficking 2020 and Project Search for a New Paradigm of the Work of the Catholic Church with Youth 2020-2022), all with the aim of faster implementation of projects primarily for the sustainability of scientific activities.

**Evidence:**

- [Strategic Program of Scientific Research](#) (TD10) (2 March 2015)
- Annual reports on the implementation of the Strategic Program of Scientific Research for 2015, 2016, 2017, 2018 and 2019. (I17, I18, I19, I20, I49)
- Available resources for the Faculty's scientific activities (in the Dean's Annual Reports on the Work of the Faculty) (I48, I5, I6, I7, I8)
- Regulations on Awards and Recognitions (9 December 2015 – 8 July 2018) and [Regulations on Awards and Recognitions of the Catholic Faculty of Theology in Đakovo from 9 July 2018](#) (P26). The list of given awards and recognitions (List of contents of teacher reports – Supplement to the Summary of contents of annual teacher reports on teaching, scientific and research work) (A49-A54)
- Investments in scientific resources (material and human, trainings, financing, contemporary literature, equipment maintenance...) in the Dean's Annual Reports on the Work of the Faculty for academic years 2014/2015, 2015/2016, 2016/2017, 2017/2018 and 2018/2019. (I48, I5, I6, I7, I8)
- [Decision on Earmarked Financing of Science](#) (1 July 2015) (O13)
- [List of available and open databases](#) (I69)
- Internal project application form



## 5.5. Scientific and professional activities and achievements of the CFT in Đakovo enhance the teaching process



Given the specific nature of the Faculty and its humanistic orientation, there are no spaces exclusively intended for scientific activity in terms of laboratories or workplaces, but all spaces are available to teachers for performing both higher education and scientific activities. Regarding the space and equipment that enhances the teaching process, it can be mentioned here that it is of optimum character: besides being adequately arranged and equipped for unimpeded teaching process, all classrooms are equipped with IT equipment and other aids, like geographic maps, etc. In addition to classic classrooms with a maximum capacity of 45 seats, the Faculty also has one hall (the Bishop J. J. Strossmayer Hall) as well as several, so called, smaller, seminar halls where classes and lectures are tailored to the number of these halls. Finally, the Faculty also has the offices of professors where they can freely (scientifically) work and hold oral exams. In addition to the Faculty spaces which enhance the teaching process, it is also enhanced by the fact that students are involved in the scientific movements of the higher education institution. To mention a couple: the Summer School of Philosophy, by *Matica hrvatska*, which was attended by our students, as well as the 1<sup>st</sup> *Teologijada* in Zagreb, in 2019 (the scientific-educational meeting of theology students in Croatia) which was also attended by our students, and the second meeting will be held at the CFT in Đakovo. Three Faculty students participated from 5 to 8 October 2017 at the 2<sup>nd</sup> International Theological Student Meetings, a symposium with an international and inter-religious character on the topic of Faith and the Modern World, organized by the Faculty of Orthodox Theology, University of Belgrade, Serbia, and sponsored by the Konrad Adenauer Stiftung Foundation (KAS).

Finally, students are involved in this process through joint scientific and professional publication of articles with faculty professors (mentors) and through participation in scientific symposia.

During the symposia organized by the Faculty, students are exempted from attending classes, with the obligation to attend the symposia lectures.

Below we bring the list of papers published in the previous period in scientific publications by teachers in co-authorship with students:

1. Josip Bošnjaković, Ivan Kunčević, Afektivno sazrijevanje bogoslova [Affective Maturation of Seminarians], in: *Crkva u svijetu*, 51(2016) 2; 260-286. Review (graduation thesis)
2. Ivica Čatić, Andelfinger Ivan, Isusov samopredstavljajuće-teofanijski »Ja sam« u Mk 6, 50; Mt 14, 27 ; Iv 6, 20 ; 18, 5-6 [Jesus' Self-Representing Theophanic »I Am« in Mk 6:50; Mt 14:27; Jn 6:20; 18:5-6] // *Diacovensia: teološki prilozi*, 24 (2016), 1; 153-193 (local peer review, article, scientific) (graduation thesis)
3. Ivica Čatić, Marko Rajić, Retoričko-kritička analiza Poslanice Galaćanima (I) [The rhetorical-critical analysis of the epistle to the Galatians (I)], in: *Diacovensia: teološki prilozi*, 25 (2017) 4, 567-583. Original scientific paper (graduation thesis)
4. Ivica Čatić, Marko Rajić, Retoričko-kritička analiza Poslanice Galaćanima (II) [The rhetorical-critical analysis of the epistle to the Galatians (II)], in: *Diacovensia: teološki prilozi*, 26 (2018) 1, 55-88. Original scientific paper
5. Zvonko Pažin, Anita Lučić, Posvetna molitva ređenja prezbitera na Zapadu i Istoku [The prayer of consecration for the ordination of presbyters in the West and the East] in: *Diacovensia: teološki prilozi*, 24 (2016), 4; 629-643 (article,) Original scientific paper (graduation thesis)
6. Zvonko Pažin, Tea Reponj, Dan Gospodnji. Povijest i teologija [The Lord's Day. History and Theology], in: *Diacovensia: teološki prilozi*, 24 (2016), 1; 137-151 (review, article) (graduation thesis)
7. Ivica Raguž, Ante Svirać, Neki vidovi teologije kao znanosti kod Tome Akvinskoga [Some aspects of Theology as Science in Thomas Aquinas] in: *Diacovensia: teološki prilozi*, 24(2016)1, 91-116. Short communication (graduation thesis)



8. Ivica Raguž, Dino Klem, Poimanje teologije u Erika Petersona [Erik Peterson's understanding of theology] // Crkva u svijetu: CUS, 54(2019), 2; 201-225 (local peer review, article, scientific) Original scientific paper (graduation thesis)
9. Boris Vulić, Sani Gilja, »Sacramentum hoc magnum est« O nekim vidovima plodnosti ženidbene sakramentalne milosti [»Sacramentum hoc magnum est« On some aspects of the fruitfulness of the marital sacramental grace], in: Diacovensia: teološki prilozi, 26 (2018) 3; 405-422. Original scientific paper (specialist)
10. Suzana Vuletić, Ana Puljić, Dostojanstvo osobe u kontekstu kršćanske antropologije [Dignity of the Person in the Context of Christian Anthropology] // Služba Božja. Liturgijsko pastoralna revija, LIX (2019), 3; 292-311 (local peer review, article, professional) (graduation thesis)
11. Suzana Vuletić, Sanja Kopunović Legetin, Stanislav Šota, War Crimes of Rape in the Croatian War of Independence (1991-1995), in: Nova prisutnost: časopis za intelektualna i duhovna pitanja, 17 (2019) 2; 229-249 doi:10.31192/np Original scientific paper WOS (specialist)

In the previous period, teachers published in the professional publications the following papers in co-authorship with students:

1. Stjepan Radić- Gabrijela Šajn, Pojam odgovornosti u Hansa Jonasa i Hannah Arendt [The Concept of Responsibility by Hans Jonas and Hannah Arendt], in: Vjesnik Đakovačko-osječke nadbiskupije i Srijemske biskupije 144(2016)2, 169-174. (graduation thesis)
2. Drago Tukara, Tamara Đurakić, Autoritet koncilskih otaca na saboru u Niceji i na I. vatican-skom saboru [The Authority of the Council Fathers at the Council of Nicaea and the First Vatican Council], in: Vjesnik Đakovačko-osječke nadbiskupije i Srijemske biskupije, 145(2017) 2, 65.-70. (graduation thesis)
3. Suzana Vuletić, Maja Odošić, Distorzivni odnos prema tijelu = suvremeni grijeh 'neumjerenosti u jelu i piću' [Distortive relationship to the body = the modern sin of 'immoderation in food and drink'], in: Vjesnik Đakovačko-osječke nadbiskupije i Srijemske biskupije 146(2018.) 3., 38.-45. (specialist)
4. Tihomir Borić, Boris Vulić, Biti stvoren. Neki vidovi teologije stvaranja Josepha Ratzingera [Being Created. Some Aspects of the Theology of Creation of Joseph Ratzinger], in: Vjesnik Đakovačko-osječke nadbiskupije i Srijemske biskupije 146(2018.)11, 13.-19. (graduation thesis)

Teachers also prepared presentations in collaboration with students at an international conference and the Science Festival:

Students Leonnel Radinski, Valentina Vida and Mateja Šapina (Ekoteološki poticaji ambijentalne bioetike enciklike »Laudato si'« / Eco-theological incentives of environmental bioethics of the encyclical »Laudato si'«) and Matija Bajt (*Postersko priopćenje – Potrebni smo Zemlji koliko i ona nama / Poster Communication – Earth needs us as much as we need Her*) under the guidance of Assoc. Prof. Suzana Vuletić, Ph.D., participated in the 1st International Students' GREEN Conference organized by the Josip Juraj Strossmayer University of Osijek and the International Federation of Environmental Health, in Osijek, 17-18 May 2018.

On 9 April 2019, students and teachers participated in the University Science Festival, an event aimed at bringing science closer to the public, during which scientists and students through popular lectures, workshops, panels, exhibitions and other events contribute to the popularization of science and motivation of young people to do research and acquire new knowledge. Several lectures were organized by the Catholic Faculty of Theology in Đakovo as part of the 2019 Science Festival on the topic »COLORS«.

Although the Faculty does not currently carry out postgraduate studies, it does involve students in the scientific work, and in the previous period one student was involved in internal university projects, and 3 specialist works have been small research projects. Students have also been given an opportunity to participate in the editorial process of the scientific journal *Diacovensia* through professional collaboration in publishing (up to and including 2019).

# Conclusion

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The Catholic Faculty of Theology in Đakovo of the Josip Juraj Strossmayer University of Osijek, in addition to its quality scientific-teaching staff, manifests its strengths and advantages in a special way in the organizational structure and constitution which are optimal given the size of the Faculty in terms of the number of employees and students. It is this ratio that has enabled a more personal and immediate approach between students and teachers, which, among other things, influences students' motivation, raises the excellence of study conditions and puts the student at the center of the teaching process. Teachers therefore also hold mentoring meetings with students in order to get acquainted and to point them to the benefits as well as difficulties in studying. Priestly candidates, who are staying at the Theological Seminary during their study, together with the intellectual also receive an appropriate general human and spiritual formation. At the initiative of students who are not priestly candidates, a student chaplain and commissioner for lay students is appointed, who is also the director of the Student Dormitory. The importance and development of community among students is reflected in various student initiatives, volunteerism and humanitarian work, study trips and the organization of extracurricular activities. In addition, continuous investment in the acquisition of new books and scientific journals, a modern reading room and adequate accommodation in the Student Dormitory certainly further enhance the quality of study. Therefore, we can say that the small campus in Đakovo with its infrastructural capacities, consisting of the Faculty, the Central Archdiocesan and Faculty Library and the Student Dormitory, provides suitable study conditions.

The Faculty takes constant care for the future needs regarding scientific-teaching staff and encourages the best students, according to their area of interest, to continue their postgraduate studies at reputable European institutions. On the other hand, the basic form of monitoring the employability of our students is reflected in the Faculty's collaboration with the Archdiocesan Catechetical Office, which monitors the work of teachers in primary and secondary schools, and through meetings with the alumni of the Faculty gathered in the Community of Friends of the CFT. In order to maximize employability, the Faculty also organizes a Career Week during which it introduces the present students to successful students who have accomplished themselves in different areas of public and social life. Also, faced with the problem of increasingly difficult employability of our students in recent years, especially regarding the profession of religion teachers, the Faculty has begun to develop new specialist studies, and, in cooperation with other constituents of the University of Osijek, double-major study opportunities. In addition, systematic efforts are being made to improve the quality of teaching and study conditions, which is confirmed by the fact that today we have an increasing number of psycho-pedagogical subjects in the study program, student internships have been organized (hospitations), and certain changes have been made in elective subjects. The work of the Committee for Improvement and Assurance of Quality is important here as it systematically implements internal quality control and monitors learning outcomes and their compliance with the teaching load, the ratio of passing rates and completion, the workload of teachers, and organizes workshops to increase teacher competencies. In addition, entering all information into the ISVU system allows for transparent monitoring of student work and easy access to all information. Outgoing mobility of teachers and students is increasing year by year, and the number of international agreements on cooperation with other theological faculties is increasing.

Teaching staff with international scientific experience gained through staying at reputable European doctoral studies is also one of the strengths of the Faculty. Namely, in the individual connection of our teachers with eminent European theologians and philosophers they have acquired during their stay abroad, the Faculty sees an excellent opportunity for achieving high-quality international institutional cooperation, especially in the field of mobility, advancement of scientific and research work, and possible realization of joint study programs. In addition, the social importance and contribution of faculty members is reflected in the specific nature of their vo-

cation, since 80% are Catholic priests, and as such they are in constant correlation with social and church events at the local, regional and national level, participating in discussions (public appearances in the media) and contributing to the work of numerous associations, councils, committees, organizational boards and meetings. It is worth mentioning that the Faculty also implements lifelong learning programs, thus making a significant contribution to the new evangelization in the Archdiocese of Đakovo-Osijek and beyond.

The Faculty's scientific work is reflected in the organization of scientific conferences, publication of scientific papers and increasing indexation in international databases, and especially in the quality of the Faculty scientific journal »Diacovensia«, which, according to the conditions of the National Council for Science and the evaluation of the Regional Council for the Humanities, has reached the highest level of excellence (A1) and is referenced in prestigious international databases. The advantages and strengths of the Faculty include the »Biblioteka Diacovensia«, which issues and publishes results of research and scientific reflections, that is, manuals, histories and studies. Furthermore, the Faculty encourages teachers in their scientific advancement and accompanies them through different incentive measures. Certainly, we would have achieved better results in the scientific research field with more scientific research projects and the implementation of doctoral studies, but from objective legislative obstacles and subjective difficulties in terms of the required number of scientific-teaching staff in the respective academic titles, we did not manage to realize it to the end. In order to overcome these difficulties, we have begun discussions on a joint implementation of a doctoral study with the Faculty of Catholic Theology, University of Sarajevo.

The main threats to further development of the Faculty are primarily due to the demographic crisis and the large wave of emigration, mostly of young people, as evidenced by the general decline in the number of students at the University. On the other hand, the increasingly difficult employment of religion teachers and a decrease in the number of priestly candidates put our Faculty at a disadvantage even further. We certainly need to find a way out of this situation by finding new study programs (double majors) that will, at least partially, solve the problem of fewer students because we are convinced that easier and greater employability in some new areas of public and social life will certainly motivate a certain number of high school graduates to enroll at our Faculty. In addition, it is difficult to find financial support at the national level for research projects in the humanities, as other areas are generally being promoted. In this regard, it is necessary to seek and apply for international competitions and projects of the European Union and to work closely with related higher education institutions at the university, national and international level.



Dean

*Vladimir Dugalić*  
 Assoc. Prof. Vladimir Dugalić, Ph.D.,

president of the committee for preparing self-evaluation  
 in the re-accreditation process of the CFT

# SUPPLEMENTS TO THE SELF-EVALUATION



RULES ON NATIONAL LEVEL				Relevant to / In Chapter					
No	Code	Name (link)	Author	Introduction	I.	II.	III.	IV.	V.
1.	Z1	<a href="#">Labor Law</a>	RH	x					
2.	Z2	<a href="#">Act on Scientific Activity and Higher Education</a>	RH	x		x		x	
3.	Z3	<a href="#">Ordinance on the Content of Licence and Conditions for Issuing Licence for Performing Higher Education Activity, carrying out a Study Program and Re-accreditation of Higher Education Institutions</a>	MZOŠ			x			
4.	Z4	<a href="#">MSES, Diploma Supplement. Instructions, Rules, and Examples (Second Amended Edition), Zagreb, 2013.</a>	MZOŠ			x	x		
5.	Z5	<a href="#">Ordinance on the Content of Diplomas and Diploma Supplements (NN 78/08 and 149/11)</a>	MZOŠ				x		
6.	Z6	<a href="#">Implementation Act of the EU General Data Protection Regulation (NN 42/18)</a>	RH				x		
7.	Z7	<a href="#">General Data Protection Regulation</a>	EU				x	x	
8.	Z8	<a href="#">Law on the Right of Access to Information (NN 25/13, 85/15)</a>	RH					x	
9.	Z9	<a href="#">Decision on mandatory Conditions for the Assessment of Teaching and scientific-professional activities in the Process of Election to Scientific-Teaching Titles</a>	RZ, NVZVOTR					x	
10.	Z10	<a href="#">Law on Libraries and Library Activities (NN17/19)</a>	RH					x	
11.	Z11	<a href="#">Ordinance on the Conditions for Election to Scientific Titles of the National Council for Science, Higher Education and Technological Development (NN 28/17)</a>	NVZVOTR						x

\* RH – Republic of Croatia

\* MZOŠ – Ministry of Science, Education and Sports – today's Ministry of Science and Education

\* RZ – Rector's Assembly

\* NVZVOTR – National Council for Science, Higher Education and Technological Development

FUNDAMENTAL DOCUMENTS				Relevant to / In Chapter					
No	Code	Name (link)	Author	Introduction	I.	II.	III.	IV.	V.
1.	TD1	<a href="#">Quality Policy 2.0</a>	KBF	x	x				
2.	TD2	<a href="#">Accreditation Recommendation of the Agency for Science and Higher Education – 17 July 2017</a>	AZVO	x	x	x			
3.	TD3	<a href="#">Certificate (MSES) on fulfilling the requirements for performing higher education activity and scientific activity – 23 October 2017</a>	MZO	x	x				
4.	TD4	The decision of the Faculty Council – adopted the Amendments to the Statute of the CFT in Đakovo, on the proposal of the Dean, with the previous positive opinion of the Board for Statutory and Legal Affairs and with the approval of the Senate – 8 May 2017	KBF	x					
5.	TD5	<a href="#">Statute of the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek – consolidated text (9 February 2018)</a>	KBF	x	x		x	x	
6.	TD6	<a href="#">Statute of the J. J. Strossmayer University of Osijek</a>	UNIOS	x			x	x	
7.	TD7	<a href="#">Code of Ethics of the Josip Juraj Strossmayer University of Osijek</a>	UNIOS	x	x				
8.	TD8	<a href="#">Development Strategy of the Catholic Faculty of Theology in Đakovo (2016-2021)</a>	KBF	x	x	x			
9.	TD9	<a href="#">Action Plan for the Implementation of the Development Strategy of the Catholic Faculty of Theology in Đakovo for the period 2016-2021</a>	KBF	x	x				
10.	TD10	<a href="#">The Strategic Program of Scientific Research (2015-2020) 2 March 2015.</a>	KBF	x	x				x
11.	TD11	<a href="#">Development Strategy of the J. J. Strossmayer University of Osijek</a>	UNIOS		x				
12.	TD12	<a href="#">Statute of the CTF Student Union</a>	KBF						
13.	TD13	<a href="#">Learning outcomes at the level of study program</a>	KBF		x	x			
14.	TD14	Internal operational plan for the implementation of the Development Strategy (with responsibilities)	KBF		x				
15.	TD15	<a href="#">Syllabus 2018./2019.</a>	KBF			x			
16.	TD16	Diploma Supplement	KBF			x			
17.	TD17	<a href="#">A Guide Through the Topics of Mentoring Meetings for Teachers and Students</a>	KBF				x		

\* MZO – Ministry of Science and Education

\* KBF – Catholic Faculty of Theology in Đakovo

\* AZVO – Agency of Science and Higher Education

\* UNIOS – J. J. Strossmayer University of Osijek

RULES, REGULATIONS and ORDINANCE (PRAVILNICI)				Relevant to / In Chapter					
No	Code	Name (link)	Author	Introduction	I.	II.	III.	IV.	V.
1.	P1	Regulations on the Organization of Job Positions of the Catholic Faculty of Theology in Đakovo, Josip Juraj Strossmayer University of Osijek	KBF	x	x		x		
2.	P2	Ordinance on Financial Management of the Josip Juraj Strossmayer University of Osijek	UNIOS	x					
3.	P3	Ordinance on Conditions and Manner of Using the Funds of the Business Fund of the Josip Juraj Strossmayer University of Osijek	UNIOS	x					
4.	P4	Ordinance on Election/Reelection to Titles and Corresponding Employment Positions of the Josip Juraj Strossmayer University of Osijek	UNIOS	x				x	
5.	P5	Ordinance on Evaluation of Assistant's, Postdoctoral Fellow's and Mentor's Performance at the Josip Juraj Strossmayer University of Osijek	UNIOS	x				x	
6.	P6	Work Regulations of Josip Juraj Strossmayer University of Osijek	UNIOS	x					
7.	P7	Ordinance on Disciplinary Responsibility of Teachers and Associates of the Josip Juraj Strossmayer University of Osijek	UNIOS	x	x				
8.	P8	Ordinance on Disciplinary Responsibility of Students of Josip Juraj Strossmayer University of Osijek establishes disciplinary responsibility of students	UNIOS	x	x				
9.	P9	Ordinance on Prevention of Nepotism at the Josip Juraj Strossmayer University of Osijek	UNIOS	x				x	
10.	P10	Ordinance on Conflicts of Interests and Obligations at the Josip Juraj Strossmayer University of Osijek	UNIOS	x					
11.	P11	Ordinance on Studies and Study at the Josip Juraj Strossmayer University of Osijek	UNIOS	x		x	x		
12.	P12	Ordinance on Conditions and Manner of Exercising Rights for Awarding Student Scholarships and Grants at the Josip Juraj Strossmayer University of Osijek.	UNIOS	x					
13.	P13	Ordinance on Keeping a Register of Student Associations and Other Student Organizations	UNIOS	x					
14.	P14	Ordinance on Postgraduate Studies at the Josip Juraj Strossmayer University of Osijek	UNIOS	x					
15.	P15	Ordinance on Erasmus+ Program of Individual International Mobility of Outgoing and Incoming Students and (Non)Teaching Staff Under Key Activity 1 of the Josip Juraj Strossmayer University of Osijek	UNIOS	x			x		
16.	P16	Rules for Implementing the Procedure of Evaluating the Study Programs of the Josip Juraj Strossmayer University of Osijek	UNIOS	x					
17.	P17	Rules for Implementing the Procedure of Verifying the Fulfillment of Conditions to Carry Out Lifelong Learning Programs at the Scientific-Teaching and Artistic-Teaching Constituents of the Josip Juraj Strossmayer University of Osijek	UNIOS	x					

RULES, REGULATIONS and ORDINANCE (PRAVILNICI)				Relevant to / In Chapter					
No	Code	Name (link)	Author	Introduction	I.	II.	III.	IV.	V.
18.	P18	<a href="#">Regulations on the Organization and Activities of the Quality Assurance System of the Josip Juraj Strossmayer University of Osijek</a>	UNIOS		x				
19.	P19	<a href="#">Regulations on the Organization and Activities of the Quality Assurance System of Higher Education at the Catholic Faculty of Theology in Đakovo</a>	KBF		x				
20.	P20	<a href="#">Quality Assurance and Improvement Handbook of the Josip Juraj Strossmayer University</a>	UNIOS		x	x	x		
21.	P21	<a href="#">Quality Handbook of the Catholic Faculty of Theology in Đakovo</a>	KBF	x	x	x	x	x	
22.	P22	<a href="#">Ordinance on Specialist Work</a>	KBF		x				
23.	P23	<a href="#">Regulations on the Theological-Catechetical Lifelong Learning Program for Educators in Preschool Institutions (12 January 2015)</a>	KBF		x				
24.	P24	<a href="#">Rules in the Student Mobility Recognition Procedure (29 February 2016)</a>	KBF				x		
25.	P25	<a href="#">Regulations on Graduation Exams (10 December 2015 – consolidated text)</a>	KBF			x	x		
26.	P26	<a href="#">Regulations on Awards and Recognition of the Catholic Faculty of Theology in Đakovo</a>	KBF				x	x	x
27.	P27	<a href="#">Regulations on the Code of Conduct in the Dormitory (13 March 2019.)</a>	KBF				x		
28.	P28	<a href="#">Regulations on Demonstrators of the Catholic Faculty of Theology in Đakovo (11 March 2015).</a>	KBF				x		
29.	P29	<a href="#">Regulations on Financial Assistance for Students of Poor Socio-Economic Status (14 January 2019)</a>	KBF				x		
30.	P30	<a href="#">Regulations on the Layout of Diplomas and Diploma Supplements, the Layout of Certificates and Credentials of the Josip Juraj Strossmayer University of Osijek (6 February 2008)</a>	UNIOS				x		
31.	P31	<a href="#">Regulation on the Community of Friends of the CFT in Đakovo</a>	KBF				x		
32.	P32	<a href="#">Regulations on the Work of the Central Archdiocesan and Faculty Library</a>	KBF					x	
33.	P33	<a href="#">Ordinance on Announcement and Implementation of Public Tenders at the Josip Juraj Strossmayer University of Osijek, (28 February 2019.)</a>	UNIOS					x	
34.	P34	<a href="#">Regulations on the Publishing Activity of the CFT in Đakovo – consolidated text</a>	KBF						x
35.	P35	<a href="#">Work Regulations of the CTF in Đakovo</a>	KBF						
36.	P36	<a href="#">Cooperation agreements</a>	KBF/			x			x



DECISIONS				Relevant to / In Chapter					
No	Code	Name (link)	Author	Introduction	I.	II.	III.	IV.	V.
1.	O1	<a href="#">Decision of the University Senate from 27 March 2014 on organizational units of the scientific-teaching/artistic-teaching constituents of the Josip Juraj Strossmayer University of Osijek</a>	UNIOS	x					
2.	O2	<a href="#">Decision on the Criteria and Manner of Evaluating Extracurricular Activities of the CFT students</a>	KBF		x		x		
3.	O3	Decisions on the appointment of committees, working groups involving students (Ethics Committee, Committee for Quality Assurance and Improvement of Higher Education, Working Group for Learning Outcomes, Committee for Evaluation of Study Programs, Internal Audit Committee, Student Ombudsman, representatives in the Faculty Council, Student Disciplinary Court, Local Committee for Student Nutrition Control, Student Standards Board, Liturgy Board, Charity and Humanitarian Board, Culture Board, and Sports Board, Faculty Website Evaluation Committee, Committee and working groups for making the self-evaluation)	KBF		x			x	
4.	O4	Decision on Amendments to the Study Program of the Integrated Undergraduate and Graduate University Philosophical-Theological Study at the CFT in Đakovo, J. J. Strossmayer University of Osijek (University Senate, 9 June 2015)	UNIOS			x			
5.	O5	Decision on Amendments to the Study Program of the Integrated Undergraduate and Graduate University Philosophical-Theological Study at the CFT in Đakovo, J. J. Strossmayer University of Osijek (University Senate, 25 September 2019)	UNIOS			x			
6.	O6	Decisions on Amendments to the Study Program of Postgraduate Specialist Study in Pastoral Theology; specializations: Family Pastoral; Crisis Pastoral and Parish Pastoral at the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek (University Senate, 30 September 2013; 22 December 2014; 29 September 2015)	UNIOS			x			
7.	O7	Decision of the University Senate to Cancel the Postgraduate Specialist Study of Pastoral Theology with specializations in: Family Pastoral; Crisis Pastoral and Parish Pastoral (12 July 2016)	UNIOS	x		x			



DECISIONS				Relevant to / In Chapter					
No	Code	Name (link)	Author	Introduction	I.	II.	III.	IV.	V.
8.	O08	<a href="#">Decision on Giving Approval to the Catholic Faculty of Theology in Đakovo to Establish and Carry Out the Lifelong Learning Program Called »Theological-Catechetical Lifelong Learning Program for Educators in Preschool Institutions« of the Senate of Josip Juraj Strossmayer University of Osijek (Senat, 23. September 2014.)</a>	UNIOS			x			
9.	O09	<a href="#">Decision on Appointment of the Committee for the Recognition of Exams for Student Transfers</a>	KBF				x		
10.	O10	<a href="#">Decision on the method and conditions of drafting a written study from one compulsory course prescribed by the program of the 3rd and 4th year (summer semester) of the integrated undergraduate and graduate philosophical-theological study from 1 October 2012.</a>	KBF			x	x		
11.	O11	<a href="#">Decisions on the appointment of Erasmus coordinators</a>	KBF				x		
12.	O12	<a href="#">Decision on Assisting Teachers of the Catholic Faculty of Theology in Đakovo to Participate in Scientific Conferences (3 December 2018)</a>	KBF					x	x
13.	O13	<a href="#">Decision on Earmarked Financing of Science (1 July 2015)</a>	KBF			x	x	x	x
14.	O14	<a href="#">University Decision on the Linear Model of Studying at the Josip Juraj Strossmayer University of Osijek</a>	UNIOS				x		
15.	O15	<a href="#">Examples of Decisions on the Recognition of Mobility</a>	KBF				x		
16.	O16	<a href="#">Professional Development Plan</a>	KBF					x	

\* KBF – Catholic Faculty of Theology in Đakovo

\* UNIOS – J. J. Strossmayer University of Osijek

ANALYSIS				Relevant to / Mentioned in chapter					
N.o.	Code	Name (link)	Date	Intro	I.	II.	III.	IV.	V.
1.	A1	Survey results on lifelong learning program participant satisfaction	20. 7. 2015.		x				
2.	A2	<a href="#">Quality indicators 2014/2015</a>	27. 4. 2015.		x	x	x		
3.	A3	<a href="#">Quality indicators 2015/2016</a>	18. 4. 2016.		x	x	x		
4.	A4	<a href="#">Quality indicators 2016/2017</a>	26. 4. 2017.		x	x	x		
5.	A5	<a href="#">Quality indicators 2017/2018</a>	18. 4. 2018.		x	x	x		
6.	A6	<a href="#">Quality indicators 2018/2019</a>	13. 6. 2019.		x	x	x		
7.	A7	Analysis of the survey results on student satisfaction with the services and the work of administrative and professional services	20. 6. 2016.		x		x		
8.	A8	Survey report and results on student satisfaction with the services and the work of administrative and professional services	13. 6. 2017.		x		x		
9.	A9	Survey report and results on student satisfaction with the services and the work of administrative and professional services	15. 5. 2018.		x		x	x	
10.	A10	Report on the results of the internal student survey conducted at the Catholic Faculty of Theology in Đakovo for the summer semester of the academic year 2018/2019.	23. 8. 2019.		x	x	x	x	
11.	A11	Report on the results of the UJSS 2014/2015	23. 5. 2016.		x	x	x	x	
12.	A12	Report on the results of the UJSS 2015/2016	17. 2. 2017.		x	x	x	x	
13.	A13	Report on the results of the Unified University Student Survey conducted at the Catholic Faculty of Theology in Đakovo for the academic year 2016/2017	4. 12. 2017.		x	x	x	x	
14.	A14	Report on the results of the Unified University Student Survey conducted at the Catholic Faculty of Theology in Đakovo for the academic year 2017/2018 (FC 14.1.2019.)	9. 1. 2019.		x	x	x	x	
15.	A15	Report on the results of the Unified University Student Survey conducted at the Catholic Faculty of Theology in Đakovo for the academic year 2018/2019 (FC 27.1.2020.)	19. 12. 2019.		x	x	x	x	
16.	A16	Results of the Teacher Self-Evaluation Survey	23. 8. 2019.		x		x	x	
17.	A17	Survey results to determine the reasons for unsuccessful studying in the academic year 2013/2014 (Dropping out/Repeating the year)	17. 3. 2015.		x		x		
18.	A18	Survey results for determining the reasons for unsuccessful studying in the academic year 2016/2017 (Dropping out/Repeating the year)	20. 10. 2017.		x		x		
19.	A19	Survey results for determining the reasons for unsuccessful studying in the academic year 2017/2018. (Dropping out)	10. 5. 2019.		x		x		
20.	A20	Analysis of reasons for unsuccessful and inefficient study	21. 10. 2019.				x		
21.	A21	Survey results of the final year of study	31. 3. 2015.		x	x	x		
22.	A22	Survey results of the final year of study	21. 6. 2016.		x	x	x		

ANALYSIS				Relevant to / Mentioned in chapter					
N.o.	Code	Name (link)	Date	Intro	I.	II.	III.	IV.	V.
23.	A23	<a href="#">Survey results for graduate students in the academic year 2016/2017</a>	16. 10. 2017.		x	x	x		
24.	A24	<a href="#">Survey results for graduate students in the academic year 2017/2018</a>	10. 5. 2019.		x	x	x		
25.	A25	<a href="#">Employability data</a>	continuous			x	x		
26.	A26	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2014/2015</a>	13. 10. 2015.		x		x		
27.	A27	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2015/2016</a>	17. 10. 2016.		x		x		
28.	A28	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2016/2017 (after Erasmus+ deadline)</a>	31. 10. 2017.		x		x		
29.	A29	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2017/2018 (amended after Erasmus+ deadline)</a>	17. 12. 2018.		x		x		
30.	A30	<a href="#">Passing rate according to the year of study and courses at the end of the academic year 2018/2019</a>	18. 11. 2019.				x		
31.	A31	Passing rate according to the year of study and courses at the end of the summer semester of the academic year 2015/2016	20. 7. 2016.		x		x		
32.	A32	Passing rate according to the year of study and courses in the summer semester 2016/2017	11. 9. 2017.		x		x		
33.	A33	Passing rate according to the year of study and courses in the summer semester 2017/2018	11. 9. 2018.		x		x		
34.	A34	Passing rate according to the year of study and courses in the summer semester 2018/2019	19. 7. 2019.		x		x		
35.	A35	Passing rate according to the year of study and courses at the end of the winter semester of the academic year 2014/2015	March 2015.		x		x		
36.	A36	Passing rate according to the year of study and courses at the end of the winter semester of the academic year 2015/2016	30. 3. 2016.		x		x		
37.	A37	Passing rate according to the year of study and courses in the winter semester 2016/2017	13. 3. 2017.		x		x		
38.	A38	Passing rate according to the year of study and courses in the winter semester 2017/2018	19. 3. 2018.		x		x		
39.	A39	Passing rate according to the year of study and subjects in the winter semester 2018/2019	29. 4. 2019.		x		x		
40.	A40	Passing rate according to the subjects and exam schedules in the academic year 2014/2015	October 2015.		x		x		

ANALYSIS				Relevant to / Mentioned in chapter					
N.o.	Code	Name (link)	Date	Intro	I.	II.	III.	IV.	V.
41.	A41	Internal Survey of the Student Standards Board of the CFT's Student Union (FC Results)	22. 10. 2018.		x		x		
42.	A42	SWOT analysis of the student support mentoring system	15. 5. 2018.		x				
43.	A43	SWOT analysis of the student support mentoring system	19. 6. 2017.		x				
44.	A44	SWOT analysis of the student support mentoring system	13. 6. 2016.		x				
45.	A45	SWOT analysis of the student support mentoring system	8. 6. 2015.		x				
46.	A46	<a href="#">SWOT analysis teachers</a>	22. 10. 2015.		x	x	x		
47.	A47	<a href="#">SWOT analysis students</a>	22. 10. 2015.		x	x	x		
48.	A48	<a href="#">Internal audit of the Catholic Faculty of Theology in Đakovo</a>	8. 1. 2018.		x				
49.	A49	<a href="#">Annual teacher reports on teaching, scientific and research work for 2014</a>	25. 2. 2015.		x				x
50.	A50	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2015 and the Supplement: The List of contents of teacher reports</a>	20. 1. 2016.		x				x
51.	A51	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2016 and the Supplement: The List of contents of teacher reports</a>	30. 1. 2017.		x				x
52.	A52	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2017 and the Supplement: The List of contents of teacher reports</a>	8. 1. 2018.		x				x
53.	A53	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2018 and the Supplement: The List of contents of teacher reports</a>	7. 1. 2019.		x				x
54.	A54	<a href="#">Summary of the contents of annual teacher reports on teaching, scientific and research work in 2019 and the Supplement: The List of contents of teacher reports</a>	28. 2. 2020.		x				x
55.	A55	Erasmus+ Mobility satisfaction survey for the entire academic year 2016/2017	September 2017.		x		x		
56.	A56	Erasmus+ Mobility satisfaction survey for the winter semester 2015/2016	April/May 2016.		x		x		
57.	A57	Erasmus+ Mobility satisfaction survey during the winter semester 2016/2017	April/May 2017.		x		x		
58.	A58	Erasmus+ Mobility satisfaction survey during the winter semester 2017/2018	27. 3. 2018.		x		x		

REPORTS				Relevant to / Mentioned in chapter					
R.b.	Code	Name (link)	Date	Intro	I.	II.	III.	IV.	V.
1.	I1	<a href="#">Erasmus+ info day</a>	6. 3. 2019.		x		x		
2.	I2	<a href="#">Erasmus+ info day</a>	5. 3. 2018.		x		x		
3.	I3	<a href="#">Erasmus+ info day</a>	6. 3. 2017.		x		x		
4.	I4	<a href="#">Erasmus+ info day</a>	10. 3. 2016.		x		x		
5.	I5	The Dean's Annual Reports on the Work of the Catholic Faculty of Theology in Đakovo 2015./2016.	13. 1. 2017.		x	x	x	x	x
6.	I6	The Dean's Annual Report on the Work of the Faculty in 16-17	8. 1. 2018.		x	x	x	x	x
7.	I7	The Dean's Annual Report on the Work of the Faculty in 17-18 (FC Decision 4.3.2019.)	20. 2. 2019.		x	x	x	x	x
8.	I8	The Dean's Annual Report on the Work of the Faculty in 18-19 (FC Decision 22. 4. 2020.)	10. 4. 2020.		x	x	x	x	x
9.	I9	<a href="#">Annual Report of the Committee for Monitoring and Assuring Quality in the academic year 2013/2014</a>	28. 10. 2014.		x				
10.	I10	<a href="#">Annual Report of the Committee for Monitoring and Assuring Quality in the academic year 2014/2015</a>	25. 11. 2015.		x				
11.	I11	<a href="#">Annual Report of the Committee for Monitoring and Assuring Quality in the academic year 2015/2016</a>	24. 11. 2016.		x				
12.	I12	<a href="#">Annual Report of the Committee for Quality Assurance and Improvement in the academic year 2016/2017</a>	28. 11. 2017.		x				
13.	I13	<a href="#">Annual Report of the Committee for Quality Assurance and Improvement in the academic year 2017/2018</a>	5. 6. 2019.		x				
14.	I14	Annual Report on the Implementation of the Development Strategy 2016-2021 (FC Decision 3.6.2019.)	23. 5. 2019.		x	x			
15.	I15	Report on the implementation of the Development Strategy 2016-2021	8. 1. 2018.		x	x			
16.	I16	Annual Report on the Implementation of the Development Strategy 2016-2021 (FC Decision 15.01.2018)	27. 2. 2017.		x	x			
17.	I17	Annual Report on the Implementation of the Strategic Program of Scientific Research in 2015	29. 2. 2016.		x				x
18.	I18	Annual Report on the Implementation of the Strategic Program of Scientific Research in 2016	12. 1. 2017.		x				x
19.	I19	Annual Report on the Implementation of the Strategic Program of Scientific Research in 2017 (FC Decision 5.3.2018)	15. 1. 2018.		x				x
20.	I20	Annual Report on the Implementation of the Strategic Program of Scientific Research in 2018 (FC Decision 3.6.2019)	23. 5. 2019.		x				x
21.	I21	Annual Report on the Scientific Activity of the Catholic Faculty of Theology in Đakovo, 2016 (Multi-year Institutional Funding for Science – VIF)	11. 1. 2017.		x				x
22.	I22	Annual Report on the Scientific Activity of the Catholic Faculty of Theology in Đakovo, 2017 (Multi-year Institutional Funding for Science – VIF)	22. 1. 2018.		x				x

REPORTS				Relevant to / Mentioned in chapter					
R.b.	Code	Name (link)	Date	Intro	I.	II.	III.	IV.	V.
23.	I23	Annual Report on the Scientific Activity of the Catholic Faculty of Theology in Đakovo, 2018 (Multi-year Institutional Funding for Science – VIF)	31. 5. 2019.		x				x
24.	I24	<a href="#">Long-term work plan of the Committee for Quality Assurance and Improvement</a>	28. 11. 2017.		x				
25.	I25	<a href="#">Work plan of the Quality Committee (2014-2015)</a>	28. 10. 2014.		x				
26.	I26	<a href="#">Work plan of the Quality Committee (2015-2016)</a>	25. 11. 2015.		x				
27.	I27	<a href="#">Work plan of the Committee for Monitoring and Assuring Quality in Higher Education (2016-2017)</a>	24. 11. 2016.		x				
28.	I28	<a href="#">Annual work plan of the Committee for Quality Assurance and Improvement in the academic year 2017/2018</a>	28. 11. 2017.		x				
29.	I29	<a href="#">Annual work plan of the Committee for Quality Assurance and Improvement in the academic year 2018/2019</a>	5. 6. 2019.		x				
30.	I30	<a href="#">Annual work plan of the Committee for Quality Assurance and Improvement in the academic year 2019/2020</a>	27. 11. 2019.		x				
31.	I31	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2014/2015) UNI-OB	29. 5. 2015.		x	x	x	x	x
32.	I32	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2015/2016) UNI-OB	7. 7. 2016.		x				
33.	I33	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2016/2017) UNI-OB	10. 7. 2017.		x				
34.	I34	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2017/2018) UNI-OB	2. 7. 2018.		x				
35.	I35	The CFT Report on the Functioning and Effectiveness of the Quality Management System (2018/2019) UNI-OB	10. 7. 2019.		x				
36.	I36	Report on the implementation of activities of the CFT in Đakovo that contribute to the realization of the Development Strategy of the Josip Juraj Strossmayer University of Osijek	23. 1. 2019.		x				
37.	I37	The CFT's contribution to the implementation of the University's Development Strategy	10. 11. 2015.		x				
38.	I38	Report on the realization of curriculum in the summer semester 2016/2017	26. 6. 2017.		x				
39.	I39	Report on the realization of curriculum in the summer semester 2017/2018	26. 6. 2018.		x				
40.	I40	Report on the realization of curriculum in the summer semester 2018/2019	19. 6. 2019.		x				
41.	I41	Report on the realization of curriculum in the winter semester 2016/2017	27. 2. 2017.		x				
42.	I42	Report on the realization of curriculum in the winter semester 2017/2018	15. 2. 2018.		x				

REPORTS				Relevant to / Mentioned in chapter					
R.b.	Code	Name (link)	Date	Intro	I.	II.	III.	IV.	V.
43.	I43	Report on the realization of the curriculum in the winter semester of the academic year 2018/2019 (FC Decision 4.3.2019.)	27. 2. 2019.		x				
44.	I44	Budget Explanations 2016-2018	8. 3. 2016.		x				
45.	I45	Budget Explanations 2017-2019	24. 1. 2017.		x				
46.	I46	Budget Explanations 2018-2020	11. 9. 2017.		x				
47.	I47	Financial Plan Explanation 2020-2022	19. 9. 2019.		x				
48.	I48	The Dean's Annual Reports on the Work of the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek in 2014./2015.	7. 1. 2016.						
49.	I49	Annual report on the implementation of the Strategic Program of Scientific Research for 2019. (FC Decision 22.4.2020.)	10. 4. 2020.		x				x
50.	I50	Annual report on the implementation of the Development Strategy 2016-2021 (FC Decision 22.4.2020.)	10.4.2020.		x	x			
51.	I51	<a href="#">Report of the Expert Panel on the Re-Accreditation of the Catholic Faculty of Theology in Đakovo, J. J. Strossmayer University of Osijek</a> (11 June 2014)	11.6.2014.		x				
52.	I52	Financial plan 2015.						x	
53.	I53	Financial plan 2016.						x	
54.	I54	Financial plan 2017.						x	
55.	I55	Financial plan 2018.						x	
56.	I56	Financial plan 2019.						x	
57.	I57	Annual reports on the realization of the financial plans						x	
58.	I58	The list of scientific papers 2015.-2019.							x
59.	I59	The list of participations of teachers and associates in scientific / artistic / professional conferences 2015.-2019.							x
60.	I60	The list of conferences 2015.-2019.							x
61.	I61	The list of publications in professional journals 2015.-2019.							x
62.	I62	The list of popularization articles 2015.-2019.							x
63.	I63.	The list of memberships in local, professional and civic, civil and humanitarian associations							x
64.	I64.	The list of workshops, forums and media public appearances, columns and other popularization activities							x
65.	I65	List of awards and recognitions							x
66.	I66	List of projects							x
67.	I67	List of invited lectures							x
68.	I68	List of memberships in scientific/artistic boards of conferences and editorial boards of journals							x
69.	I69	<a href="#">List of available and open databases</a>							x
70.	I70	<a href="#">List of Faculty publications</a>							x

