

INTERNATIONALISATION STRATEGY OF THE FACULTY OF ECONOMICS AND BUSINESS IN OSIJEK FOR THE PERIOD 2026— 2028



Osijek, July 2026

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By Decision dated 4th of May 2026, the Dean appointed the members of the Committee for the preparation of the Internationalisation Strategy of the Faculty of Economics and Business in Osijek for the period 2026–2028. The Committee comprises the following members:

- Prof. Ivana Barković Bojanić, PhD
- Prof. Ivana Bestvina Bukvić, PhD
- Prof. Davor Dujak, PhD
- Assist. Prof. Dario Šebalj, PhD
- Assist. Prof. Ana Živković, PhD
- Mia Cirkveni, PhD, Senior Lecturer
- Marija Ileš Kaplan, PhD, postdoctoral researcher
- Oto Wilhelm, mag. oec. univ. spec. oec.

The Committee has been entrusted with the development of a strategic document aimed at strengthening the international dimension of the Faculty's activities across all key areas of its operation.

The Internationalisation Strategy of the Faculty of Economics and Business in Osijek was developed in collaboration with other members of the management of the Faculty of Economics and Business in Osijek, teaching staff, and professional services staff.

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1. Introduction

In line with contemporary European higher education practices, the Faculty of Economics and Business in Osijek (EFOS) adopts a holistic and integrated approach to internationalisation as a key driver of its institutional development. To keep the students competitive on a vibrant market, it is essential to equip them with intercultural and professional competences, enhance their employability in international contexts, and embed global perspectives throughout teaching, learning, and research. Accordingly, EFOS positions internationalisation as a horizontal, strategically coordinated function that integrates the international dimension into scientific research, teaching, mobility, and cooperation with its wider environment, in line with the concept of "comprehensive internationalisation", understood as "interconnected policies, programmes, and people" rather than isolated activities. From this perspective, EFOS's international openness is not an add-on, but a means of enhancing the quality and relevance of education and research, while simultaneously contributing to the development of the local and regional community through global learning and international partnerships.

The vision of the Faculty of Economics and Business in Osijek (EFOS) is to be an institution recognized for its excellence, innovation and creativity in education, scientific research work in the field of economics and business economics, as well as contribution to society at regional, national and international level.

The mission of the Faculty states that EFOS, through the educational process and scientific research work in the field of economics and business economics, produces competent individuals who can cope with various challenges of the environment. In these turbulent times, preparation of students for the vibrant global labour market heavily impacted by the geopolitical situation, is more relevant than before.

To achieve the Faculty's vision, this Internationalisation Strategy builds upon proven practices of leading schools and related institutions that link internationalisation to visibility and reputation building, the internationalisation of study programmes, mobility, partnerships, and quality assurance, as well as the systematic management and evaluation of performance indicators.

This Strategy is grounded in Faculty documents and reports, including an analysis of the implementation of the Faculty's Development Strategy for the 2023–2028 period, an assessment of the current operational context as presented in the Report of the Committee for Internal Assessment of the Quality Assurance System, and the Faculty's SWOT analysis¹. It also draws on the Strategy of the J. J. Strossmayer University of Osijek for the 2021–2030 period, as well as other relevant national and European policy documents. Throughout the process, examples of good practice from international higher education institutions were consulted with the aim of establishing a solid foundation for the future development of internationalisation, aligned with best international standards.

¹ Faculty of Economics and Business in Osijek, J. J. Strossmayer University of Osijek. (2022). Development Strategy of the Faculty of Economics and Business in Osijek for the 2023-2028 Period adopted 29th of September 2022, 21-22. Available at: <https://www.efos.unios.hr/wp-content/uploads/2025/09/Development-Strategy-of-the-Faculty-of-Economics-and-Business-in-Osijek-for-the-2023-2028-Period.pdf>

SWOT analyses conducted from both the students' and teachers' perspectives, indicates that internationalisation and mobility represent an important yet insufficiently exploited development area of the Faculty of Economics and Business in Osijek. On the one hand, the Faculty possesses significant structural and academic prerequisites for strengthening its international dimension, including Erasmus+ projects and cooperation with foreign higher education institutions, an international doctoral study programme, a UNESCO Chair in entrepreneurship education, a graduate programme Supply Chain Management internationally certified by European Logistics Association), Double degree study program (University Master's Programme in Business, majoring in Management), the organisation and participation in international scientific conferences, and the involvement of students in international competitions. From the students' perspective, Erasmus+ programmes, study programmes taught in English, and greater internationalisation of the Faculty are additionally recognised as important opportunities for future development.

At the same time, both SWOT analyses clearly point to weaknesses and development challenges in internationalisation. Students highlight the low level of student participation in mobility programmes, while teachers identify a low interest of teaching staff in international mobility, the lack of international accreditation, limited international recognition of study programmes, and the insufficient attractiveness of the Faculty for international students. These weaknesses, combined with external threats such as strong international competition (especially from online programmes), demographic trends, and youth emigration, underline the need for a more systematic and strategic approach to internationalisation. Overall, the SWOT findings suggest that the Faculty should more strongly integrate existing international activities with targeted incentives for student and staff mobility, the development of double and English-taught study programmes, and the process of international accreditation, to transform its current potential into sustainable international visibility and competitiveness. As shown in Appendix 1, EFOS has recorded a substantial increase in both incoming and outgoing student and staff mobility during the observed period through the observed period (2022/2023 to June 2026). The particularly strong growth achieved in 2025/2026 reflects the Faculty's increasing international engagement and demonstrates the positive effects of activities implemented within international cooperation and mobility programmes. These trends confirm that mobility has become an important driver of the Faculty's internationalisation efforts and provide a strong foundation for achieving the objectives outlined in this Strategic Plan for the period 2026–2028.

It is expected that the implementation of this Strategy will further result in:

- (1) increased international attractiveness of EFOS and improved student experience;
- (2) stronger student competences for the international labour market;
- (3) greater international visibility of the Faculty;
- (4) a more stable and higher-quality portfolio of partnerships; and
- (5) culture in which internationalisation is aligned with the Faculty's mission and the needs of the wider community.

This Strategy will be implemented through operational plan, with clearly defined activity implementing body and timelines. In its implementation, EFOS will make use of existing

institutional frameworks and opportunities such as Erasmus+ calls, CEEPUS networks, including cooperation within European university networks (e.g. COLOURS).

2. Strategic Objective of Internationalisation

The strategic objective of the Faculty of Economics and Business in Osijek is to further strengthen its international profile by enhancing the quality, visibility and impact of its teaching, research and institutional partnerships, thereby positioning the Faculty as a recognised, active and reliable higher education institution within the European Higher Education and Research Area.

This objective will be achieved by enhancing the quality of teaching, scientific research, and professional activities, intensifying international cooperation, and increasing the participation of students and staff in international mobility and collaborative projects. Special emphasis will be placed on the development and implementation of physical, online, and hybrid mobility programmes (per example dual (double) degree study programmes, Blended Intensive Programmes (BIPs)) as well as international research and professional projects in cooperation with foreign partner institutions. Prerequisites for achieving this objective include active involvement in national and international research projects, participation in international academic networks and associations, expansion of inter-institutional agreements, and the development of study programmes, internationalisation at home initiatives and courses delivered in English.

Quality assurance and international recognition will be ensured through the continuous development of internal quality assurance mechanisms, alignment with European standards and guidelines, and the pursuit of international accreditation and certification processes, thereby further strengthening the Faculty's competitiveness, visibility, and attractiveness in the international academic environment.

3. Specific Goals of Internationalisation

In line with the Strategic Objectives and the Development Strategy of the Faculty of Economics and Business in Osijek for the 2023–2028 period, the following strategic goals in the field of internationalisation have been defined.

- To strengthen the international institutional visibility, reputation and branding of EFOS through targeted communication activities, participation in international networks, and the development of recognisable thematic niches in teaching, knowledge transfer and research.
- To systematically expand the offer of courses taught in English while embedding international, intercultural and comparative perspectives into teaching and learning activities
- To internationalise study programmes through their development, accreditation, and modernisation, including the expansion number of courses delivered in English and the

development of double degree study programmes in cooperation with international partners.

- To increase the quality and scope of student and staff physical mobility (incoming and outgoing), with an emphasis on improving recognition procedures including accessibility, support and reduction of administrative barriers.
- To encourage activities related to internationalisation at home (the number of students and professor participating in COIL VEs and virtual mobility).
- To develop strategic international partnerships and networks by building a portfolio of high-quality international partners based on clear quality criteria and mutual benefits, and by strengthening EFOS's engagement in international university networks.
- To improve the attractiveness of EFOS for international students, academic staff, and researchers by strengthening support services, enhancing digital and informational infrastructure, and promoting the Faculty internationally.

The strategic priorities for internationalisation are outlined in the Development Strategy of the Faculty of Economics and Business in Osijek (2023–2028) and are structured around four core goals and their respective sub-activities, which are elaborated in more detail in the following chapter.

4. Strategic Priorities for Internationalisation within the Faculty's Development Strategy for 2023–2028

This chapter provides a more detailed elaboration of the key strategic priorities relevant to internationalisation outlined in the Faculty's Development Strategy for 2023–2028. The strategic framework is structured around four core objectives that support the overall development and strengthening of the Faculty's capacities and international positioning, while selected objectives contribute directly or indirectly to the enhancement of internationalisation and visibility of EFOS. For each objective, specific developmental goals have been established, along with associated activities and performance indicators, as summarized in Table 1, and described as follows.

4.1 Promoting the Integration of the Faculty of Economics and Business in Osijek into the European Higher Education Area (Specific Goal 1.5)

Specific Goal 1.5. includes four sub activities:

- **1.5.1** Promote mobility programmes.
- **1.5.2** Define the framework and procedures for the recognition of mobility periods and completed courses.
- **1.5.3** Increase the number of students participating in incoming and outgoing mobility (Erasmus+ and CEEPUS programmes).
- **1.5.4** Increase the number of teaching and non-teaching staff participating in mobility programmes (Erasmus+ and CEEPUS programmes).

This strategic goal is aimed at the systematic strengthening of the integration of the Faculty of Economics and Business in Osijek (EFOS) into the European Higher Education Area (EHEA) through enhanced academic mobility, transparency and recognition of learning outcomes, and stronger European networking of students and staff.

The goal is pursued through a set of interrelated activities designed to create the necessary institutional, administrative, and organisational prerequisites for high-quality international cooperation, including:

- The development and promotion of mobility programmes for students, teaching staff, and non-teaching staff, with a particular focus on Erasmus+ and CEEPUS programmes.
- The establishment of a clear and transparent system for the recognition of mobility periods, including study abroad and courses completed at partner institutions.
- The strengthening of administrative and advisory support for mobility participants before, during, and after their stay abroad.
- Enhanced student mobility, outgoing, incoming and Internationalisation at Home, fostering international and intercultural experience and the development of competences relevant to the European labour market.

It is expected that more active participation of teaching and non-teaching staff in mobility programmes will contribute to knowledge transfer, the improvement of teaching methods, and the modernisation of institutional practices. These activities will also enhance the quality of study programmes and teaching through the exchange of good practices and alignment with EHEA principles.

In summary, this strategic goal seeks to make international mobility and European cooperation an integral and fully functional part of the everyday operations of the Faculty of Economics and Business in Osijek.

4.2 Strengthening scientific research and increasing the Faculty's capacity for knowledge transfer by focusing research efforts and involving diverse stakeholders in internal research projects (Strategic Goal 2.1.)

Specific Goal 2.1. includes one sub-activity:

- **2.1.7** Promote cross-faculty cooperation (local, national, and international) in the submission of scientific, research, and professional projects.

Specific Goal 2.1 aims to enhance the quality, focus, and societal relevance of scientific research at the Faculty, while simultaneously strengthening its capacity for knowledge transfer. The core intention is to concentrate research efforts on clearly defined priority areas and to foster collaboration among academics, students, and external stakeholders from the business and public sectors.

This goal encompasses a set of coordinated measures designed to improve the internal research ecosystem and make research activities more impactful and sustainable.

Through the implementation of this strategic goal, the Faculty aims to enhance the quality and coherence of its research through focused research agendas, strengthen knowledge transfer and collaboration with external stakeholders, actively support the development of young

researchers and student engagement in research, encouraging research assistants to enroll in doctoral programmes abroad and improve its visibility and competitiveness in national and international research and funding environments.

Overall, Specific Goal 2.1 seeks to create a structured, collaborative, and outward-oriented research environment (through cross-faculty cooperation on local, national, and international level) that enhances scientific excellence while strengthening the Faculty's role as a generator and transmitter of knowledge for the wider community.

4.3 Strengthening the professional activities of teaching staff and increasing their engagement in university, local, regional, national, and international bodies, as well as civil society organisations (Specific Goal 3.2)

Specific Goal 3.2. includes one sub activity:

- 3.2.3 Encourage Faculty staff to become actively involved in the work of the University and in national and international bodies, local and regional self-government bodies, and civil society organisations.

Specific Goal 3.2 focuses on enhancing the professional engagement and societal contribution of teaching staff by encouraging their active participation beyond core teaching and research duties. This includes fostering faculty engagement in international cooperation through guest lectures, participation in programme and organizing committees of international conferences, involvement as members and reviewers of scientific project or monograph committees, editorial boards of international journals, and related activities. The goal recognises academic staff as key agents of knowledge dissemination, expertise, and social responsibility at the university, as well as at local, regional, national, and international levels.

This goal encompasses activities aimed at expanding and formalising the professional roles of teaching staff through closer interaction with the wider community and relevant institutions. Through the implementation of this goal, the Faculty aims to accomplish stronger societal relevance and impact of academic expertise, ensuring that knowledge generated at the Faculty contributes directly to economic, institutional, and social development, increased visibility and reputation of the Faculty, both within the academic community and among external stakeholders. Overall, Specific Goal 3.2 seeks to position teaching staff as active contributors to society and key representatives of the Faculty, reinforcing its role as an engaged, open, and socially responsible academic institution.

4.4 Strengthening the integration of the Faculty of Economics and Business in Osijek into the global higher education sector (Specific Goal 4.1)

Specific Goal 4.1. includes three sub-activities:

- 4.1.1 Appoint coordinators for international accreditation.
- 4.1.2 Create conditions for obtaining international accreditation.
- 4.1.3 Initiate the process of acquiring international accreditation.

Specific Goal 4.1 is focused on enhancing the international standing, credibility, and competitiveness of EFOS by integrating it more firmly into the global higher education landscape. The central mechanism for achieving this goal is the pursuit of internationally recognised accreditation, which serves as a key quality benchmark and a signal of excellence to students, partners, and the wider academic community. This goal encompasses a structured and phased approach to international accreditation, combining organisational preparedness, institutional development, and strategic commitment.

Specifically, through Specific Objective 4.1, the international accreditation process is intended to be established as a strategic tool for international integration, quality enhancement, and international visibility, strengthening the Faculty's position in an increasingly competitive international higher education environment.

5. Implementation Framework: Key Performance Indicators and Activities of the Internationalisation Strategy of the Faculty of Economics and Business in Osijek

The strategic goals of EFOS are based on Strategic Plan for the period 2023–2028 and articulated alongside clearly defined measures and key performance indicators (KPIs) that enable systematic monitoring and evaluation of institutional progress. This strategic framework ensures a transparent and evidence-based assessment of the Faculty's advancement towards its internationalisation objectives and overall strategic development.

Strategic area: Education

Strategic goal 1: Ensure high quality and recognition of educational programmes in the field of economics and business economics with learning outcomes that will enable the acquisition of the required competencies in accordance with the needs of the environment and qualification standards.

Specific goal 1.5. Promoting the integration of the Faculty of Economics and Business in Osijek into the European Higher Education Area

<i>Activity/task</i>	<i>Indicator</i>	<i>KPI</i>	<i>Proposed implementation or improvement measures in the period 2026 -2028</i>	<i>Implementing Body</i>	<i>Deadline/ period of implementation</i>
1.5.1. Promote mobility programmes	Workshops and presentations of mobility programmes were held	2 per year	In coordination with international office staff and student associations organize 2 workshops/presentations per academic year (preferably one per semester), including individual consultations for staff and students.	Erasmus+ and CEEPUS coordinators; Vice-Dean for International Cooperation and Community Engagement	Continuous

			Promote Internationalisation at Home - Organizing and promoting COIL Virtual Exchange and Virtual Mobility Encourage Staff Development - Training in Intercultural Pedagogy and Innovative Teaching Approaches. Facilitate Students' Global Competencies (Intercultural Communication and Collaboration, Digital Literacy, AI Literacy, Employability Skills, Transferable Soft Skills) and Sustainability Awareness Development		
1.5.2. Define the framework and procedures for the recognition of mobility periods and completed courses	Regulations on international mobility of students, teaching and non-teaching staff were created	1	Continuous compliance monitoring and improvement of guidelines for mobility as well as recognition of mobility periods and completed courses.	Administration – International Office; Vice-Dean for International Cooperation and Community Engagement; ECTS coordinators	September 2023 (fulfilled)
1.5.3. Increase the number of students in the system of incoming and outgoing mobility	Number of students in mobility programmes per year	Increase: at least 10 per year	Development and implementation of new Blended Intensive Programmes (BIPs) and Collaborative Online International Learning (COILs), in cooperation with international partners Strengthening cooperation with existing and new international partner institutions,	Vice-Dean for International Cooperation and Community Engagement; Vice-Dean for Teaching and Students; Erasmus+ and CEEPUS coordinators; Office for Quality;	Continuous

			with a focus on joint projects development. Capacity building of academic staff for Blended Intensive Programmes (BIPs) and Collaborative Online International Learning (COILs) or other forms of international projects design and implementation (internal workshops, mentoring, good practice exchange, networking) Recognition of ECTS credits earned through Internationalisation at Home, Blended Intensive Programmes (BIPs), Collaborative Online International Learning (COILs), summer schools, project activities etc. within study programmes as a mechanism for supporting internationalisation.	Administration – International Office Teachers	
1.5.4. Increase the number of teaching and non-teaching staff in mobility programmes	Number of teaching staff in mobility programmes per year	Increase participation in Erasmus+ mobility programmes, as well as in other mobility programmes.	Systematic identification and encouragement of teaching and non-teaching staff to participate in Erasmus+ and CEEPUS mobility programmes	Vice-Dean for International Cooperation and Community Engagement; Projects and International Cooperation Office;	Continuous

	Number of non-teaching staff in mobility programmes per year	Increase participation in Erasmus+ mobility programmes, as well as in other mobility programmes.	Active involvement of staff in Blended Intensive Programmes (BIPs) or Collaborative Online International Learning (COILs) as participants, teachers, trainers, coordinators, and organizers Administrative and organizational support for outgoing and incoming staff mobility (guidelines, templates, mentoring). The Inclusion of the Local or Global Community in the Teaching Process through International Project-Based Activities and Collaboration Initiatives	Erasmus+ and CEEPUS coordinators; Office for Quality; Administration – International Office	
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Strategic area: Scientific research work and knowledge transfer

Strategic goal 2: Strengthen the productivity and excellence of scientific research by expanding and promoting research and mentoring capacities with the aim of creating new scientific knowledge and knowledge transfer.

Specific goal 2.1. Strengthening scientific research work and increasing the Faculty's capacity to transfer knowledge by focusing research efforts and involving various stakeholders in the Faculty's internal scientific research projects

Activity/task	Indicator	KPI	<i>Proposed implementation or improvement measures in the period 2026 -2028</i>	<i>Implementing Body</i>	<i>Deadline/ period of implementation</i>
2.1.7. Promote cross-faculty cooperation (at local, national and international level) in the submission of scientific research and professional projects	Number of submitted cross-faculty projects	Growth in the number of cross-faculty project submissions	Establishment of an internal database of potential national and international partners and their research interests Active dissemination of information on open calls (EU, national and international) suitable for cross-faculty cooperation Encouragement of teachers to participate in international research networks and consortia	Vice Dean for Science and Projects; Vice-Dean for International Cooperation and Community Engagement; Department for Projects and Programmes; Teachers; International Office;	Continuous

Strategic area: Collaboration with the environment and the third mission of the Faculty

Strategic goal 3: Develop the Faculty as a major factor in the economic and social development of the environment and in improving the quality of life in the community by collaborating with external stakeholders and educating responsible and expert citizens who are sensitive to the needs of the community in which they live.

Specific goal 3.2. Strengthening the professional activities of teachers and their involvement in the work of university, local, regional, national and international bodies, and civil society organisations

Activity/task	Indicator	KPI	Proposed implementation or improvement measures in the period 2026 -2028	Implementing Body	Deadline/ period of implementation
3.2.3. Encourage Faculty's staff to become involved in the work of the University, national and international bodies, local and regional self-government bodies, and civil society organisations	Number of staff engaged in international conferences, publications, and other collaborative activities involving national and international institutions, local and regional authorities, and civil society organisations	5	Active dissemination of calls and invitations for participation in university, national and international bodies Encouragement and support of staff candidature for membership in international expert bodies, boards, councils and NGOs.	Administration Chairs Teachers	Continuous

	Level of international mobility and teaching exchange of academic staff	Growth in outgoing and incoming guest lecturing activities	Promote the participation of teaching staff as guest lecturers at international higher education institutions (HEIs) and the involvement of international faculty in teaching at EFOS	Vice-Dean for International Cooperation and Community Engagement; Vice-Dean for Teaching and Students; Chairs; Teachers	Continuous
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Strategic area: Quality and resources

Strategic goal 4: Provide human, material, information and other resources to improve the quality of all processes and activities of the Faculty.

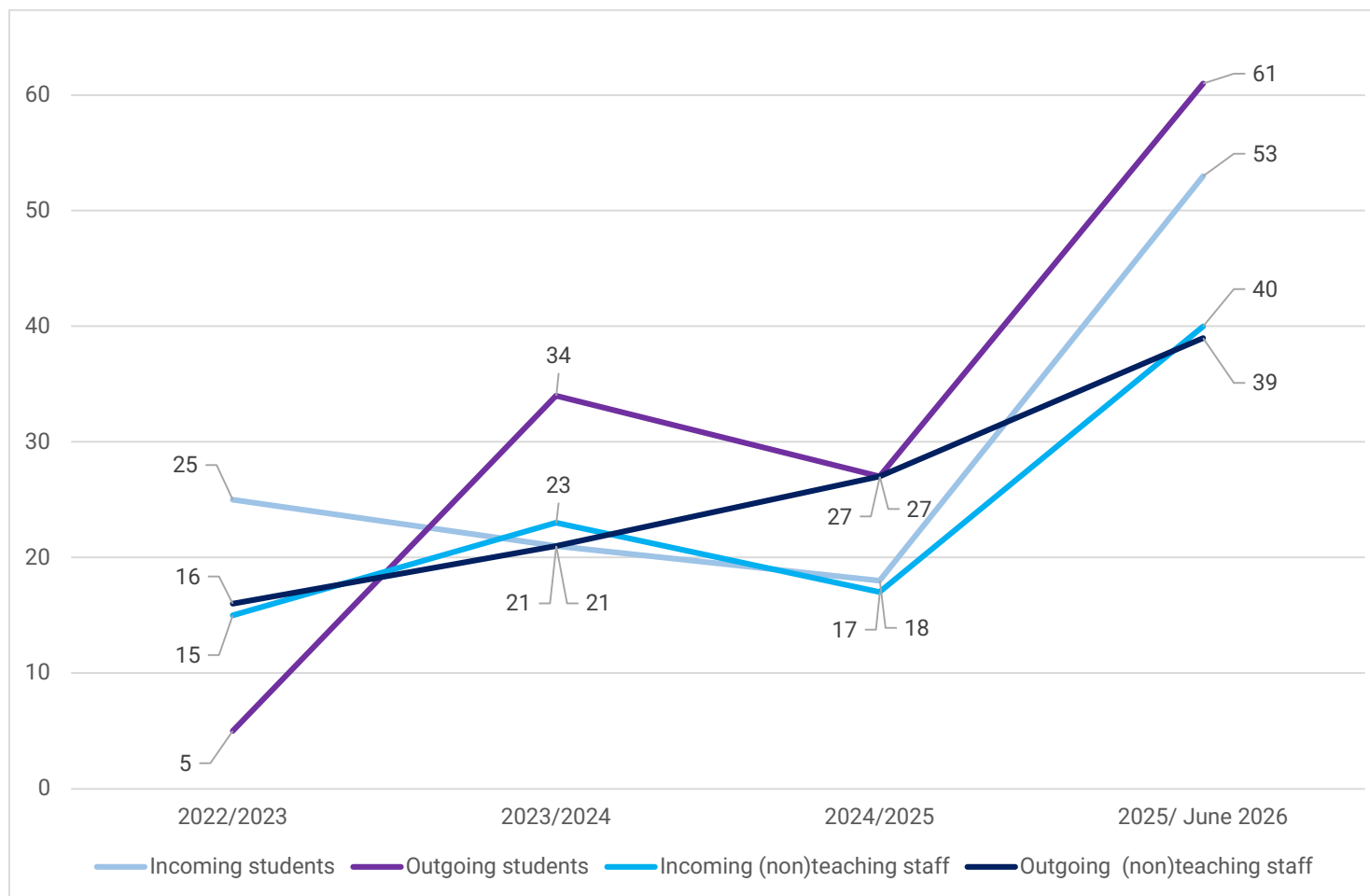
Specific goal 4.1. Strengthen the integration of the Faculty of Economics and Business in Osijek into the global higher education sector

<i>Activity/task</i>	<i>Indicator</i>	<i>KPI</i>	<i>Proposed implementation or improvement measures in the period 2026 -2028</i>	<i>Implementing Body</i>	<i>Deadline/ period of implementation</i>
4.1.1. Appoint coordinators for international accreditation	Coordinators were appointed	Fulfilled in the planned period	Dedicated coordinators are appointed to lead, manage, and monitor accreditation-related activities, ensuring internal alignment and effective communication across units. Implement targeted education and motivation measures for academic and	Management Board	Continuous

			administrative staff aimed at improving understanding of accreditation requirements and enhancing the overall accreditation process.		
	Functional International Relations Office	Sustained functionality of the International Relations Office and annual engagement of coordinators in professional training	Empowering of the International Relations Office through provision of regular targeted trainings and education (workshops, seminars, study visits) for coordinators and allocate necessary administrative and financial support	Dean; Vice-Dean for International Cooperation and Community Engagement; International Relations Office	Continuous
4.1.2. Create conditions for obtaining international accreditation	Conditions for initiating the procedure to obtain international accreditation are met	CEEMAN and PRME standards fulfilled; BSIS and EFMD processes initiated; AACSB membership status maintained - with plans to initiate the accreditation process by the end of 2026	Organisational, administrative, and documentation prerequisites established Analysing accreditation requirements, harmonising curricula and learning outcomes, strengthening quality assurance systems, and addressing identified gaps in institutional practices.	Management Board; Administration Coordinators for international accreditation	Continuous
4.1.3. Start the process of acquiring international accreditation	Progress in international accreditation processes and level of	For the period 2026-2028: active participation maintained in CEEMAN and PRME; BSIS and	Formal initiation of the accreditation procedure, engage with accreditation agencies, and undergo self-assessment, submission of initial documentation and external evaluation procedures.		Continuous

	engagement in international accreditation and professional networks	EFMD processes initiated (self-assessment submitted) AACSB membership maintained with planned accreditation			
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Appendix 1 Incoming and outgoing students and staff mobility trends (2022/2023 – June 2026)



Appendix 2 Specific goals of the Internationalisation Strategy of the Faculty of Economics and Business in Osijek for the Period 2023–2028 focused on internationalisation and mobility

Strategic area: Education

Strategic goal 1: Ensure high quality and recognition of educational programmes in the field of economics and business economics with learning outcomes that will enable the acquisition of the required competencies in accordance with the needs of the environment and qualification standards.

Specific goal 1.5. Promoting the integration of the Faculty of Economics and Business in Osijek into the European Higher Education Area			
<i>Activity/task</i>	<i>Indicator</i>	<i>Bearer</i>	<i>Deadline/ period of implementation</i>
1.5.1. Promote mobility programmes	Workshops and presentations of mobility programmes were held	Erasmus+ and CEEPUS coordinators Vice-Dean for Cooperation with the Environment, Projects and International Cooperation	Continuous
1.5.2. Define the framework and procedures for the recognition of mobility periods and completed courses	Regulations on international mobility of students, teaching and non-teaching staff were created	Administration	September 2023

1.5.3. Increase the number of students in the system of incoming and outgoing mobility (Erasmus+ and CEEPUS programmes)	Number of students in mobility programmes per year	Vice-Dean for Cooperation with the Environment, Projects and International Cooperation, Erasmus+ and CEEPUS coordinators Office for Quality	Continuous
1.5.4. Increase the number of teaching and non-teaching staff in mobility programmes (Erasmus+ and CEEPUS programmes)	Number of teaching staff in mobility programmes per year	Vice-Dean for Cooperation with the Environment, Projects and International Cooperation, Erasmus+ and CEEPUS coordinators Office for Quality	Continuous
	Number of non-teaching staff in mobility programmes per year		

Strategic area: Scientific research work and knowledge transfer

Strategic goal 2: Strengthen the productivity and excellence of scientific research by expanding and promoting research and mentoring capacities with the aim of creating new scientific knowledge and knowledge transfer.

Specific goal 2.1. Strengthening scientific research work and increasing the Faculty's capacity to transfer knowledge by focusing research efforts and involving various stakeholders in the Faculty's internal scientific research projects

<i>Activity/task</i>	<i>Indicator</i>	<i>Bearer</i>	<i>Deadline/ period of implementation</i>
2.1.1. Organise workshops for teachers with the aim of defining the research areas of internal scientific research projects	Organised workshops	Vice-Dean for Scientific Affairs	Continuously on an annual basis

2.1.2. Consolidate the Faculty's internal research projects into a smaller number of projects focusing on selected research areas	Number of internal research projects	Vice-Dean for Scientific Affairs Chairs Teachers	Continuously on an annual basis
2.1.3. Increase the capacity for knowledge transfer by involving business and public sector experts in the Faculty's internal scientific and research projects	Number of business and public sector experts involved in research projects	Vice-Dean for Scientific Affairs Vice-Dean for Cooperation with the Environment, Projects and International Cooperation Teachers	Continuously on an annual basis
2.1.4. Focus research activities by involving doctoral students in the Faculty's internal scientific and research projects	Number of doctoral students involved in research projects	Vice-Dean for Scientific Affairs Heads of doctoral programmes Teachers	Continuously on an annual basis
2.1.5. Greater involvement of students in internal scientific and research projects	Number of students of postgraduate specialist, graduate and undergraduate studies involved in research projects	Heads of study programmes Teachers	Continuously on an annual basis
	Number of published papers co-authored with postgraduate/doctoral students	Administration Teachers	Continuously on an annual basis
	Number of published papers co-authored with undergraduate and graduate students		
2.1.6. Define guidelines and framework conditions for the application and implementation of the Faculty's internal scientific and research projects	Regulations on the Faculty's internal scientific research projects were created	Administration	September 2023
2.1.7. Promote cross-faculty cooperation (at local, national and international level) in the submission of scientific research and professional projects	Number of submitted cross-faculty projects	Administration Teachers	Continuous

Strategic area: Collaboration with the environment and the third mission of the Faculty

Strategic goal 3: Develop the Faculty as a major factor in the economic and social development of the environment and in improving the quality of life in the community by collaborating with external stakeholders and educating responsible and expert citizens who are sensitive to the needs of the community in which they live.

Specific goal 3.2. Strengthening the professional activities of teachers and their involvement in the work of university, local, regional, national and international bodies, and civil society organisations			
Activity/task	Indicator	Bearer	Deadline/ period of implementation
3.2.1. Encourage Faculty's staff to provide professional, advisory and educational services to the environment through the Centre for Business Excellence	Number of professional, advisory and educational services offered by Faculty's staff	Administration Centre for Business Excellence	Continuous
3.2.3. Encourage Faculty's staff to become involved in the work of the University, national and international bodies, local and regional self-government bodies, and civil society organisations	Number of staff involved	Administration Chairs Teachers	Continuous

Strategic area: Quality and resources

Strategic goal 4: Provide human, material, information and other resources to improve the quality of all processes and activities of the Faculty.

Specific goal 4.1. Strengthen the integration of the Faculty of Economics and Business in Osijek into the global higher education sector			
<i>Activity/task</i>	<i>Indicator</i>	<i>Bearer</i>	<i>Deadline/ period of implementation</i>
4.1.1. Appoint coordinators for international accreditation	Coordinators were appointed	Administration	December 2022
4.1.2. Create conditions for obtaining international accreditation	Conditions for initiating the procedure to obtain international accreditation are met	Administration Coordinators for international accreditation	December 2025
4.1.3. Start the process of acquiring international accreditation	Process for acquiring international accreditation was started		December 2025

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